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All India Graduate Engineers & Telecom Officers Association

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



Regn. no. HR/019/2018/02138

(Affiliated to BMS)

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GS / AIGETOA / 2025-26 / 89

Dated 26.12.2025

To

Shri Rajeev Kumar Kaushik Ji,
The PGM (Pers.)
BSNL Corporate Office
New Delhi.

Subject: Implementation of clauses 3(a) and 3(b) of the Transfer Policy for Jammu & Kashmir Circle executives and reconsideration of long stay inter-circle transfers.

Reference:

1. JK Circle Administration letter No. JKCO-41/11(23)/5/2022-Admin-JKCO dated 06.09.2025.
2. Letter No. 903-59/Estt/72 dated 22.05.2008 issued by the then CGMT, J&K Circle.
3. Corporate Office approval and tenure declaration vide No. J&K/CGMT/SGR/Notes/2009-10 dated 03.09.2009.

Respected Sir,

This is in continuation of the references cited above and the repeated representations submitted by the affected executives of the Jammu & Kashmir Circle. The issue pertains to the recent issuance of long stay inter-circle transfer orders in respect of J&K Circle executives, which warrants urgent reconsideration in view of the provisions of the prevailing Transfer Policy and the unique service conditions existing in the Jammu & Kashmir Circle.

Jammu & Kashmir has consistently remained a disturbed and sensitive region, characterised by difficult terrain, harsh climatic conditions, and persistent security challenges. While ensuring uninterrupted telecom services under such adverse circumstances, executives posted in the circle have frequently faced life-threatening situations. There have been instances of serious physical injuries, including an AGM posted at Anantnag who suffered a fractured jaw and remained in critical condition, and, regrettably, even loss of life in the line of duty. These incidents highlight the extraordinary risks and hardships endured by executives serving in hard and unpopular stations of the circle.

It is relevant to recall that as early as 2008, the then CGMT, J&K Circle, vide letter No. 903-59/Estt/72 dated 22.05.2008, formally apprised the Corporate Office of the extreme difficulties involved in postings within the J&K Circle. Specific recommendations were made regarding tenure norms for hard and hardest (unpopular) stations, keeping in view the prevailing ground realities and the need for a humane and pragmatic personnel policy. These recommendations were duly examined and accepted by the Corporate Office, and tenure periods for local executives at various stations were formally declared vide approval dated 03.09.2009 (No. J&K/CGMT/SGR/Notes/2009-10 dated 03.09.2009).

Consequent upon the above policy recognition, executives of the J&K Circle were consciously excluded from the All-India long stay lists for several years. Even at present, the most difficult and unpopular stations in the Kashmir region continue to be manned predominantly by local executives alone, which is in consonance with the operational realities and policy intent acknowledged earlier by the Corporate Office.

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In the present context, **clauses 3(a) and 3(b) of the Transfer Policy clearly envisage extending relief to executives who have rendered service in hard and semi-hard tenure stations by treating such service as a break in circle stay.** It is further submitted that hard tenure conditions, particularly in the J&K Circle, cannot be treated as less onerous than semi-hard stations. When benefits under the policy are already extended to semi-hard tenure postings, denial of similar or greater consideration to service rendered in the hardest and most unpopular stations of J&K is neither equitable nor consistent with the policy framework. Principles of fairness, consistency, and natural justice, therefore, demand that such service be accorded due weightage.

In this background, AIGETOA requests that break in circle stay may kindly be considered in the following cases, strictly in line with clause 3(a) of the Transfer Policy and the spirit of earlier corporate decisions:

1. Executives who have completed, or are likely to complete, two prescribed tenure periods in two different spells, or double the prescribed tenure in one continuous spell, in identified hard and unpopular stations (SDCA or OA) within the same Business Area;

OR

2. Executives who have been transferred to another Business Area within the J&K Circle and have successfully completed the prescribed tenure period there.

Granting such consideration would be fully aligned with the principles of natural justice. Local J&K executives, who have continuously served in extremely difficult conditions and have borne postings across multiple Business Areas and unpopular stations within the circle, deserve the policy benefits associated with service in the hardest tenure locations.

It is also submitted that the Jammu & Kashmir Circle continues to remain a deficit circle across executive cadres, as clearly brought out in the Circle Administration letter dated 06.09.2025. Permitting inter-circle transfers of experienced and trained executives without first extending admissible intra-circle reliefs will further aggravate the staffing imbalance and adversely impact telecom services in this strategically sensitive region.

In view of the foregoing facts and historical policy context, AIGETOA earnestly requests that the long stay inter-circle transfer orders issued in respect of J&K Circle executives be reviewed and reconsidered, and eligible cases be dealt with under clauses 3(a) and 3(b) of the Transfer Policy by treating hard tenure service as a break in circle stay. Such a decision would uphold the true intent of the policy and reinforce the organisation's commitment towards fairness, employee welfare, and operational continuity in challenging regions.

An early and sympathetic consideration of this long pending and genuine issue is sincerely requested.

With Regards



**(Ravi Shil Verma)
General Secretary**

Copy to:

1. Shri A Robert J Ravi Ji, Chairman and Managing Director BSNL New Delhi for kind information and request for kind consideration.
2. Shri Kalyan Sagar Nippani Ji, Director HR BSNL Board, New Delhi for kind information and request for implementation of clauses 3(a) and 3(b) of the Transfer Policy for Jammu & Kashmir Circle executives and reconsideration of long stay inter-circle transfers.