



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

All Communications
to the General Secretary

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2022@gmail.com

To,

Dr. Kalyan Sagar Nippani ji,
Director HR, BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
H.C. Mathur Lane, Janpath, New Delhi.

No. SNEA CHQ/Corr/Dir HR /2022-25

Dated 12th May 2025.

Sub: Submission of issues in recent pick and choose Transfer Order dated 2 May 2025 with deviation from BSNL transfer policy and Request to review the order well with the BSNL Executive Transfer Policy guidelines, DoPT, DoT guidelines thereby saving huge expenditure on avoidable Transfers.

Ref: Letter No. BSNLCO-PETS/12(11)/1/2025 -PERS1/1 Dated 02/05/2025.

Respected Sir,

With reference to the above subject and transfer order dated 2nd May 25, in the formal agenda meeting we have conveyed the resentment and unrest created among the executives and your good self has assured to look into the issues.

We have already submitted details how this order has been issued with deliberate harassment by pick and choose transfers thereby creating mass unrest among executives and how it has made the image of BSNL management as anti-executives when there is no such issue as the same has been cleared by CMD BSNL.

But nothing happened in the last 4-5 days as assured on 08/05/2025 in a meeting with CMD BSNL and as we are approaching the last date of joining the posted places as mentioned in this order i.e. 16/05/2025. Hence the affected executives are under tension due to short time in hand i.e. two days for joining the transferred place.

We have requested CMD BSNL in your presence and he was kind enough to issue directions to your good self to have review of the orders under his special directions **BSNL First Policy**. We have already updated how the instructions of CMD BSNL can be followed and at the same time relief can be given to the affected executives well within these guidelines.

We put on record that this order is against stand taken by CMD BSNL in different meetings he has conducted all over India that he do not want to disturb the Executives and everybody should give his/her best where ever is he or she is working and he do not want to disturb anybody so has to keep focus on Development of BSNL.

This mass, pick and choose transfer order is in total contradiction of Stand by CMD BSNL and is an attempt to spoil such an excellent image of CMD BSNL. Hence it is required that immediate review of this order is undertaken to clear the doubts.

But unfortunate part is that even after instructions of CMD BSNL, nothing has been cleared rather intensity of relieving executives by Circle/BA Heads has been increased including those executives who are working at war sensitive States like RJ, GJ, PB and J&K Circle, which is adversely impacting on moral of the BSNL Executives.

We once again request your honour, for corrective action by reviewing the pick and choose Transfer order in accordance with uniform Transfer policy of BSNL.

This Transfer Order can be made most acceptable for the Majority of the executives if review is done by the following manner as major steps.

1. By considering all pending OTP Requests to Circles where acute shortage is observed by Pers Section and where Own Cost Requests are pending for consideration of Pers section.

Sr	Circle	Company Cost Orders issued	Circle wise out Own Cost OTP Request Pending to this Circle	Option given by AGM LICE Promoted.
1	Kerala	33	75	11
2.	Karnataka	19	34	6
3.	Maharashtra	19	27	3
4.	Gujarat	32	26	2
5	West Bengal	39	0	5

These are OTP requests of only AGMs received by us and there are many others whose names are not received by us. These are sample cases of some circles where executives are posted and in similar manner own cost requests are available or will be available if options are given to these dislocated AGMs.

2. Once these OTP Requests are given consideration on the basis of vacant positions, the other Executives Transferred in long stay list may be given the opportunity to opt the Circle suitable to him/her.
3. Extension of date of joining time for AGM Promotion to 40 days from date of corrigendum as it is difficult for all promoted executives to join duties latest by 16/05/2025 as being directed now.
4. While Posting promoted AGMs, priority may be given to post in the same Circle where AGM vacancies are available and in case no vacancy, they may be given the option for choice Circle among the Circles having vacant post of AGMs. As of now, the posting is done in a random manner where 185 AGMs out of 205 promoted are dislocated and posted to faraway Circles when vacancies exist in the present and nearby Circles.
5. To fill the vacancies in the present Circle, again AGMs from other Circles along with newly promoted AGMs are transferred, which is direct wastage of Money and also harassment of executives.
6. It was earlier promoted by Management that BSNL Management wants to motivate talented executives for appearing in LICE, but these actions are making these executives feel that they have done blunder by appearing and being successful in LICE.
7. The Circle wise AGM promotion posting is attached as **Annexure- A** and its analysis makes it clear that as per vacancies about can be accommodated in the same Circle and others can be posted in nearby Circle giving total satisfaction to needs of BSNL as well as the family and personal needs of Individuals.
8. Further we humbly request to cancel the Transfer orders of Executives working at All India Hard tenure Station and who have not opted for posting out of Circle. We have already submitted details on hardships faced by these executives due to the most difficult conditions in the Hard Tenure area and DoPT guidelines also support their continued working at these most difficult stations. We have already submitted that if any of the Executive in the Hard Tenure Area is to be shifted from present OA either due to long stay or due to administrative reason, he may be posted to other OAs in the same Circle by giving option for the same.
9. We have consolidated clause wise issues with this order dated 02/05/2025 and details are attached as **Annexure-B** and the general issues created due to this

order and same are also attached as **Annexure-C**. If these DoPT/DoT and BSNL guidelines are followed while reviewing this order, major issues created due to this order will be cleared. We request to review this order respecting these guidelines and also giving due consideration to Requests given by individuals.

