

FORUM OF UNIONS & ASSOCIATIONS OF BSNL
ASSAM TELECOM CIRCLE, GUWAHATI

No: FUAB/2025/09/03

Date: 27-Sep-2025

To,

Shri A. Robert J. Ravi Ji,
CMD, BSNL

Subject: Appeal for addressing the HR issues being faced by the employees of Hard Tenure Circles in general and Assam in particular - reg.

Respected Sir,

We take this opportunity to welcome you once again to Assam on the occasion of the "Inauguration of Swadeshi 4G Mobile Network" by the Hon'ble Prime Minister of India – Sri Narendra Modi Ji.

We hereby seek to draw your benign attention to some of the regional HR issues which are being faced by the employees of Hard Tenure Circles in general and Assam Circle in particular. Details are as below :

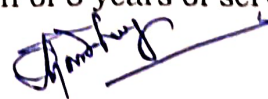
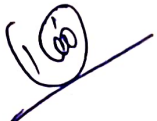
1. Difficulties faced by Hard Tenure completed executives of Assam Circle still waiting for their transfer orders

Some executives who joined the **Assam Circle** and CNTX-NER in July 2023 have already completed their hard tenure postings in July 2025. As per past precedence, their transfer orders back to their home circle should have been issued in advance; but even after passing of almost 3 months after completion of tenure, their transfer orders have not been issued till now. This has caused undue hardship to such executives, especially the female executives. In expectation of timely transfer, some of them had even admitted their kids to schools in their home circles and now finding themselves in uncertain waters, i.e. a cruel hardship is being felt even by their young ones, being compelled to manage without their parents.

Even some of the executives belonging to Assam Circle, but presently posted to other hard tenure circles due to longest stay transfers, and having already completed their tenure in those circles, are desperately waiting for their transfer back to Assam Circle. It is requested to kindly provide relief to all such officers by issuing their due transfer orders.

2. Difficulties faced by JEs and JTOs in getting transfer to circles declared Surplus and from Circles declared Deficit due to recent changes in BSNL Transfer Policy :

The JEs and JTOs working in hard tenure circles of BSNL, like Assam, were earlier able to get Rule-8 Transfer to their home states after completion of the minimum required service period of 5 years in their parent/recruited circles. But due to recent changes in BSNL Transfer and Restructuring Policies, many circles like Bihar, UP East, Jharkhand, Telangana, etc have been declared as surplus circles due to which the JEs/JTOs belonging to these circles are now unable to get transfer to their home states even after completion of 5 years of service in Assam.



Of late Assam Circle itself has totally stopped processing of Rule 8 cases as Assam Circle itself has become a Deficit Circle as per the parameters specified by BSNLCO.

We request for your kind intervention to allow JEs/JTOs working in hard tenure circles to go back to their home states through Rule 8 transfer irrespective of whether the destination circle is surplus or the source circle is a deficit one. If required, suitable changes may be accommodated in the Revised Transfer Policy presently under formulation.

3. Longest Stay Transfer Policy should not be implemented for hard tenure circles

Hard Tenure Circles like Assam had always faced scarcity of manpower. Moreover, as at any given point of time more than 30% of the executives come to work here on tenure from other circles only for 2 years and thereafter go back upon completion of tenure. Due to this continuous change of manpower, it's very difficult to maintain the continuity of services. The situation now has become even more chaotic due to implementation of longest stay transfer policy for hard tenure circles due to which the very few local executives also have to now serve in other circles. Many high ended EB customers have complained about this difficulty of communication with BSNL due to such regular change of officers. We request that longest stay transfer policy should not be applied for hard tenure circles.

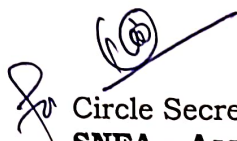
4. Special Local Recruitment of JEs & JTOs in Assam Circle :

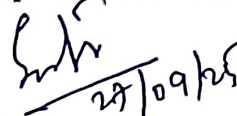
For the same reasons as cited in the above para, it's suggested to conduct a Special Local Recruitment Drive of JEs and JTOs for Assam Circle to select candidates who belong to this region. Presence of local employees will lead to improve in quality of the services in the long term.

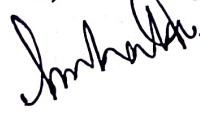
Having stated all the above, we reiterate that similar difficulties are faced in all Hard Tenure Circles across India, and we therefore solicit your most benevolent attention to provide succor to the employees working in such circles under comparatively difficult conditions than the rest of India.


Thanking You.


With high anticipation and warm regards, we remain.


Circle Secretary,
SNEA - Assam


Circle Secretary,
AIGETOA - Assam


Circle Secretary,
AIBSNLEA - Assam


Circle Secretary,
BSNLEU - Assam


Circle Secretary,
NFTE - Assam

Copy To :

- 1) The CGMT Assam Circle for kind information please
- 2) The CGM CNTX-NER for kind information please

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3) The General Secretaries of SNEA/AIGETOA/
AIBSNLEA/BSNLEU/NFTE