



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2022@gmail.com

All Communications
to the General Secretary

To,

Shri. Arvind Vadnerkar Ji,

Director HR, BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi, 110001.

No. SNEA CHQ/Corr/Dir HR /2022-23

Dated 20th March 2023.

Sub: Request for review and restoration of the Tenure period and facilities available for executives working at All India Soft/Semi Hard Tenure stations.

Ref: 1. Letter No. BSNL CO-PERS/15(11)/6/2020-PERS1 Dated 10/03/2023.

2. Letter No. 412-10/2009 Pers-I Dated 23/06/2010.
3. Letter No. 412-10/2009 Pers-I Dated 09/05/2012.
3. Letter No. 400-36/ 2011/Pers-I (Pt) (1) Dated 22/05/2013.
4. Letter No. 400-36/ 2011/Pers-I (Pt) (2) Dated 22/05/2013.
5. Letter No. 412-10/2009 Pers-I Dated 26/08/2014.
6. Letter No. 315-06/2012-Pers-I (Pt) Dated 13/11/2014.
7. Letter No. 412-10/2009 Pers-I Dated 09/12/2015.

Respected Sir,

With reference to the above subject and letters under reference, we appreciate the efforts by management to review the existing All India tenure stations and also calling for proposals for addition to some new Tenure stations and making availability of more options for willing executives to work at All India Soft Tenure stations.

Actually, this review has been under consideration for a long time and it is good that giving the final shape to it views are called from all Circle Heads without any proper guidance to Circle. Now many Circles have sent proposals just as per their analysis and some may have just recommended the proposal and requisite data as asked by your office may not be part of the proposals. But till we are hopeful that about all CGMs have submitted or will submit it in the coming days as the time given for this big exercise is too short to complete this activity.

Sir, we have already brought to your kind notice that the very purpose of declaring any station as All India Soft Tenure is defeated with the last letter dated 09/12/2015, where in about all facilities available for all India Hard tenure stations were finally withdrawn and only facility of break in length of service for the three years period is given. Further though, these executives are serving at most difficult SSAs of these circles, their names are included in Inter Circle and even in Intra Circle long stay list and they are shown prone to the long stay transfers.

The details of the step by step reduction of facilities of All India Soft Tenure is consolidated for ready reference please.

Sr	Order	Date	Facility Withdrawn
1.	412-10/ 2009/Pers-I	23/06 /2010	Some of stations presently soft tenure stations, were declared as all India Hard Tenure Stations with two years tenure

2.	412-10/ 2009/Pers-I	09/05 /2012	Withdrawn two years tenure and added three years tenure for Soft Tenure stations with break in Circle tenure and facility of posting to parent SSA withdrawn.
3.	400-36/ 2011/Pers-I (Pt) (2)	22/05 /2013	Declared some SSAs and some Tehsils of some SSAs in HP Circle as Semi Hard Tenure stations with three/two years tenure depending on left out service.
4.	412-10/ 2009/Pers-I	26/08 /2014	The facility of choice posting for Executives from other Circles also withdrawn and modified as posting to choice station/s subject to availability of vacancies and administrative feasibility and the restrictions on posting to choice SSA within Circle Transfer deleted.
5.	400-36/ 2011/Pers-I (Pt)	09/12 /2015	The benefit of continuing working at Soft Tenure after three years withdrawn. It has been shown that the benefit of circle break will continue but it is not an extra facility as the same is available for non-tenure transfers also. Only three years period at Soft Tenure will be reduced from total length of service and all benefits withdrawn for continuation of working at Soft Tenure stations beyond three years

Thus, practically, with all these actions to withdraw facilities in step by step manner by Pers section BSNL CO, there is no facility remaining for executives who have served at these all India Soft Tenure Stations after 09/12/2015 and who are presently serving at these all India Soft Tenure stations declared by Pers Section.

It is unfortunate that in overnight action, it has been decided to withdraw the facilities of executives working at all India Soft tenure stations that to be with prospective date and it is reason for total demotivation of the executives working at these soft tenure station

Due to these harsh actions by DPC section BSNL CO, none of executive is willing to work at all India Soft Tenure Stations and in coming days there will be continued waiting list for all India hard Tenure stations and the executives forcefully posted to these soft tenure stations will continue to opt for working at all India Hard Tenure stations that working at soft tenure stations without any facility other than three years break in length of Circle stay. Now when facilities are practically totally withdrawn and the names of these executives are appearing in the list of long stay intra Circle as well as Inter Circle, there will be no one willing for these soft tenure stations.

When facilities were available for all India Hard Tenure stations, then also executives from the same Circle were opting for Soft Tenure stations. For any inter Circle Transfer, executives opt for All India Hard Tenure stations as the tenure period is ranging from minimum one year to maximum two years and all facilities including double HRA are available for Hard tenure stations. On the contrary, there is no facility of financial benefits, no facility of return back to parent SSA/Circle is available for executives posted at Soft Tenure stations as available for executives working at Hard tenure stations. But to avoid hardship at All India Hard Tenure stations at faraway places, many have opted for Soft Tenure stations and even many have opted at their own cost but now due to withdrawal of facilities of Soft Tenure, no one is ready to work soft tenure even at company cost. There is a feeling of injustice among these executives served/serving at All India Soft/ Semi Hard tenure stations.

