



राष्ट्र हित

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अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi
(The Recognised Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

President

G Veerabhadra Rao

9440648648

General Secretary

Ravi Shil Verma

8373967633

Finance Secretary

Yogendra Jharwal

9414000877

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

GS / AIGETOA / 2025-26 / 88**Dated 26.12.2025**

To,
Dr Kalyan Sagar Nippani Ji,
Director (HR), BSNL Board
Bharat Sanchar Nigam Limited (BSNL),
Janpath, New Delhi – 110001

Subject : Opening of OTP window from 01.01.2026 to 15.01.2026 without necessary preparedness, request for inclusion of all shortcomings before opening of Jan OTP window – reg.

Reference: BSNLCO-PETS/11(11)/1/2025-PERS1 Dated 11.08.2025.

Respected Sir,

This has reference to the letter cited above, wherein it has been intimated that the Annual Inter-Circle and Intra-Circle Transfer & Postings Modification in Online Transfer Portal (OTP) window will commence from 01st January 2026 to 15th January 2026.

At the outset, AIGETOA places on record our serious concern that the OTP window is being proposed to be opened without completing the essential preparatory groundwork required for a meaningful and transparent exercise and opening the OTP window under such circumstances without incorporating the shortcomings will only lead to confusion, dissatisfaction and avoidable complications at a later stage.

In this regard, the following critical issues need immediate attention:

1. Non-display of pending OTP waiting list:

The OTP portal does not display the waiting list of executives whose OTP requests are pending from previous cycles. In the absence of this information, executives are unable to assess their realistic chances and plan their options in an informed manner.

2. Non-display of Longest stay list in the circle :

The OTP portal does not display the Seniority list of executives who are having longest stay in the circle and probable to get the transfers. In the absence of this information, executives are unable to decide on applying the transfer in the coming OTP and accordingly arrangement to their family needs.

3. Non-availability of circle-wise deficit details:

At present, the portal does not reflect circles having category of "Deficit", "Just Sufficient" and "Surplus Strength". The absence of a clear display of circles strength, the very purpose of OTP is getting defeat, executives are required to exercise options without knowing where genuine vacancies exist. This makes the choice process arbitrary and unrealistic.

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Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

4. Non-finalisation of the Proposed Revised Transfer Policy:

The new transfer policy is yet to be finalised. Without clarity on crucial aspects such as Long stay provisions, Hard tenure stations, Choice posting norms and other related provisions, executives are left guessing while exercising OTP options. This undermines confidence in the process and exposes executives to unintended consequences.

5. Improper handling of Hard Tenure transfer cases

Hard Tenure transfer requests submitted through the Online Transfer Portal are presently being clubbed with routine modification and retention requests. This practice defeats the very purpose of Hard Tenure classification, which is meant to provide time-bound relief to executives serving in difficult and remote areas.

Executives have unanimously demanded that Hard Tenure cases be processed separately and orders issued on priority, in-line with Government of India guidelines. Despite repeated communications, there appears to be inadequate seriousness at the Corporate Office toward the hardship faced by executives posted in Hard Tenure stations.

The situation has further worsened after enhancement of tenure from two years to two and a half years, yet transfer orders for eligible executives continue to remain pending. While an earlier list purportedly covered executives completing tenure up to 31st March 2025, it selectively included names of officers completing tenure as late as July 2025, leaving many earlier eligible executives unattended.

Moreover, although the July–September OTP window was never opened, Hard Tenure applications forwarded through proper channel by the Circle Office have also remained unaddressed. These delays are causing mental stress, demotivation, and growing dissatisfaction among officers serving in such difficult locations.

6. Need for transparency and adherence to standard HR practices:

The transfer and posting process must be aligned with established HR principles of fairness, equity, and transparency. This includes ensuring that all executives have equal access to information, that decisions are based on objective criteria, and that the system is free from ambiguity or discretionary interpretation. A transparent and policy-driven approach will not only strengthen trust among executives but also enhance organisational credibility.

7. Addressing the issues related to Transfer of executives between territorial and non-territorial circles within the geographical boundaries of a circle particularly for circle based cadres.

Further, proceeding with the OTP exercise without addressing the above deficiencies will inevitably result in post-OTP chaos, multiple representations, grievances, litigation risks, and operational disruptions, creating avoidable administrative burden for both executives and management.

Demand Before Opening OTP Window:

AIGETOA, therefore, strongly urges the management to include the shortcomings raised above before the opening of the OTP window in Jan 2026, ensuring:

1. **Vacancy and Deficit Transparency** - Real-time display of circle-wise and SSA-wise deficit and surplus positions.

2. **Pending Request Visibility** - Display of complete waiting lists from previous OTP cycles indicating the seniority and priority order.
3. **Finalization & Notification of Transfer Policy** - Finalisation and notification of the revised transfer policy before OTP window.
4. **Separate and Priority Processing of Hard Tenure Cases** - Hard Tenure transfers to be processed independently of routine OTP requests, Time-bound issuance of transfer orders for eligible executives, Strict adherence to tenure completion criteria without selective inclusion.
5. **Fairness and Safeguards** - No arbitrary overrides, with exceptions only through proper justification, Priority consideration for medical, spouse, and compassionate cases.
6. **Implementation of Defined Timelines** - Fixed timelines should be ensured for annual OTP window Processing and issuance of orders within stipulated period after OTP closure.

We request your kind intervention in the matter and expect a considered decision in the larger interest of executives as well as the organisation.

With Regards



(Ravi Shil Verma)
General Secretary

Copy to:

1. Shri A Robert J Ravi, Chairman and Managing Director BSNL New Delhi for kind information and request for kind consideration.
2. Shri Ravindra Himte Ji, General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information.
3. Shri Rajeev Kumar Kaushik Ji, PGM (Pers.) BSNL CO, New Delhi for kind information and request for incorporation of all shortcomings as raised above before opening of OTP window in Jan 2026.