

Issues with mass transfer posting order Dated 2nd May 2025

1. The posting Circle of many executives under last two years long stay transfer orders and who were not relieved on administrative grounds is changed and are now transferred by changing their Circle without any request to different Circles, which they never opted for.
2. OTP transfers from BSNL Corporate office are given consideration even to excess Circles and names of executives who have not completed two years are also considered in OTP request transfers and **we fully appreciate such HR approach of the Management.**
3. But the same principle is not followed for other Circles including Tenure Circles OTP transfer orders and it has created mass unrest among the executives.
4. The intention of Management is good as it aims to fill vacant posts of executives in West Bengal, Kerala, Karnataka, Maharashtra and Gujarat Circles and we also support this. But the management has forgotten that shortage in these Circles is due to mass long stay transfers issued in the last three years from these Circles.
5. Also it is quite possible to fill up all these vacant posts from the executives who have submitted their own cost OTP requests and are eagerly waiting for their Transfer order.
6. As a classic example it may be seen that in this order total 68 Executives are posted to Kerala Circle, but more than this OTP Requests are pending for Kerala Circle. If all such OTP requests at own cost are considered, then a huge amount being wasted on transfer posting can be saved.
7. But unfortunately, the own cost OTP requests which are pending in hundreds of numbers for these Circles are not given consideration and the executives from other Circles are transferred to these Circles on pick and choose basis as no criteria is followed in transferring executives on long stay basis.
8. From the pattern of transfers issued it seems that the executives who are served any charge sheet till today are transferred under this pick and choose Inter Circle transfers and they are directly punished without and before completion of investigation and defined inquiries to establish the charges against them and when some of them are free from the charges.
9. In a merciless approach, the executives from all India Hard tenure stations are transferred to stations which are faraway places and this is against the DoPT/DoT guidelines for executives serving in all India Hard Tenure stations.
10. As per BSNL transfer policy, options are to be called before issuing any inter Circle interest of Service transfers, by listing the executive due for such transfers to meet shortage, but same is not followed here and all of sudden the transfer orders are issued in hazardous manner as per wish and will of person who has decided the place of posting on transfer.
11. While relieving of the Executives transferred in last year, the pick and choose approach continues as names of many executives who are under transfer but not yet relieved are missing from this order and confusion

continues on their relieving or retention as nothing has been mentioned in this order.

12. There are many executives who have already been transferred and joined at a new place of posting and now in this order they are again transferred for a second time. Someone who has joined in one Circle as per earlier order is shown transferred to another Circles.
13. First time in the orders is mentioned that all promoted AGMs are to be posted at SDCA level wherein no post of AGM is justified as per the Restructuring norms.
14. In restructuring norms, even JTO post is not justified for hundreds of SDCAs and merely one post of AGM exists in hundreds of OAs, then how these AGMs can be posted at SDCA level is a matter of concern.
15. This happens when BSNL has issued orders for posting of MTs as OA Head, here in a contradicting order, AGMs are being posted as SDCA in charge wherein at some places even full-fledged JE also is not posted as on today.
16. This is devaluation of AGM Posts and we feel the same is being done either with deliberate intention or may be due to lack of knowledge/ information about actual and practical working of BSNL by the officer who has taken the decision to post AGMs at SDCA level.
17. If Management really want to post AGMs at SDCA level then we most welcome this decision but it should be done after making required changes in Restructuring Norms by creating AGM posts at SDCA level, wherein about 3000 SDCA are existing in India and these 3000 AGM post will cover all SDEs eligible for AGM promotions including SDEs in list 13.
18. If BSNL creates minimum two SDE/JTO posts under these AGMs at SDCA level, all the JTOs eligible for SDE promotions and all JEs eligible for JTO promotions will be getting their due promotions and it will be win-win situation for BSNL management as well as to the executives and JEs waiting for their due promotions.
19. We find a pick and choose approach in the transfer posting order as no uniformity is seen in the pattern of Transfers being proposed in this order.
20. The criteria of posting to a nearby circle, which is well defined in written policy of BSNL, is not followed and executives are posted at faraway places.
21. First Time in the history of BSNL, Executives from J &K Circle, HP Circle which is at north side of India are posted at extreme south corner of India i.e. Kerala Circle.
22. **In a most pick and choose approach which is clearly visible, some of executives transferred under long stay transfers from BSNL Corporate Office are specifically posted to NCR area of HR Circle** which is nothing but posting in Delhi, then what is the use of namesake long stay transfers for specific executives.
23. It is understood that these officers have joined BSNL CO from the NCR area and never worked out of the Delhi NCR area. It is important to note that there are other officers in BSNL CO who are excellent hands for

earning Crores of revenue for BSNL, but they are posted out of the NCR area and posted to the far away Circles.