Apart from the withdrawal of all facilities available for All India Soft Tenure stations the following issues are faced by the executives working at All India Soft Tenure stations.

1. There are certain cases, where BSNL CO has earlier declared certain stations, Tehsils, Districts and Circles as Hard/ Semi Hard and soft tenure stations and some of them are still continuing as Hard, Semi Hard and Soft Tenure stations and some are

withdrawn from the list. But the executives who have served or who are serving at these stations need to give a break in total length of Circle stay as they have served these difficult stations at that particular time. We have a consolidated list of all such orders and stations and its copy is attached for ready reference as Annexure.

2. The executives working at Soft Tenure stations are not able to submit options for choice posting out of the Circle as All India Soft Tenure Completed Executives as being done for the all India Hard Tenure stations and many of them are compelled to continue their tenure beyond the period of three years tenure.
3. The continued working at Soft Tenure due to administrative constraints also not given consideration and practically when their turn comes for counting Circle stay, he/she is denied the benefits of continued additional period beyond three years even on administrative grounds & forcefully transferred under long stay inter Circle transfers.
4. There is no provision in ERP for calculating correct stay of the executives by reducing their services rendered at All India Soft tenure stations and due to wrong calculations, some of the executives are force transferred in Inter Circle Transfers and their facility of immunity of transfer due to working at All India Soft tenure stations is denied or straightaway rejected just due to these administrative lapses of counting stay particulars correctly in ERP.
5. These certain facilities available for soft tenure stations in Telecom wing were/are not available to many executives posted in Non-Territorial Circle like CNTx as there is no uniformity in operations of Transfers.

As such, it is seen that with totally modified conditions and with withdrawal of all facilities available for Soft Tenure stations, there is no use of review of the All India Soft Tenure stations. It is better that all Soft Tenure stations may be closed and some of these SSAs may be declared as all India Hard tenure stations as recommended by the Circle Heads so that there is no confusion in minds of the executives and administration may think on filling the vacant posts at these difficult stations already recognized by BSNL.

With all above facts and analysis, we request your honour to kindly look into these issues seriously and direct Pers DPC Cell to review and restore the facilities for All India Soft Tenure stations by issuing following clarifications.

- A. The benefit of Break in length of Circle Stay as prescribed in the different letters by BSNL CO for executives who have served or serving at different Hard, Semi Hard and Soft Tenure stations during the period when the said Tehsil, SSA, Circle was/is declared as Tenure stations.
- B. Make provision in ERP for or direct Pers section to calculate Circle long stay manually in respect of executives:
 - a. Who have served for two years at the all India Hard Tenure stations by joining duties from 23/06/2010 to 08/05/2012 even though the same may be declared as all India Soft Tenure at later stage and grant the facility of break in length of Circle stay.
 - b. Who have completed three years soft tenure by joining at the declared soft tenure stations from 23/06/2010 to 09/12/2015 and grant them facility of break in length of Circle stay.
 - c. Who have completed three years' service at tenure stations after 09/12/2015 or who are presently working at all India Soft Tenure stations and grant them the facility of Reduction of service period rendered at All India Soft Tenure stations.
 - d. Who have and serving at Semi Hard Tenure stations of Himachal Pradesh since 22/05/2013 & serving now grant them facility of break in length of Circle stay.
 - e. Make provision in ERP for Executives working at All India Soft Tenure stations for opting to Choice Circle/SSA after completion of all India Soft Tenure at par with All India Hard tenure stations.

- f. Make provision in ERP for opting to the choice SSA in Recruiting Circle or in the unit of Non-Recruiting Circle in territory of Recruiting Telecom Circle in respect of JTOs/JAOs who are working at Soft Tenure stations at par with SDEs and above cadres.
- C. To encourage the executives to work at All India Soft Tenure stations and to reduce the waiting list of Requests for all India Hard tenure stations it is requested to:
- Restore break in length of Circle Stay for the executives from the same Circle with present three years Tenure.
 - Allow the willing executives to continue to work at All India Soft tenure stations by grant of break in length of Circle stay after completion of three years Tenure at all India Soft Tenure station.
 - The tenure for the executives opting for the transfer to All India Soft Tenure station out of the working Circle, may be reduced from three years to two years.
 - Rule 8 transfers of JTOS/JAOs working at all India Soft tenure stations, may be given consideration on completion of four years, which is now available after completion of five years. Also, Priority may be given for Rule 8 transfers of JTOs/JAOs working at soft tenure stations over the JTOs/JAOs working at other normal SSAs.
- D. In case it is not possible to go for A and B above then please close all Soft Tenure stations with proper review and these SSAs recommended by Circle Heads for Soft Tenure may be declared as all India Hard tenure stations so that there is no confusion in minds of the executives and Circle/SSA administration. With this, the shortage of executives at these places will be over and at the same time willing executives can be posted at All India Hard Tenure stations with minimum facilities.

