

Restructuring/WS&I Cell, Corporate Office, Room No 804, Harish Chandra Mathur Lane, Janpath, New Delhi-110001. Telephone No: 23329496 / 23734343 Fax: 23765191		भारत संचार निगम लिमिटेड (भारत सरकार का उद्यम) Bharat Sanchar Nigam Limited (A Govt. of India Enterprise)
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No 6-1/2007-Restg Vol-II

Dated: 20th January, 2016.

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To,
All the CGMs, BSNL

Subject: Amendment in BSNL Employees Transfer Policy

With the approval of Competent Authority the Clause 13(iv) under section D [Additional Guidelines Specific to Non-Executives] of BSNL Transfer Policy issued vide order No 6-1/2007-Restg Dated 07.05.2008 read with modification dated 13.08.2008 stands modified (the text in the box below will replace the original text) as follows:

- (iv) For adequately manning the post of rural and unpopular areas and to provide timely replacement of staff working in such areas, circles will evolve the policy of transfer of staff on rotation basis based on the following guidelines and with due regard to local requirements.
- Tenure for notified unpopular station will be two years. Competent Authority for notifying unpopular stations with the Circle/SSAs for the purpose of tenure shall be concerned Head of Circle.
 - Tenure for Rural Area (other than those identified as unpopular stations) will be three years. Request for transfer, at own cost, shall normally be entertained after at least two years in a station. Competent Authority for notifying rural areas with the Circle/SSAs for the purpose of tenure shall be concerned Head of Circle.
 - For effecting transfer to rural and unpopular stations, system of calling volunteers will be adopted and in the event of not getting adequate volunteers, employees in the order of station tenure i.e. the employee with longest station stay will be considered for transfer.
 - On completion of the tenure, employees shall be accommodated at the choice of posting (out of three choices sought from the employee) as far as possible and subject to administrative convenience and not generally disturbed for the next three years, except in the exigencies of service to be recorded in writing. Having availed the benefits once for the tenure stay at Rural Areas, the employee will not be entitled for the same again if he/she opts for consecutive posting in some other rural area on his/her volition.
 - Extra leave taken over and above due for the tenure period shall be deducted from the stay at that station.
 - Posting of unwilling female employees and those who are going to complete 55 years of age as on 31st of March of the financial year to such rural/unpopular stations will be avoided as far as possible.
 - Persons posted at such rural/unpopular stations may be allowed to continue even beyond two years tenure if they so opt. However, this would be subjected to the prevailing post/station tenure limits. The provision of the clause will be subject to administrative feasibility.

Copy for information to:

- All Directors/EDs, BSNL CO
- CVO, BSNL
- GM (Pers)/ GM(Estt.)/ GM(FP)/ PGM(BW/Elect/Arch.)/ GM (TF)

(A M Gupta)
GM(Corp Restg/WS&I)

22/01/16