



BSNL

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## NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

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

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

TF - 07

Date:- 03-06-2026

To  
The Director (HR)  
BSNL Board, Corporate Office  
New Delhi

**Subject: Request for Immediate Stay on Mass Relieving of Junior Engineers through ERP and High-Level Inquiry into Transfer Irregularities in Gujarat Circle**

Respected Sir,

It is a matter of serious concern that the transfer process in BSNL Gujarat Circle is being conducted in complete violation of the principles of transparency, fairness, and established administrative norms. From the representations submitted by the affected employees and the available facts, it is evident that the transfer system has been developed into a kind of **"Transfer Industry"**, where rules and regulations are being replaced by individual influence and selective decision-making.

Despite repeated representations from the recognized union as well as individual employees, no effective corrective action has been taken so far. Serious issues have been raised regarding the implementation of stay particulars and compliance with transfer guidelines; however, no transparent or satisfactory response has been provided by the Circle Administration.

It is further evident that a clear **"pick and choose policy"** is being followed in the transfer process. Certain transfer orders have been cancelled or modified due to the **special favour of the General Manager (Administration)** or have been rescinded/alterd through administrative intervention, while similarly placed employees have been denied any relief. This situation is in clear violation of the principles of natural justice and is severely affecting the credibility of the organization's administrative framework.

At present, the process of mass relieving of Junior Engineers through the ERP system is being carried out without resolving pending grievances and without completing any proper inquiry into the alleged irregularities. This situation has become more serious as such practices have effectively developed into a **"Transfer Industry."** Furthermore, the simultaneous relieving of around **50 Junior Engineers at one time can in no way be in the interest of BSNL**, as it is likely to adversely affect operational efficiency, create administrative instability, and generate industrial unrest.

In view of the above, it is earnestly requested that the following actions may kindly be taken immediately:


1. The process of mass relieving of Junior Engineers in Gujarat Circle through ERP may kindly be kept in abeyance with immediate effect.
2. A high-level independent inquiry may be conducted into the alleged "pick and choose policy" and the development of a "Transfer Industry" in the Circle.
3. Complete stay particulars of all concerned employees may be made transparent and disclosed in the interest of fairness.
4. No employee should be relieved until the inquiry is completed and all grievances are duly examined and resolved.

This matter is not limited to individual employees but directly concerns the transparency, credibility, and efficiency of the entire administrative system. Therefore, immediate and strict intervention is required in this regard.

It is expected that appropriate and impartial action will be taken at the earliest in the interest of justice and organizational stability.

**With deep regards**

**Yours faithfully,**

  
**(Chandeshwar Singh)**  
General Secretary

**Copy To:-**

1. The PGM (Est) BSNL C.O New Delhi
2. The PGM (SR) BSNL C.O New Delhi

**(Chandeshwar Singh)**  
General Secretary