We are quite hopeful that the suggestions given by our associations well within the frame of guidelines issued by Pers Section BSNL CO, will be given due consideration and the hardship and Trouble faced by the executives at Tenure stations will be reduced so that executives opt for Soft Tenure stations willingly instead of opting for all India Hard Tenure stations.

With Warm Regards,

Sincerely Yours,

Encl: AA



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information and with request to look into the difficulties faced by the executives at all India Soft tenure stations by restoring certain minimum required facilities which were rightly available for the executives serving at these stations.
2. PGM Estt BSNL CO for kind information please.
3. PGM SR BSNL CO for kind information please.
4. GM Pers BSNL CO for kind information and n/a please.

Summury of All India/Hard Tenure stations and orders thereof-Mar 23

Sr	Order No.	Dated	Tenure Declared	Tenure Period	De-tenured
1	400-23/1997-Pers.I(Pt.I)	12-Feb-04	Territorial jurisdiction of Chhattisgarh (except Raipur SSA)	Two Years.	Gujrat-Ahmedabad, Vadodara, Surat, Rajkot SSA
			Orrissa Telecom Circle(Except Bhubaneshwar and Cuttak SSA)		Bihar-Patna SSA
					Jharkhand-Ranchi
					HP-Shimla, Solan
					Uttranchal-Dehradun, Nainital, Haridwar SSA
2	400-23/2001-Pers.I	18-Feb-05	North East Region, Srinagar Valley	Two Years.	
3	412-23/1997-Pers.I(Pt.)	18-Jul-05	1. NE region- Assam,Meghalaya,Manipur,Nagaland,Tripura, Arunachal Pradesh, Mizoram,Sikkim SSA	1. Two Years - for staff with >10Years service	Bihar, Gujarat, Himachal Pradesh, Jharkhand,
			2. Andaman & Nicobar Islands, Lakshadweep Islands	2. Three Years - for staff with <10Years service	Chhattisgarh, Orissa & Uttranchal Circle.
			3. Jammu & Kashmir, (Except Srinagar & Leh SSAs		
			Srinagar & Leh SSA	One Years.	
4	412-10/2009-Pers.I	05-May-09	Srinagar & Leh SSA	Two Years.	
5	412-10/2009-Pers.I	23-Mar-10	Jammu and Kashmir (Except Srinagar and Leh)	Two Years.	
			Srinagar and Leh SSA	One Years.	
			Gujarat - Jamnagar, Bhuj, Amreli, Junagarh and Bhavnagar SSAs	Two Years.	
			NE-II - Nagaland and Manipur states	One Years.	

Sr	Order No.	Dated	Tenure Declared	Tenure Period	De-tenured
6	412-10/2009-Pers.I	23-Jun-10	Uttrakhand - Almora, Srinagar(Garhwal), New Tehri	Two Years.	
			Jharkhand- Daltonganj, Dumka, Hazaribagh	Two Years.	
			Orissa- Koraput, Kalahandi, Bolangir, Phulbani	Two Years.	
			HP- Shimla SSA except Shimla SDCA, Solan Except Nalagarh and Solan SDCA, Dharamshala SSA except Dehar, Dharamsala, Palampur, Nurpur SDCA Mandi SSA except Mandi and Sunder Nagar SDCA Kullu SSA	Two Years.	
			Rajasthan- Bikaner, Banswara, Barmer, Jaisalmer, Sri Ganga Nagar and Sirohi		
			Chhattisgarh- Bastar SSA, Jeshpur District, Rajnandgaon District and Nagri, Deobhog and Gariaband Tehsil of Raipur SSA	Two Years.	
7	412-10/2009-Pers.I	30-Nov-11	J&K- Leh SSA, Area of SriNagar outside Srinagar City	One Years.	
			J&K- Srinagar City	One and Half Years.	
			NE-II Nagaland and Manipur states	One and Half Years.	
9	400-36/2011-Pers.I(Pt.)	15-Apr-13	Soft Tenure		
			Maharastra- Sindhudurg SSA & Gadchiroli SSA		
			West Bengal- Darjeeling, Kalimpong & Kurseong Civil sub-div.		
			Punjab- Bhatinda SSA, Ferozpur SSA		
			Bihar- Bhagalpur SSA, Bettiah SSA, Gaya SSA, Munger SSA, Saharsa SSA & Sasaram SSA		

Sr	Order No.	Dated	Tenure Declared	Tenure Period	De-tenured
			Madhya Pradesh- Jhabua, Sidhi, Singrauli, Balaghat, Shahdol, Khargone & Panna stations		
			Orissa- Gajapati District		
10	400-36/2011-Pers.I(Pt.)	22-May-13	Soft Tenure :Andhra Pradesh- Adilabad SSA, Anantapur SSA, Karimnagar SSA, Khammam SSA, Nizamabad, Srikakulam SSA		
11	400-36/2011-Pers.I(Pt.)	22-May-13	Semi-hard Tenure: HP- Entire Kinnour district, Entire Lahul & Spiti Districts, Pangi and Bharmour Tehsils of chamba district, Dodra-Kawar tehsil of Shimla district	1. Two Years - for staff with >10Years service 2. Three Years - for staff with <10Years service	
12	400-36/2011-Pers.I(Pt.)	03-Dec-14	Soft Tenure -Bihar and Jharkhan Telecom Circle		
13	400-36/2011-Pers.I(Pt.)	19-Feb-16	J & K, Outside City area Udhampur & Rajouri SSA	One Year.	
			J & K - City area of Udhampur & Rajouri SSAs	one and Half Years.	

