



BSNL

Phone: Off. 23353245, 23316656, 23315677  
Resl. 25706166, Fax : 011-23351877

E-mail : csingh465@gmail.com  
Website: www.nftechq.co.in

## 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

Dated: 28-05-2026

To



The Director (HR)

BSNL

Corporate Office, New Delhi

**Sub:** Request for Immediate Intervention and Review of Arbitrary Transfer Orders of Junior Engineers in Gujarat Circle.

**Respected Sir,**

On behalf of NFTE (CHQ), we wish to draw your kind attention towards the serious resentment, mental stress, and widespread dissatisfaction prevailing among the Junior Engineers of Gujarat Circle due to the recently issued transfer orders.

It has been represented before the Union that the present transfer exercise has not been carried out in the true spirit of the prevailing transfer policy guidelines and lacks adequate transparency, equality, and adherence to the principles of natural justice. Many affected officials have reportedly not completed the prescribed tenure under the "Longest Stay" criteria, whereas several officials having comparatively longer stay in the concerned BA/SSA have been excluded from the transfer process. Such selective implementation has created a strong sense of discrimination and unequal treatment among employees, adversely affecting the organizational atmosphere.

It is also a matter of serious concern that no proper opportunity was provided to employees for exercising their options/willingness prior to the issuance of the transfer orders, despite the BSNL transfer policy emphasizing fairness and transparency in such matters.

NFTE CHQ further believes that Gujarat Circle presently has adequate availability of Junior Engineers, and therefore, the large-scale transfers carried out in the present manner do not appear administratively necessary or justified.

Sir, the affected employees are already facing severe financial hardship and family-related responsibilities. Sudden transfers to distant stations within a short period will impose heavy financial burden, mental stress, disruption in children's education, medical difficulties, and serious hardship to dependent family members. Under the prevailing economic conditions, many employees are not financially positioned to immediately settle at new places of posting.

Further, considering the present financial condition of BSNL, such large-scale mass transfers do not appear appropriate from administrative as well as economic perspectives. These transfers are likely to impose additional financial burden upon the Company in the form of TA/TP claims, joining arrangements, and other administrative expenditures. Moreover, such actions may adversely affect work management, productivity, and employee morale. In the present circumstances, prudent and judicious utilization of the organization's financial resources is highly expected.

Particularly, the JE cadre employees have always served the organisation with utmost sincerity, dedication, and responsibility even under extremely challenging conditions. They have played a vital role in maintaining BSNL services, network operations, and safeguarding consumer interests. Despite severe financial and administrative difficulties, these employees have continuously remained committed to the organisation. Therefore, their genuine grievances deserve humane, fair, and policy-based consideration.

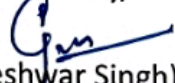
In view of the above facts and circumstances, NFTE CHQ respectfully requests your good office to kindly intervene in the matter immediately and ensure the following:

1. Keep the implementation/relieving process of the impugned transfer orders in abeyance with immediate effect.
2. Direct Gujarat Circle Administration to review the entire transfer exercise in a fair, transparent, and non-discriminatory manner.
3. Ensure uniform implementation of the "Longest Stay First" principle for all concerned officials.
4. Provide proper opportunity to employees for exercising options/willingness before finalisation of transfers.
5. Reconsider, modify, or cancel the transfer orders issued against the affected officials.

We sincerely hope that your esteemed office will take a sensitive, just, and positive decision in the interest of employee morale, industrial harmony and the principles of natural justice.

With regards,

Yours faithfully,

  
(Chandeshwar Singh)  
General Secretary  
NFTE CHQ  
New Delhi

Copy to: -

1. The PGM (Establishment), BSNL Corporate Office, New Delhi — for information and necessary action please.

(Chandeshwar Singh)  
General Secretary