10. We hereby submit that BSNL Management has been kind enough and Respected CMD BSNL has given clear directions that all suggestions from Recognized Association are welcome subject to Policy **BSNL First**. We confirm that the suggestions given by us are well within the BSNL First approach as desired by CMD BSNL.

At this stage, to settle unrest among executives and as damage control activity we request the following immediate actions to give relief to Executives and then to have review of the order by respecting Transfer Policy guidelines.

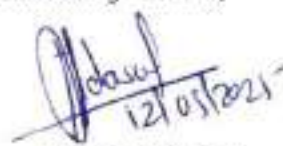
- A. Issuing formal orders for extending joining time to 40 days for all transfers as already given joining time is over
- B. Give consideration to Own Cost Request OTP Transfer Orders there by saving hard earned money of BSNL.
- C. Review of the Transfer Order Dated 02/05/2025 by including suggestions given by us which are well within Transfer Policy guidelines issued by BSNL, DoT and DoPT.
- D. It is need of time that Pers section come out with the lacunas in the Transfer order, respect the Transfer Policy guidelines framed by Pers section itself and review the order by incorporating our suggestions well within BSNL First approach by CMD BSNL.
- E. This review will save the huge expenditure proposed due to these picks and choose transfers and will be reduced to minimum supporting BSNL First principle by CMD BSNL thereby saving about Rs Nine Crores of BSNL.

We are hopeful for early consideration of our humble and genuine requests to stop the deliberate harassment of the executives as being done now by some Circles by force relieving executives and let the grievances of individuals given due consideration well within BSNL transfer and Promotion guidelines in this week itself.

We are hopeful for consideration of your requests to review this order for justice to affected executives.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Encl: AA

Copy to:

1. Respected **Shri A Robert J Ravi**, CMD BSNL for kind information and with request for looking into **serious lapses in this Transfer order issued against principles and guidelines of Transfer policy** so as to keep moral of BSNL Executives to highest level of devotion to meet present challenges before BSNL.
2. **Shri. Rajeev Kumar Kaushik**, PGM Pers BSNL CO for kind information please.
3. **Mrs Anita Johri**, PGM SR/RSTG BSNL CO for kind information about mass unrest and disturbance to deliberate attempt for industrial unrest among executives in BSNL.

Annexure-A

Sub: AGM Promotions Posting Analysis

Sr	Circle	Total	Out	In	Same
1	AP	13	12	16	1
2	AN	1	0	0	1
3	AS	2	0	0	2
4	ALTTC	9	9	0	0
5	BBNW	7	7	0	0
6	BH	2	2	2	0
7	BSNLCO	19	19	0	0
8	CG	0	0	1	0
9	CHTD	9	8	11	1
10	CNTX-S	7	6	0	1
11	CNTX-E	2	1	2	1
12	CNTX-W	1	1	0	0
13	CNTxN	5	4	0	1
14	GJ	2	2	20	0
15	HP	1	1	0	0
16	HR	3	2	1	1
17	ITPC	13	13	0	0
18	J&K	2	2	0	0
19	JHKD	7	6	6	1
20	Kol TD	3	3	20	0
21	KRL	11	11	18	0
22	KTK	6	6	9	0
23	MH	3	3	6	0
24	MP	9	9	5	0
25	NE-I	1	1	0	0
26	RJ	18	1	14	4
27	OD	4	4	0	0
28	PB	9	9	0	0
29	Insp	2	0	0	0
30	TS	8	8	2	0
31	TN	11	10	17	1
32	UTKD	1	1	0	0
33	UP E	4	4	22	0
34	UP W	5	5	0	0
35	WB	5	5	18	0
	Total	205	175	190	15

Sub: Point wise corrections and modifications required in the Transfer Orders dated 2 May 25 as per BSNL Transfer Policy guidelines and DoPT/DoT guidelines on the subject