कार्मिक शाखा/Personnel Branch
बीएसएनएल निगम कार्या./BSNL Corporate Office
चौथा तल, भारत संचार भवन
4th Floor, Bharat Sanchar Bhawan,
जनपथ, नई दिल्ली-10001/Janpath, New Delhi-110001.
Email: agmperspolicybsnlco@gmail.com



भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt..Of India Enterprise)

No. BSNLCO-PERS/15(11)/6/2020-PERS1

Dated 10.03.2023

To
All Heads of Telecom Circles/
Administrative units, BSNL.

Subject: Review of Tenure Areas – inputs from Heads of Telecom Circles thereof.

From time to time, BSNL Corporate Office has been receiving requests from certain Telecom Circles as well as Executive Associations / individual employees seeking categorization of certain areas as Tenure Area to attract posting of BSNL employees in such difficult and unpopular places. BSNL has declared certain areas as Tenure Areas with specified duration in various Circles with an objective to overcome the reluctance on the part of employees to be posted in such areas.

2. The matter has been considered and it has been decided that before consideration of the requests for adding more Tenure areas, detailed comments/inputs in the matter may be sought from all the Heads of Telecom Circles on continuation of existing Tenure areas as well as the new areas proposed to be declared as Tenure areas. While giving their comments, Circle Heads may consider the parameters attached for declaration of the area as Tenure areas i.e. staff surplus Circles, Staff deficit Circles, remoteness, backwardness, road connectivity, accessibility issues and other basic amenities. It may also be kept in mind that over a period of time number of areas have already witnessed progress and development in terms of said parameters except few remote areas. There is no point to continue any area under the category of Tenure area which does not conform to the desired parameters, in the interest of service. It may also be taken into consideration that declaring more and more areas as Tenure Areas may have opposite effects in terms of man power management and achievement of designated goals and objectives.

3. In view of above, all the Heads of Telecom Circles are requested to furnish their comments on continuation of existing Tenure areas as well as the new areas proposed to be declared as Tenure areas with proper justification on email id at agmperspolicybsnlco@gmail.com or through e-office by 17.03.2023 positively.

This issues with the approval of competent authority.


[Mool Chand]

Asstt. General Manager (Pers. Policy)

Copy for kind information to:

1. PPS to CMD, BSNL
2. PPS to Director (HR), BSNL Board



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL – I SECTION

4TH Floor, Bharat Sanchar Bhawan, Janpath New Delhi – 110 001

No: 412-10/2009-Pers.I

Dated: 23 June , 2010.

To,

All Heads of Telecom Circle
Projects/Regions/Metro Districts &
Other Administrative Units of BSNL

Subject: Declaration of Tenure Areas/Stations in r/o Uttarakhand, Jharkhand, Orissa, Himachal Pradesh, Rajasthan, and Chhattisgarh Telecom Circles and extension of facilities thereof – Regarding.

The undermentioned Areas/Stations of the Telecom Circles, are hereby declared as tenure Areas/Stations/SSAs for a tenure period of **two (2) years**.

S. No.	Name of Circle	SSAs/Areas/Stations declared as tenure stations in the Circles
1	Uttarakhand	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. Dharamsala SSA except Dehra, Dharamsala, Palampur and Nurpur SDCA d. Mandi SSA except Mandi and Sunder Nagar SDCA e. Kullu SSA
5	Rajasthan	Bikaner, Banswara, Barmar, Jaisalmer, Sri Ganganagar and Sirohi
6	Chhattisgarh	Bastar SSA, Jeshpur District, Rajnandgaon District and Nagri, Deobhog and Gariaband Tehsil of Raipur SSA

2. During the tenure posting in these Circles/States/SSAs, the officers having All India Transfer liability shall be eligible for the following facilities:-

- (a) Posting at a Choice Circle subject to administrative convenience [Officers have to give three choices of preferred Circles and place of posting would be one of the three choices made by the officer].

Contd/... 2/...

Handwritten signature
23/6/10

No: 412-10/2009-Pers.I

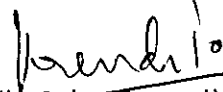
Dated : June 23, 2010.

(b) Retention of BSNL Pool Residential accommodation and RSTC at previous station of posting.

3. Further, **the facility of double HRA will be available only for posting in NE region (Assam, Meghalaya, Manipur, Nagaland, Tripura, Arunachal Pradesh, Mizoram), Union Territories of Sikkim, Andaman & Nicobar Islands, Lakshadweep, Kashmir Valley (comprising of Anantnag, Baramulla, Budgam, Kupwara, Pulwama and Srinagar Districts) and Ladakh, as has been extended by GoI instruction, from time to time. For no other Circle, such facility is extended and the earlier decision for payment of double HRA for other tenure Circles except above, shall stand withdrawn with immediate effect.**

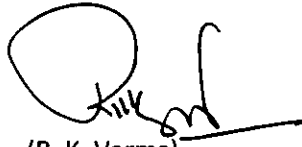
4. The above decisions are effective from the date of issuance of this order.

