



SANCHAR NIGAM EXECUTIVES' ASSOCIATION,

Central Head Quarters, New Delhi.

Brief Note to CMD BSNL on Consideration of Pending OTP Transfers

Respected Sir,

At the outset, once again thanks for considering OTP Request from Tenure stations till 30/06/2025.

In continuation to our request for consideration of OTP Requests from **Non-tenure stations** for last three Months, the following is submitted for your kind and sympathetic consideration.

A. Well defined and widely accepted guidelines for OTP Transfers: The OTP Request Transfers is well defined procedure issued vide following letters and being smoothly followed in BSNL for last many years.

1. Letter No. BSNLCO PER1/20(11)/3/2020-PERS1 Dated 25/03/2021
2. Letter No. BSNLCO PERB/19(12)/1/2020-PERS1 Dated 15/04/2021
3. Letter No. BSNLCO PER1/20(11)/3/2020-PERS1 Dated 03/06/2021
4. Letter No. BSNLCO PER1/20(11)/3/2020-PERS1 Dated 07/07/2021
5. Letter No. BSNLCO PER1/20(11)/3/2020-PERS1 Dated 26/08/2021
6. Letter No. BSNLCO PER1/20(11)/3/2020-PERS1 Dated 28/10/2021
7. Letter No. BSNLCO PER1/20(11)/3/2020-PERS1 Dated 03/01/2022
8. Letter No. BSNLCO PER1/20(11)/3/2020-PERS1 Dated 17/01/2022

As per these guidelines Inter and Intra Circle OTP Requests Transfers are being consideration for last three years. This is well established and most purified and transparent Transfer posting Procedure followed in BSNL. This is widely accepted by Management as well as Executives and in this method BSNL money is saved in huge number because from Non-Tenure Stations only Own Cost Request Transfers are given consideration by the Management.

Since 2021 i.e. introduction of OTP, the Intra and Inter Circle transfers all over India are issued six monthly basis. This system has given much relief to Executives in BSNL and BSNL is also getting required manpower at required locations that to be at no cost. By now all Executives have become familiar for opening of window , submission of application in online Mode in paperless manner.

B. Deliberate issues created in consideration of OTP Requests

1. The window of July 2024 was opened and the Requests received under OTP July 2024 window were also given consideration to extent of issuing orders. But when orders were ready with signature of concerned Executives of Pers Section, before issuing it officially, Director HR felt it necessary to get your concurrence as CMD BSNL which was not given by your honor.
2. Your honour has cited the Target Months after this order i.e. Jan to Mar 2025 as a reason and expressed fear that these transfers will affect the ahead it and stopped these orders with assurance and word that these orders will be issued in Month of April 2025.
3. But against your assurances as CMD BSNL, the signed order was not issued and we were assured to issue fresh order including names of Executives who applied for Requests Transfers under January 2025 OTP window and we and

all our executives were waiting for Transfer order at least for Circles having shortage of Executives.

4. But against high assurances and hence high expectations and prolonged wait of six months, we were shocked to see pick and choose and biased transfer order dated 02/05/2025.
5. It is unfortunate that the names of the Executives which were in the order finalized in December 2024, are not covered in Order dated 02/05/2025.
6. We have submitted details to your honour and we were pursuing with you continuously and finally your good self has taken lot of pains and with your personal intervention another order is issued on 30/06/2025 wherein corrective action has been taken on wrong order and OTP Requests from Tenure Stations who have or are completing their tenure at All India Hard Tenure Stations is given consideration. We have already conveyed thanks to you and we once again convey thanks for the same.
7. Since 30/06/2025, we are again pursuing with your good self for consideration of OTP Requests from Non-Tenure stations and we are given assurances for consideration of OTP Requests from Non-Tenure stations, but nothing happened before date of Opening window of July 2025 i.e. 16/07/2025.

C. Wastage of BSNL Money on Company Cost Transfers Neglecting Own Cost Requests:

1. One side all this genuine request at Own Cost are not given consideration and at the same places the others are Force Transferred at Company Cost.
2. We have repeatedly brought to your kind notice and notice of Director HR, PGM Pers that as on today Pers section has issued transfer order of some executives for filling vacant posts in Circles having shortage of Executives **i.e. Kerala, Karnataka, Maharashtra, Gujarat and WB Circle** and Pers section has posted executives from on pick and choose basis without any uniform guidelines for the same.
3. Your good self has informed that this method of transferring executives on such reasons was proposal and idea given by Director HR to fill vacant post, but we are sorry to say, the practical requirement and availability of Executives in same cadre and waiting for consideration of pending OTP request Transfers at own Cost are not given consideration and others are troubled by issuing Transfer order at Company cost.
4. The shortage in these Circles is due to repeated long stay Transfers in 2022, 2023 and 2024 from these Circles by then Management. Now all these executives have requested back to their Parent Circle and their Requests are pending under OTP of window July 2024 and January 25. We have already submitted details and once again the Circle wise data of such Own Cost pending OTP Requests viz. force transferred executives is as follows.

