



**BHARAT SANCHAR NIGAM LTD.**  
(A Govt. Of India Enterprise)  
(Pers.I Section)

4<sup>th</sup> floor, Bharat Sanchar Bhawan, New Delhi

No. 412-10/ 2009- Pers.I

dated 26 -08-2014

All Heads of Telecom Circles/  
Metro Districts/Maintenance Regions/  
Projects/Stores/BRBRAITT/ALTTC.  
All other Administrative Units,  
Bharat Sanchar Nigam Limited

**Subject: Modification in the guidelines in transfer to Soft Tenure areas in BSNL.**

The undersigned is directed to refer to BSNL CO's letter no. 412-10/ 2009- Pers.I dtd 09/05/2012 detailing inter- alia the revised guidelines for regulation of transfer/posting to the "soft tenure areas". Certain issues affecting executives posted in these areas have come up in the consideration of the management and accordingly certain changes have been approved as below.

The existing instructions on transfer to **Soft Tenure Area**, shall stand modified/appended to the extent below:-

- i) An executive posted to Soft Tenure area shall, on completion of tenure, be considered for choice posting subject to availability of posts and administrative feasibility and clause (II) d) of this office letter of even no. dt.09/05/2012 shall stand deleted.
- ii) An executive already serving in a station/SSA which gets declared as a soft tenure subsequently (during the currency of his posting), shall be entitled for benefit of break in Circle tenure.

*Note: These changes shall not override the general provisions of transfer policy and the cases of administrative exigencies or public interest. Any benefit related to posting in tenure SSA/Area is premised on completion of the prescribed tenure by the executive in that SSA/Area after the date of declaration of tenure.*

This issue with the approval of Competent Authority.

(Deepak Agrawal)  
Addl. General Manager (Pers.)

Copy to:-

- 1) The PPS to CMD, BSNL/all Directors/all Executive Directors, BSNL C.O., New Delhi
- 2) The CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Elect.)/(Arch.) / (TF), BSNL C.O.
- 3) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 4) All DMs(PersI/Pers.II/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 5) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 6) Spare copy/Order Bundle.