5. This has approval of the Competent Authority.


(Virender Prasad) 23/6/10
Deputy General Manager (Pers.)

Copy to: -

1. PS to MOC & IT/MOS [C&IT]
2. PPS to CMD/All Director of BSNL Board, New Delhi.
3. All Executive Director's/PGMs/GMs BSNL C.O. New Delhi.
4. AGM (Pers.II)/AGM [DPC] BSNL CO
5. Dy. Manager's/All dealing Assistants of Pers.I, BSNL CO, New Delhi
6. DM [OL] for Hindi version.
7. Order bundle/Spare copy.


(R. K. Verma)
Assistant General Manager (Pers.I)



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.

Cont.Page-2/-

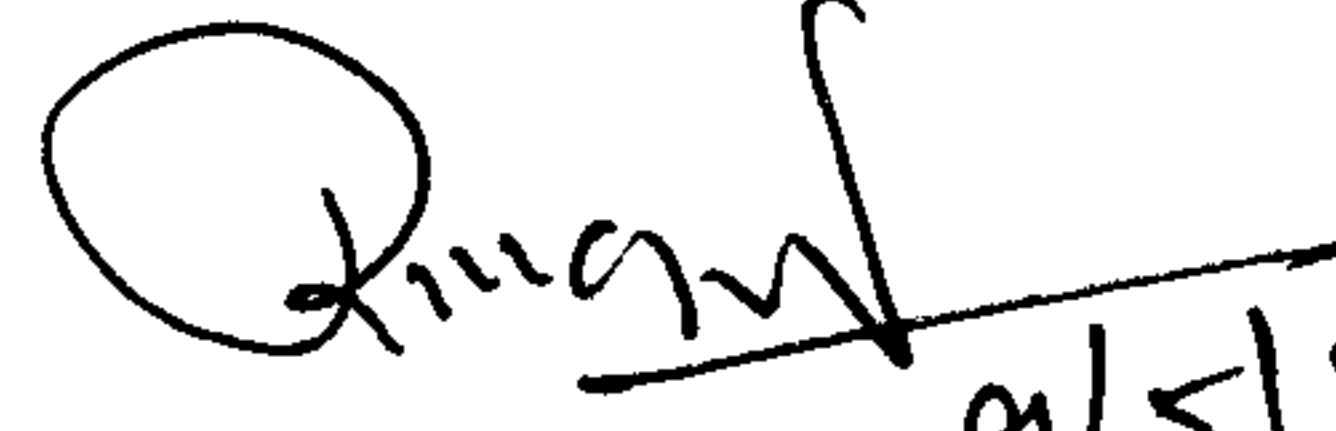
9/5/2012

No. 412-10/2009-Pers.I

Dated: May 09th 2012

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.

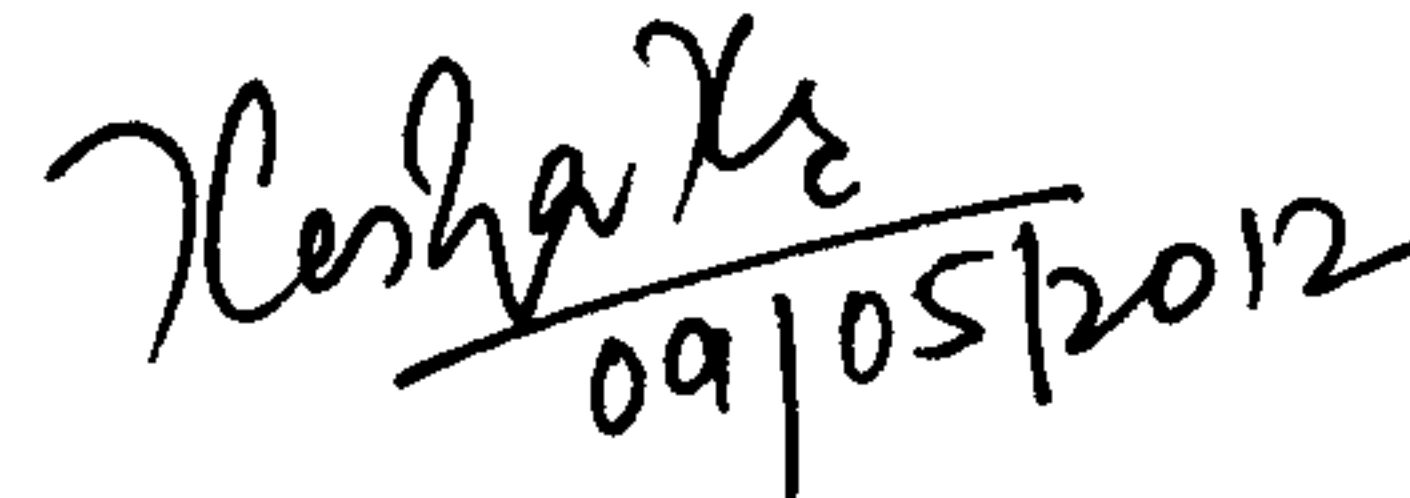


(R. K. Verma)

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.
- 5.DM (OL) BSNL C.O.
- 6.Order Bundle/Spare copy



(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



(A Govt. Of India Enterprise)
(Pers.I Section)

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 400-36/2011-Pers.I (Pt.) (2)

dated: May 22nd, 2013

All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBTRIT/ALTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited

Subject: Categorisation of 'Semi-hard tenure' areas - declaration of station/Areas thereof.

