



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION

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No. AIBSNLOA/CHQ/2012/27

Dated: 10th May 2012

To

Shri R.K.Upadhyay,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi 110 001

Sub: **Violation of BSNL Transfer Policy - reg**

Respected Sir,

BSNL Transfer Policy was formulated and implemented with the goal of maintaining transparency and uniformity in transfers. We have been time and again bringing to the Management's notice that some provisions of BSNL Transfer Policy are being deliberately/ knowingly violated and manipulated to suit some individual officers, resulting in unwarranted transfer of their juniors to other Circles.

2. BSNL Transfer Policy stipulates under Section B, 11 (d) that **"For Territorial Circle Executives, while computing Station/SSA/Circle tenure, any stay in non-territorial Circle within the territorial jurisdiction of the Circle shall also be counted. Similarly, for non-territorial Circle executives, stay of territorial circle shall be counted while computing Station/SSA/Circle tenure."**

3. But a few privileged officers are able to circumvent this condition by getting posted within the same territorial jurisdiction on their transfer out of the circle on the basis of their long stay in that territorial jurisdiction. we are furnishing a few cases of such circumvention in the Annexure, to substantiate our point.

4. It can be seen from the Annexure, a privileged group of Executives are able to manipulate their stay on the same station in violation of the principle laid down in the BSNL Transfer Policy. In the true sense and sprit the purpose of the BSNL Transfer Policy, the names of these officers should have been remained at the top of the long stay list since there has been no change in station even on circle transfer. But it is surprised that their names o have been deleted/ left out from the list of long stay of the Circle concerned and those having lesser stay in the concerned Circles are facing the danger of being transferred to other circles. It is quite unfortunate that the administrations at various levels are yielding to unjust pressure from some quarters and are obliging to their requests, resulting in favoritism in many Circles in all streams viz. Accounts & Finance, Civil and Electrical. This is not only amounts to discrimination among officers but also will result loss of faith in the mind of Executives towards Transfer Policy of BSNL as well as in the system itself. This may perhaps give rise to unnecessary litigations in future.

5. In a case related to the transfers in to Kolkata Telephones mentioned in Para 3 above, the Hon'ble CAT, Kolkata in OA 824 of 2011 has observed that "Though transfer is an incident of service, the respondents had to follow their own transfer policy fair and square with transparency and it is clear that this has not been followed in the instant case." (copy enclosed)

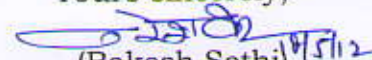
6. This issue was deliberated extensively/elaborately in the All India Conference of this Association held at Trichy in Tamilnadu on 20th and 21st April 2012 and the following resolution was passed unanimously:

"This Conference urges BSNL Management to amend the BSNL Transfer Policy providing for maintaining a single combined long stay list in each grade for the Territorial Circles and the other non-territorial circles falling within its jurisdiction for the purpose of inter-circle & tenure transfers. This will ensure that names of the officers who are ordered for transfer to other circles but have managed to get posted within the jurisdiction of the same territorial circle are still retained in the combined long stay list and will be considered for transfer in the next tenure, sparing their juniors with lesser years of service under the same territorial jurisdiction. This amendment should have retrospective effect so as to rectify all violations in the past."

7. We therefore request you to kindly examine the proposal and issue necessary amendment to the BSNL Transfer Policy so that deliberate violations of the transfer policy may be prevented and will put favoritism and discrimination to end.

With kind regards,

Yours sincerely,


(Rakesh Sethi) 17/5/12
General Secretary

Copy to:

1. Shri K.C.G.K.Pillai,
Director (F), BSNL
2. Shri A.K.Jain,
Sr. General Manager (Pers)

Annexure