

BHARAT SANCHA NIGAM LIMITED
CORPORATE OFFICE
(Personnel Branch)
4th Floor, Bharat Sanchar Bhawan, Janpath New Delhi - 110001.

No. BSNLCO-PETS/11(11)/5/2020-PERS1

Dated: 17-02-2023

To,

All Heads of Telecom Circles/Metro Districts & Other Administrative Units
All The PGMs/Sr. GMs/GMs of BSNL CO New Delhi
Bharat Sanchar Nigam Limited.

Subject:- Intra-Circle Rotational Transfer and Posting as per Station Tenure/ Post Tenure prescribed in BSNL's Transfer Policy.


In post VRS scenario, BSNL Board has approved new manpower norms which has been notified by Restructuring branch of BSNL Corporate Office during November 2021. In view of the new norms of manpower in various grades, it is imperative on the Management that human resources in various grades are leveled i.e. excess and shortfalls in various grades are minimized. It has also been observed that concentration of executives at some preferred locations/units are more than desired which results in shortage of executives at less preferred locations/units. Further, BSNL Transfer policy prescribes post & station tenure as under :-

Sl No.	Executive Level	Post Tenure	Station/SSA tenure
1	JAG or Equivalent	4	8
2	STS or Equivalent	4	10
3	TES Gr. B/JTS or Equivalent	4	10

In view of above, I am directed to request you to take up the necessary exercise of manpower leveling across all Business Areas/units under your jurisdiction and execute necessary rotational transfer & posting on the long stay basis. For this, the locations of shortage and excess deployment may be identified and willingness of long-stay executives may be called from the executives appearing in long stay list, for the locations where additional deployment is required.

In this regard, following may be followed:-

- a) Restructuring norms of manpower may be adhered to while executing the rotational transfer/posting.
- b) Transfers may be done through OTP only. Willingness/volunteers may be called through OTP.
- c) Due Diligence may be done w.r.t long stay, exemptions etc. so as to restrict the cancellation, if necessary, below 3% of the total transfer orders.
- d) Transfer may be limited to a maximum of 15% of Sanctioned Strength of respective grades.
- e) The long stay list for the purpose of intra circle transfer shall be published by all circles on the respective intranet portal latest by 15th March 2023 and may be purified on the basis of errors/omissions received latest by 25.03.2023.

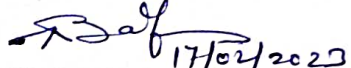

17/02/2023

PAGE-1/2

- f) The long-stay executives may be asked to give willingness/choices for at least 3 preferred BAs for their intra-circle rotational transfers/posting. Special OTP window for this purpose shall be opened w.e.f. 01.04.2023 to 05.04.2023 only for the purpose of long stay transfers. Requests submitted by executives other than long stayees shall not be considered. Taking into consideration the willingness/choices received and subject to the administrative feasibilities, the rotational transfer/posting exercise as per above, may be completed by 30.04.2023. Similar exercise for inter-circle transfer on long stay basis in AGM/SDE grade has already been taken up vide this office letter no. BSNLCO-PETS/11(11)/1/2023-PERS1 dtd 17.02.2023

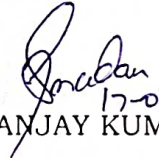
Separate compliance reports for each stream/grade should be sent to this office by 07.05.2023 at email id dmpers1rtp@gmail.com.

This issues with the approval of the competent authority.


[NEREUS BARWA]
AGM (Pers-I)

Copy to: -

1. PPS to the CMD BSNL.
2. PPS to the DIR(CFA)/DIR(HR)/DIR(CM)/DIR(ENT)/DIR(F) BSNL Board.
3. The CVO, BSNLCO
4. The PGMs/GMs of BSNLCO ND
5. Intranet Portal/Order Bundle/Spare copy


[SANJAY KUMAR MADAN]
DM (Pers-I)