Apart from the 'Hard tenure' and 'Soft tenure' areas w.r.t. transfer of executives in BSNL, it has been decided to denote certain areas as '**Semi-hard tenure area**' based on the feedback regarding the specific circumstances. The Management has decided to include the following as 'Semi-hard tenure' areas:-

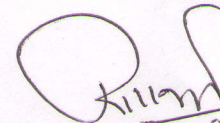
S.No	Circle	Semi-hard tenure areas
1.	Himachal Pradesh	1. Entire Kinnour district 2. Entire Lahaul & Spiti Districts 3. Pangi and Bharmour Tehsils of Chamba districts 4. Dodra-Kawar Tehsil of Shimla District

Executives to be posted to the above mentioned areas shall be entitled to:

- Period of tenure – (i) Three years for those with service of ten years or less (ii) Two years for those with service of more than ten years.
- Retention of BSNL residential accommodation and RSTC at previous station of posting. If the executive is residing in rented or own accommodation, then facilities may be at par with NE region in respect of house rent allowance.
- Posting at a choice **Circle** (out of three choices) subject to administrative convenience

This is in supersession of any previous orders in respect of the above mentioned areas.

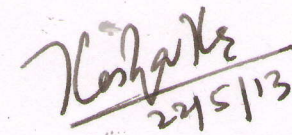
This has the approval of the Competent Authority.


22/5/2013
(R. K. Verma)

Asst. General Manager (Pers.I)

Copy to:-

- The PPS to CMD, BSNL/ all Directors of BSNL Board
- All Executive Directors, BSNL C.O., New Delhi
- The CVO/PGM/Sr.GM/GM, (Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O.
- The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- All DMs(PersI/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- Spare copy/Order Bundle.


22/5/13

(Keshav Kumar)
Deputy Manager (Pers.I)



(A Govt. Of India Enterprise)
(Pers.I Section)

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 400-36/2011-Pers.I (Pt.) (1)

dated: May 22nd, 2013

All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited

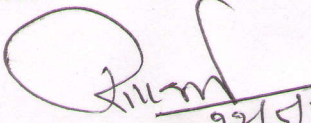
Subject: Declaration of 'Soft tenure areas'.

Further to this office letter no. 412-10/2009-Pers.I dated 09.05.2012, the under mentioned areas /stations/SSAs are hereby declared as **Soft Tenure** areas:-

S.No	Circle	Soft tenure areas
1.	Andhra Pradesh	1. Adilabad SSA 2. Anantapur SSA 3. Karimnagar SSA 4. Khammam SSA 5. Nizamabad SSA 6. Srikakulam SSA

The facilities/liabilities attached with soft tenure shall henceforth be applicable to the above mentioned areas/stations/SSAs as the case may be.

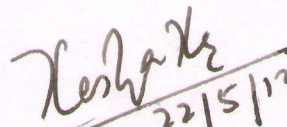
This has the approval of the Competent Authority.


22/5/2013
(R. K. Verma)

Asst. General Manager (Pers.I)

Copy to:-

- 1) The PPS to CMD, BSNL/ all Directors of BSNL Board
- 2) All Executive Directors, BSNL C.O., New Delhi
- 3) The CVO/PGM/Sr.GM/GM, (Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O.
- 4) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 5) All DMs(PersI/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 6) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 7) Spare copy/Order Bundle.


22/5/13

(Keshav Kumar)
Deputy Manager (Pers.I)



BHARAT SANCHAR NIGAM LIMITED

CORPORATE OFFICE
(PERSONNEL - I SECTION)

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 11 0001

No.315-06/2012-Pers.I(Pt)

Dated: Nov 13, 2014

To

All Heads of Telecom Circles &
Administrative Units of BSNL (Concerned)

Subject:- **Option/ joining in soft tenure areas of Bihar Telecom circle-regarding**

Sir,

I have been directed to refer to this office letter No. 400-36/2011-Pers.I(Pt) dated 15.04.2013 vide which following areas falling under Bihar Telecom Circle have been declared as Soft Tenure Areas/SSAs for **three years**:

Bhagalpur, Bettiah, Gaya, Munger, Saharsa and Sasaram

2. Of late, it has been observed that Executives/ officers with All India Transfer Liability are reluctant to join in Bihar circle if posted or do not opt voluntarily to such soft tenure areas/stations in comparison to hard tenure areas.

3. This may be brought to the notice of all concerned that almost all the facilities of hard tenure circle/areas are available to the officers who are posted in soft tenure except additional year extra as enumerated below:-

- a) Retention of BSNL residential accommodation at previous station of posting.
- b) Facility of RSTC at previous station of posting.
- c) Posting at a choice circle subject to administrative convenience.

