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## Bharat Sanchar Nigam Limited

(A Government of India Enterprise)

No.  
To

5<sup>th</sup> September, 2013

All CGMs, BSNL

**Subject: Posting of Office Bearers of Executives' Associations  
in Sensitive Posts - Instructions regarding**

The issue of posting of office bearers of Associations in sensitive posts has been engaging the attention of the Corporate Office for some time. This is necessitated for mitigating perception of possible one-upmanship by the office bearers of one Association towards members of other Associations, while holding such sensitive posts in the organization.

2. After deliberating the issue in detail and with due consideration of various administrative exigencies, it is suggested that, in general, the office bearers of Associations may be excluded from postings in HR/Admn and Vigilance Wings except in circumstances which warrant otherwise in the overall interest of service and to be agreed by the Circle/SSA/Units Heads.

It is requested that while making transfer/postings, the above guidelines may be adhered to.

(Deepal Aggarwal)  
DGM(Pers)

Copy for information to:

1. Sr. PPS to CMD, BSNL
2. Sr. PPS to Director(HR), BSNL Board
3. PGM(BW)/PGM(Elect.)/PGM(Arch.), BSNL CO
4. GM(Estt)/GM(PF), BSNL CO
5. GSs, All Associations of Executives Employees