# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION
## Central Headquarters, New Delhi

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No: AIBSNLEA CHQ/Dir-HR/TN/25-28/ Dated: 24.08.26

To,

Shri Rajeev Kumar Ji,
The Director (Finance), BSNL
Corporate Office, New Delhi

**Subject: Request for intervention and keeping in abeyance the Intra-Circle Transfer Orders dated 01.08.2026 issued by Tamil Nadu Circle for Accounts Wing.**

**Ref. no:- 1. TNCO-41/11(21)/8/2026-FIN UNIT Dated:-1/08/2026**
**2. 250-7/2007-Pers-III Dated:-18/03/2010**
**3. 6-1/2007-Restg. Dated:- 23rd September 2016**

Respected Sir,

We respectfully seek the kind intervention of the Corporate Office regarding the mass Intra-Circle Transfer Orders issued in the Accounts Wing of Tamil Nadu Circle, as referred to in Reference 1.

It is submitted that the transfer exercise, in its present form, does not appear to have been carried out fully in accordance with the Transfer Policy Guidelines, both in letter and in spirit. In particular, the principle that disturbance of more than 10% of the staff in a particular wing in a single transfer session should ordinarily be avoided does not appear to have been adequately considered. A transfer exercise of such magnitude may significantly impact the functioning of the concerned offices as well as the employees and their families.

Further, the details of long-staying officials within the Circle were not transparently published before the transfer exercise. The affected personnel also appear not to have been provided a meaningful opportunity to submit their options or preferences prior to issuance of the transfer orders. This has understandably created a perception of lack of transparency and has caused considerable concern among the Accounts personnel affected. It seems that these transfer orders were not issued in the true spirit of the Corporate Office instructions conveyed vide Reference 3.

As per Reference 2, the Corporate Office has issued instructions for implementation of transfer orders in March/April. However, the present orders have been issued in the middle of the academic session(August-26). Many of the transferred employees' children are presently pursuing their studies, and shifting families during the ongoing academic session would cause serious disruption to their education. At the same time, immediate relocation may not be practically possible, resulting in significant financial, logistical, and emotional difficulties for the employees concerned.

Such sudden displacement during the academic session can also place considerable mental stress upon the affected employees. Prolonged anxiety regarding accommodation, children's education, family arrangements and commuting is likely to adversely affect their peace of mind and, consequently, their efficiency and productivity at the workplace.

In view of the above circumstances, it is respectfully requested that the competent authority may kindly reconsider the present Intra-Circle Transfer Orders and review the cases in accordance with the applicable Transfer Policy Guidelines. In particular, due consideration may kindly be given to the 10% disturbance norm, transparency regarding long-staying officials, employees' options/preferences, and the genuine hardship arising from transfers during the middle of the academic session.

It is further requested that, wherever administratively feasible, the transfer of employees having genuine educational and family-related hardships may kindly be deferred until completion of the current academic session, or their cases may be considered sympathetically for retention/adjustment at their present place of posting.

Such a review would not only provide relief to the affected employees and their families but would also reinforce the principles of transparency, fairness and employee welfare while ensuring that the administrative requirements of the Department are duly balanced.

It is also respectfully submitted that requests/representations seeking modification of the transfer orders have not received due consideration, while officials are being pressed for early relieving as such. Such an approach, at this stage, is likely to create avoidable resentment and adversely affect the morale and motivation of Accounts personnel and will affect the Administrative working environment in whole circle.

The Accounts Wing has a critical role in supporting the financial objectives in the circle. At present, considerable attention and coordinated effort are required for achieving important targets fixed by Corporate Office, including **revenue enhancement,**

**recovery/collection of outstanding dues, realization of Government outstanding amounts, lease/circuit-related dues and other financial targets**. Large-scale movement of experienced personnel without adequate transition arrangements may disrupt continuity of work, institutional knowledge and timely financial recoveries.

In view of the above, it is earnestly requested that Corporate Office may kindly:

1. Direct Tamil Nadu Circle to keep the transfer orders dated 01.08.2026 in abeyance pending a proper review of the exercise.
2. Direct the Circle authorities to re-examine the transfers strictly in accordance with the Transfer Policy Guidelines, particularly the prescribed limit on disturbance in a single session.
3. Ensure transparency in identifying long-staying officials and the criteria adopted for transfer, and provide an opportunity for affected officials to submit options/preferences wherever applicable.
4. Direct that genuine representations for modification be considered objectively before relieving the officials.

We submit this request not with any intention of opposing transfers as a policy measure, but only to ensure that the transfer exercise is fair, transparent, policy-compliant and administratively sustainable, while safeguarding the efficiency and morale of the Accounts Wing.

We therefore request the kind intervention of the Director (Finance) to prevent avoidable disruption and resentment and to enable the Accounts personnel to remain fully focused on the important financial targets entrusted by Corporate Office.

Yours faithfully,

[Abhishek Jain]
General Secretary, AIBSNLEA

**Copy to:** 1. The CGM, BSNL Tamilnadu Circle with the request to kindly take appropriate action on the individual's request for necessary modification in transfer orders.

2. Sr.GM (Finance)/IFA, TN BSNL Circle with the request to kindly avoid unnecessary relieving of the transferred officers till its final resolution.