Therefore, officers/executives are requested to opt voluntarily for serving in Bihar circle.

This circular may be given wide publicity.

(Deepak Agrawal)

Addnl.General Manager(Pers)

Copy to:

1. All Executives/officers of BSNL CO with All India Transfer Liability, New Delhi.
2. O/C.



BHARAT SANCHAR NIGAM LTD.

(A Govt. Of India Enterprise)

(Pers.I Section)

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 412-10/ 2009- Pers.I

dated 26 -08-2014

All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited

Subject: Modification in the guidelines in transfer to Soft Tenure areas in BSNL.

The undersigned is directed to refer to BSNL CO's letter no. 412-10/ 2009- Pers.I dtd 09/05/2012 detailing inter- alia the revised guidelines for regulation of transfer/posting to the "soft tenure areas". Certain issues affecting executives posted in these areas have come up in the consideration of the management and accordingly certain changes have been approved as below.

The existing instructions on transfer to **Soft Tenure Area**, shall stand modified/appended to the extent below:-

- i) An executive posted to Soft Tenure area shall, on completion of tenure, be considered for choice posting subject to availability of posts and administrative feasibility and clause (II) d) of this office letter of even no. dt.09/05/2012 shall stand deleted.
- ii) An executive already serving in a station/SSA which gets declared as a soft tenure subsequently (during the currency of his posting), shall be entitled for benefit of break in Circle tenure.

Note: These changes shall not override the general provisions of transfer policy and the cases of administrative exigencies or public interest. Any benefit related to posting in tenure SSA/Area is premised on completion of the prescribed tenure by the executive in that SSA/Area after the date of declaration of tenure.

This issue with the approval of Competent Authority.

(Deepak Agrawal)
Addl. General Manager (Pers.)

Copy to:-

- 1) The PPS to CMD, BSNL/all Directors/all Executive Directors, BSNL C.O., New Delhi
- 2) The CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Elect.)/(Arch.) / (TF), BSNL C.O.
- 3) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 4) All DMs(PersI/Pers.II/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 5) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 6) Spare copy/Order Bundle.



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

**CORPORATE OFFICE
PERSONNEL-I BRANCH**

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-36/2011-Pers.I(Pt)

Dated: 09 December, 2015

To

All Heads of Telecom Circles
Projects/Regions/Metro Districts
& other Administrative Units of BSNL.

**Subject: Issues Regarding Transfers to Tenure Stations and Non-territorial Circles—
Certain changes for facilitating better management of Soft Tenure Areas.**

This office has been engaged with transfer and postings at All India level within the ambit of BSNL Employee Transfer Policy. It is to be noted that with an aim to facilitate penetration of telecom services in difficult and remote areas across the country, the policy has further been calibrated to encourage executives to join in such areas which have been specifically designated as Hard Tenure, Semi-Hard Tenure and Soft Tenure areas.

While working out postings of executives across the different Circles, in normal tenure areas and soft tenure areas, two specific problems emanating from inequitable situations have been noted viz. effect on tenure break(in case of soft tenure) & counting of Circle tenure w.r.t. Non Territorial Circles and the city based Circles.

The management has considered these issues in the backdrop of the existing arrangements w.r.t. postings in various tenure regions and decided to bring into operation the following changes w.r.t. the facilities, entitlements, tenure period, the consideration of circle tenure, etc., as noted below:-

A. Soft tenure- Tenure, Tenure break & facilities:

Soft tenure regions in any Circle will have a fixed tenure of 3 (three) years. Further changes w.r.t. these regions are as below:-

1.	The soft tenure stations in no case be more than 3 years.
2	i. For outside executives, a posting in soft tenure areas of other Circle will result in break of Circle tenure. ii. While for those from within the Circle, only the length of soft tenure posting be deducted from their overall Circle tenure. (However, a posting beyond three years shall count with the circle tenure itself)
3.	For executives from outside the circle, retention of service telephone connection at the declared residence in the previous Circle in case family is not shifted for stay in the soft tenure area of another Circle.

Note:- After serving in soft tenure area, the executive shall not, so far as feasible, be transferred from a station for a period of 2 years.

(3) W

B) Counting of Circle Tenure with respect to Non-Territorial and City based Circles:-

- i. A period of posting in Non-Territorial Circles shall be counted with that in conjunction with that in overlapping Territorial Circles, if any, for consideration of Circle Tenure.
- ii. The tenures of executives in city based Circles, of Kolkata and Chennai, which fall within the territory of West Bengal Circle and Tamil Nadu Circle, shall be counted together with the overlapping Territorial (State level) Circle, if uninterrupted by posting in any other territorial Circles.

For example

S.No.	Particulars of posting	Consideration
1.	CTD posting	WB Circle
2.	CTD posting followed or preceded by posting in WB Circle	WB Circle
3.	CTD posting followed or pre-ceded by WB Circle or ETR/ETP Circle (within the bounds of WB Circle) with or without intervention by either, as the case may be	WB Circle

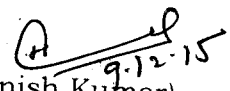
Note: Similar treatment for other similar situations in other regions/ Circles.

