



BHARAT SANCHAR NIGAM LIMITED

CORPORATE OFFICE
(PERSONNEL - I SECTION)

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No. 412-10/2009-Pers.I

Dated: May 9th, 2012

To

All Heads of Telecom Circles/
Metro Districts/ Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTC
All other Administrative Units,
All Executive Directors/ PGMs/Sr. GMs/Addl. GMs/DGMs of
BSNL Corporate Office

Subject: - **BSNL employees' transfer policy- revised guidelines.**

The transfer policy of Executive/Non-Executives is being regulated through BSNL Employees Transfer Policy issued vide order No.6-1/2007-Restg. Dt.07-05-2008 read with modification dt.13-08-2008. With a view to minimize the avoidable expenditure related to transfers, following modifications are being issued for regulating transfers henceforth:

- (I) **Company cost transfers and own cost transfers (for posting in areas other than tenure areas):**
- Request transfer after three years in a station shall be at Company's cost.
 - Request transfer before completion of three years in a station shall be at own cost of the employee concerned.
 - Request for transfer, if any, shall normally be entertained after at least two years in a station.
- (II) **Further, the other Tenure Areas (i.e. tenure areas other than J&K, NE Region, A&N Islands and Sikkim) notified vide BSNL C.O. order No. 412-10/2009-Pers.I, dated 23.03.2010 & dated 23.06.2010, shall henceforth be regulated on the following revised guidelines:**
- The 'Other Tenure Areas' shall henceforth be designated as '**Soft Tenure Areas**'
 - The tenure of the 'Soft Tenure Areas' stand enhanced from the existing **two years to three years.**
 - Posting in soft tenure will entitle the executives for the benefit of break in Circle tenure.
 - Executives being posted in soft tenure from within the Circle may not be allowed to revert to the same SSA from where they were transferred, at least for one post tenure.

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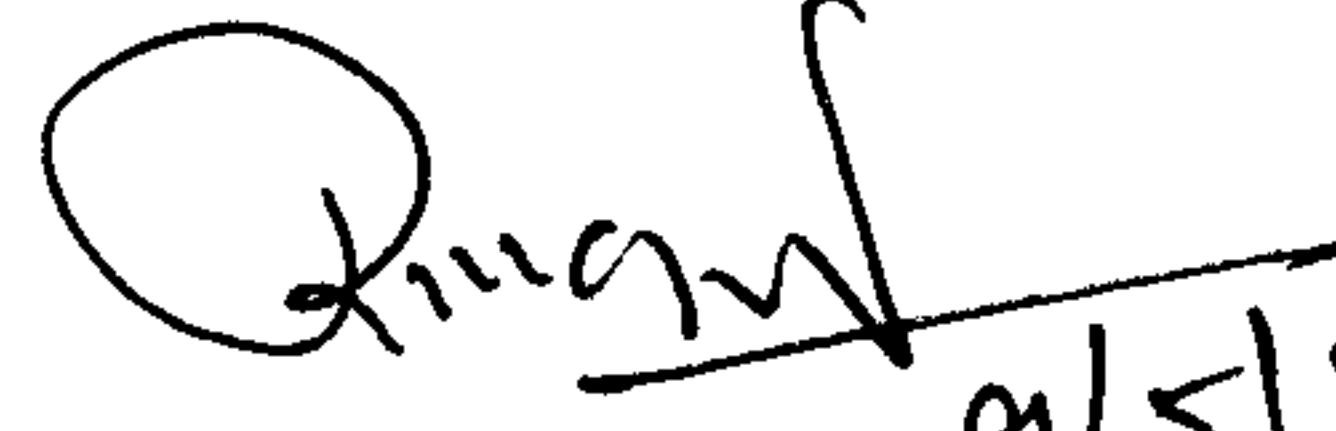
9/5/2012

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A classification of 'Hard' and 'Soft' Tenure areas recognized at all India level is enclosed in **Annexure-I**. The provisions regarding post/station/SSA/Circle tenure in the BSNL Employees' Transfer policy not affected by the above revised guidelines shall remain in force.

This issues with the approval of the Competent Authority.