Rs	Circle	Orders 02/05/2025	Pending Own Cost OTP Request
1	Kerala	33	75
2.	Karnataka	19	34
3.	Maharashtra	19	27
4.	Gujarat	32	26

5. This makes it clear that as desired by your good self, the shortage in Circle can be full filled by considering all pending OTP Request Transfers that to be **without a single rupee expenditure to BSNL and** entire requirement of these developing Circles will be full filled as desired by you.
6. We have already and repeatedly brought to your kind notice that present Company Cost Transfer Orders of dated 02/05/2025 **are implemented forcefully then it will cost about Rs Two Crores will be spent only for these shortage Circles and if the present order is implemented then it will cost Rs Nine Cores.**

D. Hardship faced by the executives due to Non-Consideration of OTP Requests for Two Quarters:

1. The executives working at tenure stations are allowed to apply under OTP window just before three months of completion of their tenure and Pers section has been harsh only for consideration of OTP request of tenure completed executives as on date of order i.e. 30/06/2027. Other executives who have applied or not applied under OTP and completing their tenure on 01/07/2025 and thereafter are under tension that neither their pending OTP is considered along with others and nor the OTP window is opened as being done for consideration of quarterly OTP Orders. The Tenure orders are normally issued before three months of completion of tenure and here due to non-consideration of OTP submitted and not opening OTP window has created uncertainty on their genuine requests.
2. There are few cases where the executives have applied for Inter-circle transfer in OTP and the application is pending at Corporate Office and the same executive is in Intra-circle long stay list and he might need to apply for Intra Circle station request in OTP. In such case it is not possible to proceed because the Inter-circle application is pending in CO through OTP.
3. Due to delay in considering the transfer request for more than 2 quarters in OTP, due to different personal reasons situations and priorities might change and the option exercised earlier might need to be changed. Hence the applicant needs to be given the option to withdraw or to change the option.
4. This OTP is also opened for Intra Circle Transfers including JTOs/JAOs and all such intra Circle Transfers also not given consideration by many Circles and as window is not opened some are even not able to submit their request in July 2025 window.
5. OTP Transfers are well within exiting guidelines of the transfer policy as OTP requests at Own cost. Many of these executives were transferred under long stay even after completion of 55 years of age , while working at All India Hard/Soft Tenure stations against the Transfer policy guidelines and now seeking transfer on rendering due services at transferred place.
6. Non-Consideration of OTP Requests and calling for fresh request by rejecting earlier request then work of BA/OA/Circle heads will be repeated in recommending the Requests which will waste good number of man hours and will continue the hardship of these affected Executives.

E. Justification for Consideration of Pending OTP Requests:

1. It is to bring to your kind notice CNTx, BBNW, NGN and ITPC etc Non-Recruiting Circles have implemented all such Inter Circle Requests within their Circle Transfers after completion of **two years or less years** without waiting for OTP window and Executives from Telecom Circles who were transferred along with them are waiting for consideration of their OTP requests even after completion of three years.

2. It is important that the SEA section BSNL CO is issuing all OTP Requests on completion of two years stay and already three such orders are issued. It is good that SEA section is proactive and sensitive on such HR issues. But why same proactive and sensitive approach is not applied by Pers section needs to be analysed.
3. It is not, that Pers section is not giving consideration to OTP Requests from Non-tenure stations, but the same is given on selective and pick and choose basis only to some OTP Requests as seen in both transfer orders dated 02/05/2025 and 30/05/2025.
4. The Pers Section also has issued Transfer orders on completion of two years but in selective basis e.g. Shri. Kishor Sadhwani AGM BSNL CO, Shri Shaji AGM BSNL CO, Shri. L M Singh AGM BSNL CO, Shri Gajanand Soni, AGM BSNL CO and so on. Two AGMs from Kerala to Karnataka and two from Tamilnadu to Kerala are transferred in similar manner but similarly placed other executives are not given consideration and this is reason for unrest.
5. Not only request on completion of two years, Pers section is kind enough to consider some OTP Requests with less than two year service at place of posted Circle and this happens in both the orders dated 02/05/2025 and 30/06/2025.
6. But some similarly placed and more genuine requests are not given consideration and all these majority of executives applied under OTP are waiting for consideration of their pending OTP Requests by Pers section.
7. Such requests and representations of **Account wing** executives received by SEA Section, **Civil wing** executives received by BW Section, **Electrical wing** executives received by EW Section and **Arch/TF wings** executives received by these Section are duly scrutinized by concerned CGMs and sent to PGM Pers and waiting for its consideration for last three months.
8. There are many other executives who are having similar critical self or family issues, Executives waiting for consideration of their OTP Request Transfers that to be at Own Cost on transfer policy grounds viz. nearing age of superannuation retirement, Executives who are taking care of Children as Single parent as they have lost their partner and waiting for justice from your high office and you have taken decision not to consider OTP till next year.
9. Surprisingly, these non-considered or pending OTP Requests include requests from Executives who are patient of critical illness cancer or his spouse or patents are facing critical illness like cancer and who are waiting for justice from Pers section for last one year and following are some of such requests.
 - i. **Shri. Dhanraj Pargara** EE Elect Indore has requested for Transfer to GJ Circle as his spouse is suffering from cancer and his request is duly recommended by CGM MP Circle, CGM EW BSNL CO and was processed in file but returned by Pers Section by giving flimsy grounds and now once again file is processed, but same is pending with Pers Section. Now it is told that his case will not be given consideration till next year as you have taken decision for annual transfers. This is one of classic example how Pers section has become defunct and working only on your directions.
 - ii. **Shri. Robim Joseph Courien, AGM TN** is suffering from cancer and his request is duly recommended by CGM TN Circle, but he is also waiting for justice from Pers section for consideration of OTP Request.