24. Further excellent officers from BSNL CO on AGM promotions posted in nearby Circles, but not relieved on administrative grounds are now posted to the far away Circles and these specific long stayed officers are posted to NCR area.
25. When many officers are posted from one corner of India, and excellent officers in BSNL CO are posted to different Circles, why these specific officers are posted within Delhi NCR area is under question. This exposes some out of office dealing in giving posting to specific officers.
26. There are other Circles like J&K Circle, where acute shortage of executives is seen for a long time and tenure competed executives are not relieved for want of a substitute, and are not given consideration for meeting shortage. Surprisingly there is a waiting list of officers for J&K and other tenure Circles, but instead of posting additional executives, some executives from these All India Hard Tenure Circle are transferred to Non-Tenure Circle.
27. This action creates doubts on real intention of Management to meet shortage at different Circles as many executives from Northern and North Eastern Circles presently posted to extreme South Circles could have been posted to these Circles and hardship to these executives would have been avoided.
28. Further, even though it has been always propagated by the management to exclude the best performing executives from long stay Inter/Intra Circle transfers and same was part of Transfer posting SOP 2025-26 proposed by PGM Pers, but while issuing these transfer orders, the said principle is shown dust bin as we see many excellent officers are transferred under long stay transfers.
29. Further BSNL Transfer policy has defined that executives with age 56 and above will not be transferred under Inter Circle Transfers, but here executives who are left with merely six months period for superannuation retirement are also transferred.
30. We are astonished to see threatening language used in this Transfer posting order, which was never used in BSNL or DoT in earlier days.
31. The posted Circles of some of non-relieved Executives who were transferred under OTP requests are modified to different Circle and are being punished for official mistake of controlling officer for not relieving the said officer as per orders from BSNL CO.
32. As per transfer policy, the requests on spouse working grounds are to be given consideration but the same is not given consideration in many cases, rather orders are issued for separating husband and wife.
33. The executives with age 56 and above years are immune from transfers and request transfer of executives who are completing 58 years of age as on 31st March of that financial year is be given consideration but the same also not given consideration.
34. Many of the executives were retained under well-defined transfer policy with great Human approach towards requests on critical illness medical

ground, but the same also not followed and executives who were given consideration on these grounds are also relieved mercilessly.

35. OBs of the Recognised Associations are eligible for immunity but no consideration is given to this facility. But in dictatorship, the executives who have been retained by granting immunity till Sep 2026 i.e. recognition period as per third MV, are being relieved in this transfer order within 15 days period.
36. Though all these genuine issues represented by the affected individuals are pending at BSNL CO without desired action well within guidelines of BSNL transfer policy for want of justice, it is directed CGMs that they should be relieved even though they have represented on genuine grounds well with policy guidelines and even when these cases are recommended by BA/Circle Heads with authentic verification.
37. Earlier also, such transfers were issued, but there was some uniformity in the transfer orders with due respect to transfer policy guidelines, but this time even this minimum level HR approach respecting transfer policy is missing.
38. We all are aware of what happened to those officers who played with lives of the Executives and their family members by issuing unwanted long stay transfers, unfortunately no lesson has been taken from all these happenings on such harassment transfers in BSNL.
39. In special case under clause 9 it was written that Management reserved rights to modify posted Circle as per administrative requirement making it clear that these transfer orders are not as per administrative requirement and issued as per wish and will of certain officers. By understanding it, now the said clause has been withdrawn by issuing a separate corrigendum.
40. As per prevailing guidelines, the joining time to join the posted place on any promotion is 40 days, but in the stage approach, only 15 days' time is given when each and every executive promotion is transferred and posted to a new Circle. Out of that 15 days three days have gone as orders are issued on Friday late night at 2100 Hrs, then Saturday and Sunday Holiday for Corporate office and merely 11 days are practically available excluding coming Second Saturday and Sunday for submission of representations and its consideration by the Pers section of BSNL CO.
41. Executives are surprised, when the Pers section does not get time to consider the representations submitted during last one year and duly recommended by Circle Heads, how it is possible to represent new cases and its consideration within Ten days in hand.
42. Under clause 11, it has been instructed that within 15 days all the intra Circle and Inter Circle Transfers are to be implemented, which means the working of BSNL at about 2000 Executive positions will be badly affected within the 15 days period and it will have a direct impact on growth of BSNL.
43. Under clause 13 it is directed for strict adherence to past posting and officers are not to be allowed to continue at the same place/same post/same vertical. But same guidelines are not followed at BSNL

Corporate office as many officers are continued for the same section throughout their life.

44. As per new guidelines under clause 14, the working strength among Circle and BAs and BA/OA HQs is to be maintained at 10% ratio, which is next to impossible due to diverse and scattered working of BSNL across India.
45. In the last week itself, DGM WL/Sports has issued orders for suspending Sports and cultural activities, where in years expenditure is in few lakhs.
46. When management is worried about saving a few lakhs of rupees, then there is no justification for issuing such mass transfer orders of about 600 Officers @ of minimum one and half lakh per head making it total expenditure of Nine Crores which is a good amount and the same can be saved.
47. CMD BSNL has always proposed reducing the number of court cases and huge expenditure thereof, but such orders issued in violation of BSNL Transfer policy guidelines and against well-defined principles, will call for more court cases which will again waste a good amount of hard earned money of BSNL.
48. It was quite possible to fill up the vacancies in a practical manner with no cost to BSNL, but the same is totally missing in this order.