In accordance with the above approval, the counting of tenure for reporting to Corporate Office w.r.t. posting in tenure Circles etc., following aspects have to be taken:-

- (i) Respective Territorial Circles shall coordinate with Non Territorial Circles in preparation of the long stay list/disposition list etc.
- (ii) After completion of hard tenure or other tenure areas, in the preference of Circles (3 Nos.) being exercised by executives, territory of Non Territorial Circle for posting (Viz. ETR- in Bihar Circle territory or WB territory etc.), shall be specifically mentioned. Prerogative to post such an executive in the Territorial and Non Territorial overlapping Circles in the so preferred area shall remain with BSNL Corporate Office.

Provisions in the transfer policy guidelines shall be superseded to the extent noted above.

The above decisions are effective from the date of the issue of this order.


(Manish Kumar)
Jt. General Manager (Pers)

Copy to:

- 1 PS to Hon'ble MOC & IT/MOS [C&IT]
- 2 PPS to CMD/All Directors, BSNL Board
- 3 All Executive Directors, BSNL Corporate Office
- 4 All PGM/Sr. GM/GMs BSNL CO
- 5 CVO/GM [Pers.]/GM [Estt.]/CLO [SCT] BSNL CO.
- 6 DM [Pers. I]/DM-I to V [Pers. I]/RB/DM(OL), BSNL CO
- 7 Admn/Pay Bill/L&A/Cash/Pension/PHA Sections, BSNL CO
- 8 CS to Director (HR) BSNL
- 9 Spare copy/Order Bundle.





(A Govt. Of India Enterprise)
(Pers.I Section)

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 400-36//2011-Pers.Policy

dated: 3rd-Aug-2016

All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited

Subject: Review of existing soft tenure areas/stations & assessment of new soft tenure area- feedback from Circles thereof.

The undersigned is directed to refer to the subject mentioned above and to say that BSNL Corporate office has been receiving continuous requests from Circles, and at times from associations for declaration of certain areas as soft tenure primarily for nudging the executives for accepting posting in those areas. Soft tenure areas have defined tenure of 3 years and also carry certain future benefit in terms of Circle tenure as well as stability in posting.

Over a period of a time, the management has declared a number of soft tenure areas/stations/SSAs in various Circles. These Circles are UKD/OR/HP/RAJ/CHTD/ GUJ/AP/WB/PB/MP/MH/BH/JKD. In spite of this, requests for adding new stations under 'Soft Tenure' continue to be received in Corporate Office.

In view of this, it has been decided to review the existing dispensation of soft tenure areas in all Circles before considering any new area. Feedback, in this regard, is required from the Circle heads, keeping in view the following considerations:-

- (i) Soft tenure areas are notified mainly due to remoteness, backwardness, law and order problem, difficult accessibility, lack of development etc., as also the need to provide for telecom services for the overall help in development of those areas.
- (ii) It is undeniable that with sustained development over the years, almost all the district Hqrs. in the country are well connected by roads, electricity as well as trade facilities which actually signify the development of those areas. Field offices of BSNL are mostly located in and around the district HQs, barring a few remote/district areas.
- (iii) The categorization of soft tenure is primarily to induce executives to join the remote/disturbed areas where the Govt. of India aims for development through spread of Telecommunications Services.
- (iv) Soft tenure areas, by virtue of fixed tenure and other associated benefits, create a mismatch with regard to transfer- posting in other areas due to deference in tenure periods. Therefore, the number of soft tenure areas is required to be kept to minimum from the management perspective.

Contd.....2/-

Regd. & Corporate Office: Bharat Sanchar Bhawan, H.C. Mathur Lane, Janpath, New Delhi-110001

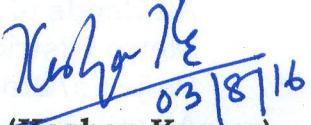
Corporate Identity Number [CIN]:U74899DL2000GOI107739

www.bsnl.co.in

Letter No.400-36/2011-Pers.Policy, dated 3rd Aug-2016 continued

- (v) Excess of soft tenure areas will make the exercise counterproductive creating multiplicity of choices thereby affecting targeted posting to a particular area adversely.

While giving their feedback on soft tenure, existing or proposed, the Heads of Circle may keep the above points in mind. A format (A&B) for giving the feedback is enclosed. The required feedback may be furnished to this office by 22nd August, 2016 positively.


03/8/16
(Keshav Kumar)

Asstt. General Manager (Pers.Policy)

Tel.No. 011-23765353

Fax.No. 011-23734153

E-mail: agmperspolicy@gmail.com

Format 'A'

Review or Existing soft tenure inCircle

Sl. No.	Declared Soft tenure Area/ SSA/Station	When declared (order no. & date	Reason for continuation or otherwise	Remarks if any

Note:- Reasons may be numbered, ex.(i),(ii).....

Format 'B'

Proposal for any new soft tenure inCircle

Sl. No.	Proposed soft tenure area /SSA/Station	Whether located in district Hqrs.	Reason for proposing as soft tenure.	Remarks if any

Note:- Reasons may be numbered, ex.(i),(ii).....

