

No: SNEA/CHQ/DIR(HR)/2015-18/93

Dated 03rd May, 2018.

To

**Smt Sujata T Ray,
Director (HR), BSNL Board,
New Delhi.**

Sub: Request to have uniform policy for consideration of request transfers and maintaining waiting list reg:

Respected Madam,

As per the guidelines issued by BSNL CO, the request transfers will be considered in every quarter. It is observed that different yardsticks are followed by BSNCO, that also by different wing while dealing with the request transfers. The waiting list status of the applications are not known to the applicants working at distant stations. There is urgent need to look into this and maintain uniformity and transparency in the whole process.

I. Own cost/Interest of service transfer:

As per the transfer policy, any transfer after three years of stay in a station/SSA/Circle will be on company cost even if it is a request transfer. However during last few years, due to the financial constraints, the request transfers are considered on OWN COST, especially in Telecom side. Other wings are given transfers on company cost. This is creating large scale resentment among the Executives. Those Executives who are in urgent need of transfer are given transfer requests even forgoing the transfer grant, on OWN COST. Some others are given simple request transfer. As per the policy, both set of Executives, completed 3 years of service in a station/SSA/Circle are eligible for transfer on company cost. Unfortunately transfer orders are issuing, some on interest of service and others on OWN COST. (Copy of the transfer order issued by Pers section on 17.04.2018 is attached herewith). For example, some Executives with 15 years of stay are given transfer on OWN COST (on the pretext that they are willing for OWN COST transfer) and those with lesser stay had given transfer on company cost, that also to the same Circle. It may be reviewed and uniform policy may be implemented

II. Maintaining waiting list of request transfer applications:

Since waiting list of the applicants are not maintained or published by BSNLCO, the Executives working at distant stations are not able to know whether their application is registered in the BSNLCO or not. Circles are maintaining the waiting list transparently and all the cases are considered quarterly/half yearly or yearly as the case may be. Action may be taken to maintain the waiting list and publish it before issuing the transfer orders.

With regards,

(Sebastin. K)

Copy to: Shri. Keshav Rao, GM (Pers), BSNLCO for information and n/a please.