

### (A Government of India Enterprise) CORPORATE OFFICE PERSONNEL BRANCH

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-01

No. 400-06/2019-Pers.I

Dated: 14-Mar-2019

To

### All Heads of Telecom Circle/Projects/Regions & other Administrative Units of BSNL

Subject:-Economy measures and rationalization of expenditure - guidelines relating to Company Cost transfers and own cost transfers (for posting in areas other than tenure areas) thereof.

As a cost cutting measure, it has become imperative for BSNL to cut certain expenditure including costs on transfer & posting of employees (absorbed as well as unabsorbed officers). Accordingly, it has been decided with the approval of the competent authority in BSNL to rationalize the expenditure on transfer and posting of BSNL employees/deployed officers. Therefore, as an interim measure, the following guidelines are hereby issued for considering requests of transfer & postings from BSNL employees/deployed officers, for a limited period of 6 months:

- Henceforth, inter-Circle transfers (even beyond 3 years) on request in a station/Circle/ Unit shall be considered at the own cost of the employee.
- ii) Similarly, the intra-Circle transfers (even beyond 3 years) on request in a station/Circle/ Unit shall be considered at employee's own cost by the concerned controlling Circles/Units of BSNL.
- iii) The transfer/posting in areas under tenure areas as notified by the BSNL shall, however, continue to be done at Company's cost.
- iv) In extreme cases, the cases for transfer at Company's cost shall be considered only with the prior approval of the competent cadre controlling authority in BSNL Corporate Office. In exceptional cases, the concerned Circle may send such cases to Corporate Office with due recommendations of the respective Circle Head alongwith complete justification for such a consideration.

The above guidelines may please be disseminated to all concerned for strict compliance.

This issues with the approval of the competent authority.

[O.N. Tiwary) 14/03/2019

Dy. General Manager (Pers. Admn.)

#### Copy to:

- PPS to CMD/PPS to All functional Directors, BSNL Board
- 2 PPS to CVO, BSNL
- 3 Director (Staff), DoT.
- All CGMs/PGMs/Sr. GMs/GMs of BSNL CO
- All the Cadre Controlling Branches
- BSNL Intranet/Order Bundle.

[Thakur Singh] Astt. General Manager (Pers. Policy)

# BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise) CORPORATE OFFICE , [PERSONNEL BRANCH]

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-01

No. 400-06/2019-Pers.I

To

## All Heads of Telecom Circle/Projects/Regions & other Administrative Units of BSNL

Subject:-Economy measures and rationalization of expenditure - guidelines relating to Company Cost transfers and own cost transfers (for posting in areas other than tenure areas) thereof-Clarification thereof.

This has reference to this officer order of even number dated 14th March 2019 on the subject mentioned above. This order inter-alia provides for austerity measures with regard to expenditure on transfer and posting of BSNL employees/ ITS officers deployed in BSNL.

There appears to be some confusion emanated amongst certain quarter of employees/unions with regard to certain provisions of the said order. Certain . individuals/Employee Unions & Associations have represented before Management for clarity of its provisions especially with regard to its coverage.

It is hereby clarified that the provisions of the above order dated 14-03-2019 invariably applicable to all the BSNL Employees which Executives/Non-Executives staff including ITS officers deployed in BSNL.

As regards tenure transfers, the same will continue to be done at Company's cost as also clearly spelt out under para (iii) of the said order dated 14-03-2019, which is reproduced below for ready reference:-

iii) The transfer/posting in areas under tenure areas as notified by the BSNL shall, however, continue to be done at Company's cost."

This is issued with the approval of the competent authority.

(S.N. Tiwary)

Dy. General Manager (Pers. Admn.)

Copy to:

PPS to CMD/PPS to All functional Directors, BSNL Board 1

2 PPS to CVO, BSNL

3 Director (Staff), DoT.

All CGMs/PGMs/Sr. GMs/GMs of BSNL CO

5 All the Cadre Controlling Branches

BSNL Intranet/Order Bundle.

Astt. General Manager (Pers. Policy)



(A Government of India Enterprise)
CORPORATE OFFICE
[PERSONNEL BRANCH]

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-01

No. 400-06/2019-Pers.I

Dated: 29-May-2019

To

# All Heads of Telecom Circles/Projects/Regions & other Administrative Units of BSNL

Subject: Economy Measures- economy in effecting Transfer/posting of officers/BSNL Employees from one place to another- instructions thereof.

Different proposals for company cost transfers as per operational requirements have been received from a number of Circle heads and also in National Council meeting, the matter of transfer of officials from urban to rural areas and vice versa, was discussed and unions demanded that officials posted in rural areas are to be brought back after completion of 2 year period, but due to embargo on company cost transfers, a number of officials waiting to return back in urban areas and also to fill up these rural area posts, are hindered, so they demanded that rural and urban area to & from transfers should be treated as tenure transfers for the purpose of transfer TA/DA.

Few of circles have requested to transfer a number of officers to fill up the vacancies arisen due to retirement /sensitive post criteria/manning of the stations. A deluge of requests have been pouring in and circle heads being overall in charge of the circle are better judge to the circumstances, the management has decided to permit CGMs to utilize their delegated powers to transfer and post as per transfer policy in utmost requirement and exigency of the services judiciously in the wake of the scarcity of fund. These restrictions will cease to exist after the stipulated period mentioned in letter dated 14.03.2019.

This issues with the approval of the competent authority

[O.N. Tiwary] 290

Dy. General Manager (Pers.- Sr. Mgmt.)

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