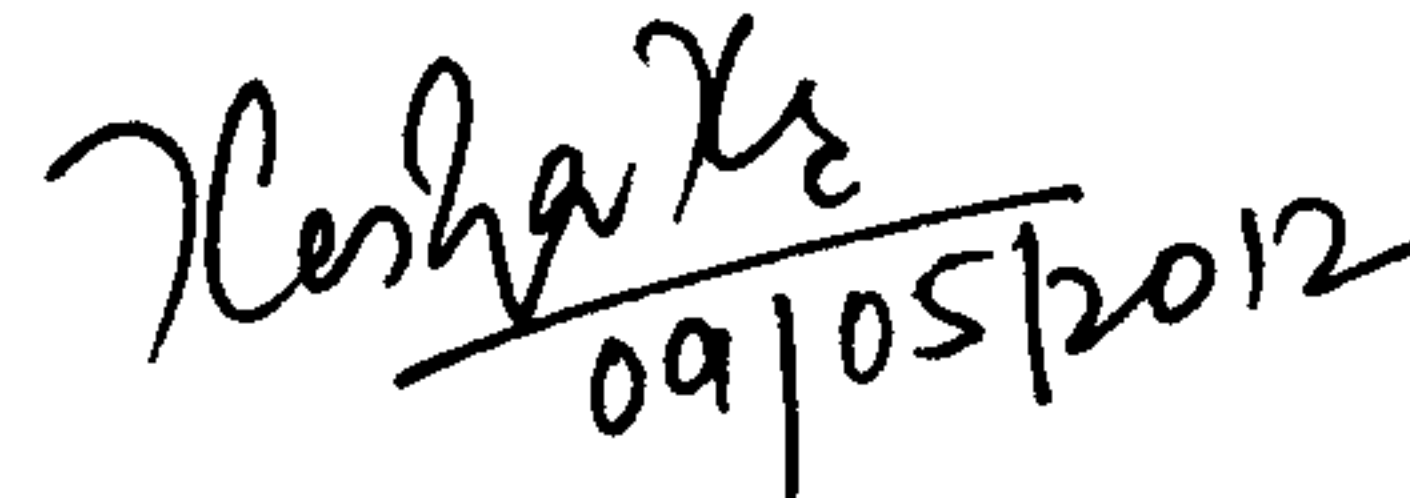
(R. K. Verma)

9/5/2012

Assistant General Manager (Pers.I)

Copy to:

- 1.PPS to MOC &IT/MoS (C&IT)
- 2.PPS to CMD/All Directors of BSNL Board
- 3.All Executive Directors, BSNL Corporate Office, New Delhi
- 4.CVO/Sr. GM (Pers.)/Addl. GM (Pers.)/CLO (SCT)/AGM(Pers.I)/(Pers.II)/(DPC) BSNL C.O.
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(Keshav Kumar)

Deputy Manager (Pers.I)

CLASSIFICATION OF 'HARD' & 'SOFT' TENURE AREAS ON ALL INDIA BASIS**A: Hard Tenure:**

J&K, NE Region (Including Assam), A&N Islands, Sikkim (in West Bengal Circle)

[Note: Specific tenure period for specific areas within the regions, prevailing as on date, remain unchanged]

B: Soft Tenure:

S. No.	Name of Circle	SSAs/Areas/Stations declared as Tenure Stations
1	Uttrakhand	Almora, Srinagar (Garhwal), New Tehri.
2	Jharkhand	Daltongunj, Dumka, Hazaribagh.
3	Orissa	Koraput, Kalahandi, Bolangir, Phulbani.
4	Himachal Pradesh	a. Shimla SSA except Shimla SDCA. b. Solan SSA except Nalagarh and Solan SDCA. c. Dharmshala SSA except Dehra, Dharmshala Palampur and Nurpur SDCA. d. Mandi SSA except Mandi and Sunder Nagar SDCA. e. Kullu SSA.
5	Rajasthan	Bikaner, Banswara, Barmer, Jaisalmer, Sri Ganga Nagar and Sirohi.
6	Chhattisgarh	Bastar SSA, Jeshpur District, Rajnandgaon District and Nagri, Deobhog and Gariaband Tehsil of Raipur SSA.
7	Gujarat	Jamnagar, Bhuj, Amreli, Junagarh and Bhavnagar SSAs in Gujarat Telecom Circle as Tenure Stations of two years duration.


9/5/2012