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# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( A Recognised Association of BSNL Executives )

( Affiliated to BMS )



Regn. no. HR/019/2018/02138

President

**G Veerabhadra Rao**  
9440648648

General Secretary

**Ravi Shil Verma**  
8373967633

Finance Secretary

**Badri Kumar Mehta**  
9868183579

All communication at E-mail - "chqaigetoa@gmail.com" only

**GS / AIGETOA / 2024-25 / 85**

**Dated 24.09.2024**

To,  
**Dr. Kalyan Sagar Nippani Ji**  
**Director (HR),**  
**BSNL Board, Corporate Office**  
**Janpath, New Delhi - 110001.**

**Subject : Relaxation request for the Guidelines on Tenure Areas in BSNL - Counting of Circle tenure under BSNL Transfer Policy - executives serving in BSNLCO, CNTX-N, QA&I, BBNW, ALTTC, INMARSAT, UP(W), HR Circle and Delhi-NCR regarding.**

**Ref:** BSNLCO-PERS/15(11)/6/2020-PERS1 dated 19.09.2023.

**Respected Sir,**

This is in reference to the Consolidated Guidelines on Tenure Areas issued by Personnel cell vide the above mentioned Office order dated 19.09.2023.

We wish to raise specific concerns regarding clause 6(d) of the guidelines, which introduces the concept that **"For the purpose of counting of Circle tenure under BSNL Transfer Policy, executives serving in BSNL CO, CNTx-N, QA&I, BBNW, ALTTC, INMARSAT, UP (W) & HR Circles and posted in the State of Delhi and Municipal limits of Gurgaon, Faridabad, Noida, Greater Noida & Ghaziabad shall be treated as one composite unit, and will be counted as tenure of Delhi/BSNL CO."**

While we understand the intent behind these guidelines, we believe that their implementation will have several unintended negative consequences, which we would like to bring to your attention:

**Key Concerns:**

## **1. Geographical Disparities:**

It is important to note the extensive geographical area that is being clubbed together under this new directive. Delhi alone has an area of 1,483 sq. km, Ghaziabad district has an area of 1,839 Sq km including 660 Sq km area of Hapur district. Noida has an area of 1,282 Sq km and Greater Noida has an area of 380 Sq Km. The total area of the Gurgaon is 1253.07 km<sup>2</sup>. The total area of the Faridabad is 742.90 km<sup>2</sup>. Hence the total area covered in the State of Delhi & Municipal limits of Gurgaon, Faridabad, Noida, Greater Noida & Ghaziabad is around **6979 sq. Km.**

Grouping such a large and diverse area into one unit disregards the significant differences in

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commute times, infrastructure, and operational challenges faced by employees stationed in these regions. Employees posted in these locations have vastly different working conditions compared to those stationed directly in Delhi in BSNLCO.

## **2. Unfair Assumption of Advantage:**

The assumption that employees serving in the NCR region (including Gurgaon, Faridabad, Noida, Greater Noida & Ghaziabad) have an inherent advantage over other employees living in the border areas of other states (where such proximity scenarios exists) is not accurate. Despite being in the NCR region, the daily commute and logistical challenges faced by these employees are significant, especially considering the minimal **transport allowance of ₹1400**, which does not sufficiently compensate for the actual costs involved.

## **3. Impact on Employee Welfare and Family Life:**

Every employee aspires to live in proximity to their spouse's workplace, ensure quality education for their children and provide adequate healthcare for elderly family members, to take care of social obligations along with the professional responsibilities. This desire is not unique to employees in the NCR region. Employees working in border districts/Bas/OAs also seek transfers in adjacent State/Border/OA with respect to their family place, which allow them to maintain a stable family life alongside fulfilling official responsibilities. Imposing this new tenure policy on NCR employees would be unfair and discriminatory, particularly when their needs are no different from employees working in other regions. If you look at various State borders/BSNL BA's borders/OA's borders you will find such scenarios in existence all over India, i.e. Eastern, Western, Northern & Southern India/States. Then it will be very discriminatory to impose such condition for employees working in NCR region **(including Gurgaon, Faridabad, Noida, Greater Noida & Ghaziabad)**.

## **4. Inconsistencies in Categorization:**

The new guidelines create inconsistencies for executives working in the Delhi and NCR border areas. On the one hand, they are included in their respective Circles' longer stay lists for intra-circle transfers, yet when they are transferred to BSNL CO or vice versa, their tenure is counted as part of Delhi/BSNL CO without a break in stay under the revised BSNL transfer policy of 19/09/2023. They are being subjected to both Intra-Circle transfers to distant areas and inter-circle transfers under the All-India longer stay policy. Additionally, when these executives submit OTP requests for Intra-Circle transfers, the option to choose BSNL CO is not available. The executives are totally confused whether they are part of Delhi/NCR or their respective Circle to which they belong to.

## **5. Cost-Saving and Employee Satisfaction:**

Allowing own-cost transfers would not only save on TA/DA allowances and other associated expenses for BSNL, but would also ensure greater employee satisfaction. When employees are able to maintain stable home setups, they are more likely to adapt willingly to new assignments and changes resulting from transfers. This benefits both the organization and its workforce.

## **6. Preference for Lady Officers:**

It is also important to emphasize the need for preferential postings for lady officers. Women often bear significant domestic responsibilities, including childcare and eldercare, and providing them with postings near their families would greatly contribute to a better work-life balance. Posting them in locations close to their families can help them maintain a better work-life

balance. Additionally, posting women in urban areas or regions with better infrastructure and law enforcement would ensure their safety and well-being.

The Indian government has implemented policies aimed at supporting women in the workforce, including preferential postings. This should be extended to BSNL by allowing women executives the opportunity to work in locations closer to their spouse's place of employment, thus promoting gender equality and enhancing women's participation in the workforce.

**Additional Point:**

Further, it is also worth mentioning that the main objective of the transfer policy is to change the employee's workplace based on BSNL's requirements. Generally, territorial circles act as feeder circles for non-territorial circles, such as BBNW Bangalore being fed by the Karnataka Circle, or NTR postings in UP (W) being fed by the UP (W) Circle. In scenarios where an employee from a territorial circle is transferred to a non-territorial circle within the same region, the break in tenure may be considered and the employee may be exempted from further transfers. This approach would allow employees to maintain work-life balance while continuing to serve BSNL more efficiently.

Given these points, we respectfully request the deletion of clause 6(d) from the guidelines. As mentioned in clause 2(b), all posting decisions should be made based on his choice Circle/BA out of three choices subject to administrative feasibility and requirements, ensuring fairness and transparency. But due to clause 6(d), the employees serving in Delhi/NCR being subjected to discriminatory treatment vis-à-vis other similarly placed stations across India. We sincerely hope that our submissions shall get due consideration and amendments shall be issued accordingly.

Thank you for your attention to this matter. We remain open to further discussions to clarify our points and to work toward a solution that benefits both employees and the organization.

With Regards,

Sd/-  
**[Ravi Shil Verma]**  
**General Secretary**

**Copy to :**

1. Shri A Robert J Ravi Ji, CMD BSNL New Delhi for kind information and request for kind consideration.
2. Shri Dinesh Mahur Ji, PGM (Pers) for kind information.