1. **Clause 1:** OK
2. **Clause 2:** OK.
3. **Clause 3:** This clause may be deleted or modified as per DoPT Guidelines. There is no such joining time for Executives under routine Transfers. For joining on Promotions time of 40 days is normally given by considering all the procedures involved in it as reliving of officer and joining at place of posting which is to be decided by posted Circle. Here about 99 % AGMs promoted are transferred at far away Circles and hence there is need of time for submitting representations and its consideration of joining at posted Circle and then at posted Location. As such, for joining on transfers no need to mention time at this stage, which can be decided after reviewing current war situation. As per DoPT/DoT guidelines time of 40 days joining time is given for joining duties on Promotional post and in this order joining Time is reduced to 15 days. It is required to modify this clause in case of Promotions the joining time is 40 days from date of corrigendum.
4. **Clause 4:** OK.
5. **Clause 5:** In this already issued order it is OK. But in future the transfer orders for OTP Requests, Long stay Transfers, Punishment Transfers may be issued separately by Concerned Verticals/Sections. Viz. Telecom By Pers-I & II, Account by SEA, Civil by BW, Electrical by EW, Telecom Factory by TF and Architecture by Arch wing Otherwise all these sections may be merged under PGM Pers and the senior officers in this unit may be utilised for other works.
6. **Clause 6:** This is harsh condition directly affecting working of BSNL and also the mechanism of redressal of grievances of individual as per DoPT Guidelines and instructions issued by different Honourable court for hearing the grievances of individual. This may be routine condition but it is harsh condition and there is need and scope to improve working of Pers and other section dealing with grievances created due to transfers. It will be highly appreciable if BSNL CO conveys decision of acceptance by orders or rejections by e file/e office or email to concerned Circle. If not possible in all cases received by Circles, such action may be taken at least in cases recommended/ forwarded by Circle Heads and the Pers section, and other sections in BSNL CO have to take decision on such representations and convey it to Circles and then Circles. Same needs to be followed by Circles for representations received with recommendation by BA Heads.
7. **Clause 7:** This is harsh condition directly affecting working of BSNL and also the mechanism of redressal of grievances of individual as per DoPT Guidelines and instructions issued by different Honourable court for hearing the grievances of individual by giving sufficient time. This may be routine condition but it is harsh condition for executives whose transfer order is issued due to administrative lapses in correcting counting and calculating of stay, non-consideration of genuine representations, long stay transfers without options and so on. The BA/Circle heads may be empowered to analyse such genuine cases and not to relieve such executives with genuine grounds till his/her application is not considered by competent authority and written intimation is received about final decision on such applications/ requests.
8. **Clause 8:** OK.
9. **Clause 9:** OK

10. **Clause 10:** The binding instructions for relieving all executives under Intra Circle Transfers within next 15 days may be withdrawn. Also binding directions not to post and Circle Heads may be empowered and their powers for taking decision on Intra Circle Transfers may be restored. **Rather this clause may be deleted.**
11. **Clause 11:** The directions for posting all AGM level officers at SDCA level and not posting other level officers only in field units and not at OA/BA/Circle offices should be withdrawn. The Circle/BA Heads should be empowered to post executives at vacant posts as per the Norms justified by Sanctioned Strength of BA/Circle and requirement thereof by restoring their privilege to post executives against practical need in the field units. **Rather this clause may be deleted.**
12. **Clause 12:** OK
13. **Clause 13:** The first part of this clause that officer should not be posted at Location where they have served extensively in the past may be withdrawn/ deleted or modified as Position instead of Location. Rest OK as general instruction and not as binding instructions.
14. **Clause 14:** The restriction on maintaining the 10 % ratio of sanctioned strength may be deleted and general instructions may be issued for posting executives as per Operational Needs. If not, the works centralised at Circle HQs may be decentralised to BAs/OAs and the works centralised at BA HQs may be decentralised to OAs so that this ratio can be maintained.
15. **Clause 14:** The binding Instructions for issuing only Annual Intra Circle Transfers including OTP Transfers may be limited to Interest of Service Transfer Orders and OTP Request Transfers may be please continued as per prevailing instructions, Transfer Policy Guidelines i.e. Six monthly for Non-Tenure stations and Quarterly for Tenure stations with advance action by counting tenure in next quarter and six months respectively tenure and Non-Tenure stations.
16. **Clause 16:** OK
17. **Clause 17:** OK
18. **Clause 18:** This is odd order as there is acute shortage of executives and even the post sanctioned as per restructuring norms are not allowed to fill and it is against Natural justice. It may be seen that the DGM /AGM level officers from DoT are given regular Promotions beyond the norms of sanctioned posts that to be against vacancies of BSNL and here BSNLs recruited/absorbed officers are denied to Looking after arrangements to the position they are deserving and wherein due vacancies are available. This clause and orders limiting the Circle wise positions under looking after arrangements may be immediately withdrawn and Circles/BA Heads may be allowed to fill vacant posts up to sanctioned posts in cadres as per powers entrusted to them.
19. **Clause 19:** OK. We appreciate such excellent step and corrective action by the BSNL Management.
20. **Clause 20:** OK. But Management should not exclude anybody from due long stay transfers and no body should be given privilege posting to certain executives on pick and choose basis as being done in specific cases in this order. No approaching political persons and not adhering to any political pressure should be equally and ethically responded by BSNL Management as being expected from the executives.
21. **Clause 21:** OK. We appreciate such excellent step and corrective action by the BSNL Management.
22. **Clause 22:** OK.
23. **Clause 23:** OK.
24. **Clause 24:** OK.