- iii. **Shri. Rajesh AGM MH**, is waiting for OTP Request Transfer and his wife is diagnosed cancer and undergoing its treatment and he is facing lots of issues. His request also recommended by CGM MH for consideration on Medical grounds.
- iv. **Mrs. Asvathi C K. AGM TN**, Requested for Kerala Circle as her husband recently diagnosed with **a chronic liver disease** and almost in a critical stage and needs day to day support, but waiting for justice from Pers section.
- v. **Mrs. Bindu K C, AGM KTK** requested for Kerala Circle her spouse is suffering for serious critical illness and case has been recommended by Circle Head on medical grounds as her spouse needs regular medical treatment.
- vi. **Shri. Augustine AGM KTK**, is waiting for consideration of OTP Request to Kerla and this total family is under deep stress as elder **son committed suicide last week waiting for his father return back**.

These are few cases noted by us for your reference to know the worst situation in the Pers section BSNL CO in dealing with OTP Transfers. We have not seen BSNL management so Non- Sensitive, Biased and Un-human on Transfer posting of Executives but unfortunately we are witnessing it now.

All such requests are continuously pursued by SNEA and handed over copies of representation to PGM Pers, Director HR and your honour and we have been assured for consideration of all these genuine requests but no outcome.

- F. **Wrong and non-implementable concept of Annual Transfers:** We are sorry to see that nowadays your good self has taken stand of Single and annual Transfer order in BSNL. We do not know who has suggested it to your honor such bad idea for implementation in BSNL. We strongly believe that annual and single transfer concept may be implemented in small administrative units and not in giant telecom PSU spread all over India dealing with Technical requirement of Indian telecom sector. Though it is projected that it is Annual & single Transfer Order and no transfer orders thereafter, we find that many other transfer orders at the rate of one per week is being issued. Then how it is annual Transfer order needs to be clarified. We request your honour to review your decision and let this OTP Request Transfers which are implemented at Six Monthly period be continued in the larger interest of BSNL and its executives.

G. Benefits of Consideration of Pending OTP Requests

1. This will **save about Rs Nine Cores** of BSNL by avoiding Company cost Transfers and giving consideration to Own Cost Transfers.
2. BSNL will get required manpower in the most growing Circles facing shortage of executives.
3. The executives facing pressure of posting at Faraway places from their parent Circles will be getting posting to nearby deficit Circles.
4. Executives away from Family for last two three will join back to their family members. Under OTP request many will join back to the places where they have very good relationship with local authorities and well aware about area and growth of BSNL, then it will definitely support growth of BSNL.
5. Executives facing critical family issues will get relief to some extent.

6. This will stop ongoing VR requests as due to completing situation more than 10 Executives have applied VR or resigned from services due to non-consideration of OTP Request.
7. Many executives transferred and posted in southern Circle are facing hardship due to not understanding local/State languages and this is affecting growth of BSNL and its is affecting growth of BSNL. This issue will be resolved to better extent.
8. This will create wave of motivation among the executives and they will focus more on the work with more easiness.
9. It will be feeling among executives that Management is not so harsh and considerate at least on such issues which are saving BSNL Money.
10. This will be one of HR issue resolution from Management which is not capable of giving any financial benefits to BSNL executives. Executives may feel and are feeling as relief from Management from the ongoing feeling of harassment and neglecting by Management.
11. This will continue well defined and highly accepted OTP Request transfers and BSNL will get executives at least at some places at own cost of executives and BSNL will continue to save money.

By considering all above facts, it is crystal clear that consideration of pending OTP Requests have more benefits for BSNL and its executives and hence we humbly request your honour consider all pending OTP Requests of Jan & Jun 2024 window and help these executives getting rid of ongoing difficulties and hardship.

If Management has any benefits by not consideration of OTP Request except your concept of annual transfers, the same may be please explained to us so that we can convey the same to executives.

Kindly consider our request and oblige and give justice to suffering executives for no mistake on their part.
