

No. BSNLCO-PERS/15(11)/1/2025-PERS1

Dated: 29.01.2025

To

**All Heads of Telecom Circles &
Other Administrative Units of BSNL**

Subject: **Deputation of permanent BSNL Employees to other Organizations-regarding**

The undersigned is directed to refer to this office letter dated 26.11.2020 wherein instructions were issued imposing a further temporary ban on forwarding of applications of permanent employees of BSNL to other organizations till 31.12.2022. Thereafter, vide this office letter dated 12.01.2023, forwarding of applications for deputation to DoT & TRAI was allowed for specified number of BSNL employees whereas a ban on forwarding of applications for deputation to other organizations remained enforced in the interest of service till 31.12.2024.

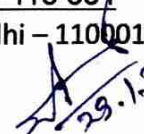
2. The matter regarding forwarding of applications for deputation of BSNL employees to other organizations has been reviewed and the competent authority has approved for opening of deputation of employees to select organizations without any capping of numbers except for the Finance Stream, wherein it has been restricted to 2% of the working strength or 5% of the sanctioned strength, whichever is lower.

3. Accordingly, approval of the competent authority is hereby conveyed to allow forwarding of applications for deputation of permanent BSNL employees to select organizations without any capping of numbers except for the Finance Stream in which cadre/grade wise permissible limit based on current sanctioned strength & working strength is as under:

Finance Stream	Deputation to be allowed (Maximum No. of Executives)
GM & above	01
DGM/Jt.GM/Addl.GM	01
CAO/AGM	01
AO/DM	36
JAO/AM	42
Sr. Accountant/Jr. Accountant	02

4. The terms/criteria for processing of deputation applications shall be as per deputation guidelines dated 21-07-2016 outlined below:

- (i) Applications for deputation to be considered on first-cum-first-serve basis.
- (ii) Not more than 02 applications for deputation would be forwarded in a year in respect of any employee.


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- (iii) The application should be routed through proper channel with recommendations of Unit Head/Circle Head, as the case may be.
- (iv) All deputation cases, right from the stage of forwarding the applications to the organisations to which the BSNL's employee wishes to apply shall be forwarded to the respective Cadre Controlling Section in BSNL CO with the recommendation of respective CGM/Head of the Circle/Unit for administrative approval.
- (v) Deputation shall be allowed for a maximum period of 05 years.
- (vi) Not more than 01 tenure of deputation would be allowed in entire career.
- (vii) The employee should have completed at least 10 years of service in BSNL.
- (viii) The deputation will be allowed to Organizations related to Telecom Services/Infrastructure Organizations preferably for DoT/TRAI/TCIL/TDSAT/RAILTEL or Similar Organizations.
- (ix) Cases of deputation of Executive and Non-executive employees would require prior approval of CMD, BSNL and Director (HR), BSNL Board respectively.
- (x) Other guidelines/criteria for deputation as mentioned in deputation guidelines dated 21.07.2016 will remain the same.

5. The above instructions shall be applicable with immediate effect and until further orders.

6. These instructions related to deputation of BSNL employees shall be reviewed annually and first such review will be held in April, 2026.

This is issued with the approval of the competent authority.


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Copy to:

1. PPS to CMD, BSNL
2. PPS to all Functional Directors of BSNL Board
3. PPS to Secretary, TRAI/DDG(Estt), DoT
4. PPS to CVO, BSNL
5. All CGMs/PGMs/Sr. GMs/GMs, BSNL CO
6. CS & GM (Legal), BSNL CO
7. CLO(SCT), BSNL CO
8. All Heads of Cadre Controlling Branches, BSNL
9. OL Section for Hindi Version/BSNL Intranet Portal


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