



**BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

**CORPORATE OFFICE  
PERSONNEL-I BRANCH**

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-36/2011-Pers.I(Pt)

Dated: 09 December, 2015

To

All Heads of Telecom Circles  
Projects/Regions/Metro Districts  
& other Administrative Units of BSNL.

**Subject: Issues Regarding Transfers to Tenure Stations and Non-territorial Circles-  
Certain changes for facilitating better management of Soft Tenure Areas.**

This office has been engaged with transfer and postings at All India level within the ambit of BSNL Employee Transfer Policy. It is to be noted that with an aim to facilitate penetration of telecom services in difficult and remote areas across the country, the policy has further been calibrated to encourage executives to join in such areas which have been specifically designated as Hard Tenure, Semi-Hard Tenure and Soft Tenure areas.

While working out postings of executives across the different Circles, in normal tenure areas and soft tenure areas, two specific problems emanating from inequitable situations have been noted viz. effect on tenure break(in case of soft tenure) & counting of Circle tenure w.r.t. Non Territorial Circles and the city based Circles.

The management has considered these issues in the backdrop of the existing arrangements w.r.t. postings in various tenure regions and decided to bring into operation the following changes w.r.t. the facilities, entitlements, tenure period, the consideration of circle tenure, etc., as noted below:-

**A. Soft tenure- Tenure, Tenure break & facilities:**

Soft tenure regions in any Circle will have a fixed tenure of 3 (three) years. Further changes w.r.t. these regions are as below:-

|    |  |
|----|--|
| 1. | The soft tenure stations in no case be more than 3 years.  |
| 2. | i. For outside executives, a posting in soft tenure areas of other Circle will result in break of Circle tenure.<br>ii. While for those from within the Circle, only the length of soft tenure posting be deducted from their overall Circle tenure. (However, a posting beyond three years shall count with the circle tenure itself) |
| 3. | For executives from outside the circle, retention of service telephone connection at the declared residence in the previous Circle in case family is not shifted for stay in the soft tenure area of another Circle.   |

*Note:- After serving in soft tenure area, the executive shall not, so far as feasible, be transferred from a station for a period of 2 years.*

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**B) Counting of Circle Tenure with respect to Non-Territorial and City based Circles:-**

- i. A period of posting in Non-Territorial Circles shall be counted with that in conjunction with that in overlapping Territorial Circles, if any, for consideration of Circle Tenure.
- ii. The tenures of executives in city based Circles, of Kolkata and Chennai, which fall within the territory of West Bengal Circle and Tamil Nadu Circle, shall be counted together with the overlapping Territorial (State level) Circle, if uninterrupted by posting in any other territorial Circles.

For example

| S.No. | Particulars of posting   | Consideration |
|-------|--|---------------|
| 1.    | CTD posting  | WB Circle     |
| 2.    | CTD posting followed or preceded by posting in WB Circle   | WB Circle     |
| 3.    | CTD posting followed or pre-ceded by WB Circle or ETR/ETP Circle (within the bounds of WB Circle) with or without intervention by either, as the case may be | WB Circle     |

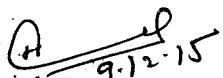
*Note: Similar treatment for other similar situations in other regions/ Circles.*

In accordance with the above approval, the counting of tenure for reporting to Corporate Office w.r.t. posting in tenure Circles etc., following aspects have to be taken:-

- (i) Respective Territorial Circles shall coordinate with Non Territorial Circles in preparation of the long stay list/disposition list etc.
- (ii) After completion of hard tenure or other tenure areas, in the preference of Circles (3 Nos.) being exercised by executives, territory of Non Territorial Circle for posting (Viz. ETR- in Bihar Circle territory or WB territory etc.), shall be specifically mentioned. Prerogative to post such an executive in the Territorial and Non Territorial overlapping Circles in the so preferred area shall remain with BSNL Corporate Office.

Provisions in the transfer policy guidelines shall be superseded to the extent noted above.

The above decisions are effective from the date of the issue of this order.

  
(Manish Kumar)  
Jt. General Manager (Pers)

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