



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

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No. AIBSNLEA CHQ/DIR-HR/HARD TENURE/156

DATED 21-10-2026

To,

Dr. Kalyan Sagar Nippani Ji ,
Dir(HR) BSNL Board, Bharat Sanchar Bhawan,
Harish Chand Mathur Lane,
Janpath, Delhi-110001

**Subject:- Request for early issuance of hard tenure transfer orders for Executives
completing the prescribed tenure up to December-2026**

Ref. no:-1. BSNLCO-PERS/15(11)/6/2020-PERS-I
2. 1-1/2016-Pers-II

Dated:-19.09.2023
Dated:- 27.07.2016

Respected Sir,

Adverting to the above cited subject, we would like to submit the following for your kind consideration regarding the transfer of executives who have completed or are due to complete the prescribed tenure in hard tenure areas as per the extant policy.

BSNL has been providing telecom services in hilly, border and far-flung areas of the country, thereby ensuring connectivity in geographically challenging and strategically important locations. In this context, certain locations have been identified as hard tenure areas with specified tenure periods, as per reference-1. These areas are characterized by extremely difficult geographical, climatic and environmental conditions. Owing to poor connectivity, limited facilities and other infrastructural constraints, the working and living conditions in these areas are exceptionally challenging.

It is observed that transfer orders for executives have generally been issued annually. In the latest transfer orders, executives who had completed their prescribed hard tenure period up to 30.06.2026 were covered. However, transfer orders for executives whose hard tenure period is due to be completed thereafter have not yet been issued. It is submitted that the prescribed hard tenure period of several executives is due to be completed shortly. Therefore, it is requested that transfer orders for such executives may kindly be issued well in advance, without waiting for the next annual transfer order. Continued posting beyond the prescribed hard tenure period under such

difficult conditions may adversely affect the physical and mental well-being of the executives concerned.

It is also pertinent to mention that, in the past, an unfortunate incident occurred involving an executive who did not receive transfer orders even after completion of the prescribed tenure. In this regard, the Corporate Office has also issued guidelines vide reference-2, advising that transfer orders for executives posted in hard tenure areas should be issued well in advance of the completion of their tenure period to prevent undue hardship and avoid any untoward incident.

In view of the above, it is earnestly requested that transfer orders may kindly be issued well in advance for all executives whose prescribed tenure period in hard tenure areas is due to be completed up to December 2026. Timely issuance of these orders would enable the executives concerned to plan their relocation appropriately and help prevent unnecessary physical and mental stress arising from prolonged uncertainty regarding their transfer.

We, therefore, request your kind and sympathetic consideration of the matter and the issuance of necessary directions to ensure timely implementation of the prescribed transfer policy in the interest of the welfare of executives posted in hard tenure areas.

Thanking You.



Abhishek Jain
General Secretary, AIBSNLEA

Copy to:-

1. Shri A Robert J Ravi Ji, CMD BSNL for kind information and consider the request pl.
2. Shri Rajeev Kumar Kaushik Ji, PGM(Pers.) for kind information and necessary action to consider the request of hard tenure area executives pl.