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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

Central Headquarters

Regn. No. 4906, Dated 17/09/2001

MS-II, Q.No. 21 & 17, Atul Grove Road, New Delhi-110001

Dated:-06-01-2025

TF-20/2/Rlg

To,

Principal GM (Pers)
BSNL Corporate office
New Delhi.

(For kind attention of AGM Pers Policy)

Subject:- Revision of BSNL Transfer policy – reg.

Respected Madam,

We are extremely pleased to receive the communication No.-BSNLCO-Pers/15(11)/6/2024-Pers I, dt-26-12-2024 on referred subject. The management has atleast now thought it appropriate to take the views of the union in the matter. We trust the views will get due consideration in real perspective to minimize the hardships in the transfer. The views and suggestions are as under.

Section:- A

4.1, 4.2:- The non-executive employees recruited on erstwhile SSA (now OA), Circle basis will continue to serve at recruited units and not dislocated as per BSNLCO orders. Their service condition for transfer cannot be altered and will continue to work in their recruitment places. They can seek transfers only under Rule 8 alone.

The non-executive employees can be rotated within their recruited i.e. OA/Circle Areas. The OA mean erstwhile SSA and now OA.

4.3 Request transfer be entertained after 2 years and not 3 years.

4.4 The repatriation of employees from non-territorial circles should not be linked with the availability of substitutes else the very purpose of rotation will be deferred.

4.5 Acceptable

4.6 Agreed

4.7 Agreed

4.8 Agreed

4.9 Agreed

4.10 Agreed

4.11 Agreed

4.12 Acceptable

6.4 This should be specifically and separately spelt out in the case of non-executive staff of portal system.

6.6 Agreed

6.7 Agreed

6.8 Agreed

7.1 The non-executives can be transferred only in their recruited units and not outside.

- 7.2 This will be in utter violation of Rule 8 transfer conditions killing the interest of existing employees in their circle/BA/OA.
- 8.14 This should be relaxed in respect of spouse and deserving compassionate cases. All efforts should be made so that spouse lives together. Compassionate cases should also be taken care of.
- 8.15
- (i) Mutual transfers should be considered and 5 years service condition should not be imposed. Moreover, provision requires clarity.
 - (ii) Acceptable.
 - (iii) Agreed
 - (iv) Agreed
 - (v) The Clarity needed.
- 9(a) Temporary transfer, Rule 9, be after two years of service. The period of stay be of 4 years in two spells granted by BSNL HQR atleast in respect of spouse and most deserving compassionate cases. The female employees hardships and agony may be considered in very correct and with open mind. Empowerment of women be encouraged and not discouraged discussions with union are needed on the issue.
10. No comment.
Section (C) (D)
- 13.2 Service rendered as group D, ATT service should not be counted in seat tenure in Sr. TOA/TT etc.
- 13.3 Agreed.
- 13.4 (I) Tenure should be of two years and not three years.
(II) It should be of three years and not four years.
(III) Agreed.

Brief:-

The outside recruitments have normally and mostly been done in JE(T) and JTO Cadres in which female employees have entered in the PSU. Every possibility be explored to ensure that both i.e. couples live together under Rule 8 or 9 as the case may be. Various aspects should be considered in respect of females. Relaxation be extended in respect of ladies keeping in view of medical advice also. Similarly compassionate case should also get due attention.


11. It will be appropriate to add that till date no recruitment has been done at BA level in respect of non-executive employees and as per service conditions and as per decision in NC these employees will continue in their recruitment areas.

We request you to please consider the salient points mentioned.

We would also like to be heard in person by the committee before finalizing the policy.

With regards,

Yours sincerely,


(Chandeshwar Singh)
General Secretary