Sub: General Points for Transfer posting as per BSNL, DoT and DOPT Transfer policy Guidelines which are missing in this order.

1. In view of the current situation the Circles/BA Heads may be please directed for not to relieve Executives forcefully.
2. The orders for OTP Requests, Long stay Transfers, Punishment Transfers may be issued separately.
3. The review of the Transfer orders may be please assigned to Concerned Sections. Viz. Telecom By Pers-I & II, Account by SEA, Civil by BW, Electrical by EW, Telecom Factory by TF and Architecture by Arch wing.
4. Directions may be issued to field Units not to relieve the Executives who are submitting representation for review of Transfer orders.
5. Review may also done Cadre wise by counting strength of that particular Cadre in that Circle/BA and not on basis of combined strength of JTO to DGM as being done now.
6. While filling vacant posts in Circles mainly Circles having acute shortage of Executives viz. KRL, KTK, MH, TN, GJ & WB Circles by posting executives under Company cost Transfers, the executives who have applied for Own Cost Transfer to these Circles may be given priority. If the present transfer order is implemented, there will no vacancy left for executives who have been displaced during long stay transfers. This will save about Six Core of BSNL and at the same time OTP Request of about 300 Executives who are waiting for its consideration with no cost to BSNL can be given consideration.
7. Special Drive may be conducted within weeks' time for reviewing the genuine requests under previous year long stay Transfers and within one month for genuine requests under the current year transfers and till time field units may be directed to stop forceful relieving.
8. For Transparent working, the data of Cadre wise and Circle wise Strength of executives may be published for Inter Circle Transfers by each vertical at BSNL CO and the data of Cadre wise and BA wise Strength of executives may be published for Intra Circle Transfers.
9. The options may be given to executives who are being transfers in interest of service.
10. All the pending OTP Requests transfers from Tenure/Non-Tenure Circles in all wings and cadres including all who are completing their two years by July 2025, i.e. opening of next window, should be given consideration in uniform pattern for all executives and wings without any disparity as being seen in this order. The non-considered OTP Requests may be kept on hold by maintain waiting list as being done for All India Hard tenure Circles.
11. The OTP Requests should be considered only to Choice posting and in case it is not possible to post at choice Circle/BA his request may be kept on hold in waiting list, and he/she should not be transferred to other non-opted Circles as being done now.
12. The authority of ERP Relieving may be limited only to respective level i.e. Inter/Intra OA Transfers with BA Heads, Intra Circle/BA Transfers with Circle Heads and Inter Circle Transfers with Concerned Vertical Head at BSNL CO.

from transfer and many of them are already granted immunity till MV period and some were waiting for grant of immunity but all of sudden, the executives who are granted immunity, who are waiting for immunity are force transferred in this order and many more office Bearers who are age barred and who are holding the post of responsible OBs of Recognised Association are transferred, We request to respect the guidelines issued by your High Office and restore immunity of OBs who are already granted immunity, grant Immunity to OBs whose request is pending at Pers section and also give consideration to Immunity Request of OBs who are eligible for immunity as per new transfer and OBs eligible for immunity and representing for grant of immunity should not be relieved by Circles/BAs.

21. BSNL has well defined guidelines for deciding Transfers posting on medical grounds and these guidelines are not given consideration in this order. Rather, the executives who were granted relief on medical grounds in earlier orders are now transferred to other places by withdrawing retention on medical grounds. It is required that all such executives having genuine issues and whose requests are duly recommended by Circle Heads needs to be given relief from these transfers on medical grounds of self or dependent parents.
22. Same is case with Single Parent who have lost their partner and are taking care of their family members in absence of partner, were granted retention on immunity grounds and but now they also are again transferred in an unhuman approach.
23. There are well defined guidelines for Inter Circle transfer of the Executives based on Criteria of age and same are well within DoPT/DoT guidelines on the subject. But same is not followed in issuing Transfer orders and this is wastage of BSNL hard earned money and also this is harassment of executives who are due for superannuation retirement.
