



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

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GS / AIGETOA / 2026-27/19

Dated: 14.05.2026

To,

Shri A Robert J Ravi Ji,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited (BSNL),
Janpath, New Delhi - 110001.

Subject: Serious Concerns Regarding Non-Transparent Transfer Orders Dated 09.05.2026 issued in contravention to the existing rules, guidelines and precedents: apparently due to the involvement of the external consultants who may not be aware of the ground situation prevailing in BSNL - Regarding.

Reference: BSNLCO-PERS/12(11)/1/2025-PERS1 Dated 09.05.2026.

Respected Sir,

The transfer orders issued on 09.05.2026 have once again raised serious concerns amongst the executives across the country regarding the manner in which the transfers and postings are being handled in BSNL. **The entire process appears to have become highly opaque, inconsistent and discretionary, causing widespread resentment and demoralisation among the executives** who have been serving the organisation under most difficult circumstances for years.

It is deeply painful that despite repeated assurances regarding transparent and policy-driven transfers, the recent orders have reflected exactly the opposite. Genuine and deserving cases related to medical grounds, PwD (Self and Care Giver), spouse cases, education-related hardships, OTP requests, executives above 56 years age and long-pending representations for repatriation back to the parent circle, tenure completion cases **have either been ignored or dealt selectivity** without any visible justification, criteria or policy.

As the transfers **have been made annual, complete financial year of 2026-27 should have been counted** for considering the transfers but the same was ignored leading to extreme injustice to those who shall be completing their tenures anytime during the current financial year. **Even the cut-off criteria of the current orders are not sacrosanct with cases being considered on pick and choose basis selectively.** The precedence of asking three choices before long stay has also not been followed and the executives from some circles have been thrown randomly from East zone to Far away South while in some cases, adjacent circles have been given without following any uniform surplus/deficit criteria. Unimplemented cases have also been selectively implemented with unilateral change in circles without asking for any choice from such executives.

Such arbitrary handling of sensitive issue like transfer and posting not only violates the spirit of fairness but also creates a perception that discretion has overtaken policy and it also gives rise to vested interests and unethical practices in the system.

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The situation becomes even more disturbing when it is widely felt across the organisation that external agencies and inexperienced consultants are increasingly interfering in the core HR functions of BSNL. **It is understood that the current orders have been issued more through the involvement of external consultants than the officers posted in Pers Section. Our assumption becomes emboldened further when we find that even the higher officers of HR group are unable to explain the schema or the criteria which has been used while issuing these orders.**

Assuming our perception to be true, we are unable to understand how management can rely on such mechanism for day-to-day operations of BSNL and how an external consulting agency, having little practical understanding of BSNL's field realities, technical hierarchy, operational requirements, geographical hardships, tenure complexities, human resource sensitivities and the applicable policies can become involved in such an important and sensitive administrative exercise.

BSNL is not a theoretical corporate case study operating on presentation slides and spreadsheets. It is a massive telecom network spread across difficult terrains, remote rural areas, hard tenure locations and complex operational structures. Transfer and posting in BSNL cannot be decided merely through data analytics or consultant-driven matrices without understanding ground realities, field requirements and human implications. Such interference by external consultants in day-to-day HR administration can never be in the interest of organisational stability and employee morale because hired consultants cannot be made liable or accountable for any wrong doings which arises out of such unnecessary involvements.

The Personnel Branch of BSNL Corporate Office and field administrative units have been handling these matters for decades. The officers working in Personnel Sections possess better practical exposure, institutional knowledge and operational understanding of field formations, shortage positions, tenure conditions, service requirements and policy implications. Instead of strengthening the existing administrative mechanism, sidelining experienced HR personnel and allowing external inexperienced entities to influence sensitive HR decisions is neither justified nor acceptable and that too when the transparency/uniformity in treatment is completely absent.

It is also unfortunate that while BSNL management frequently speaks about transparency, digitisation and fairness, the recent transfer exercise has completely failed to reflect those principles. The absence of clear criteria, non-disclosure of justification, selective consideration of cases and visible deviations from established norms have collectively weakened the confidence of executives in the system. It further gives rise to the increased involvement of the whole administrative machinery in handling those deviations and fixing them up.

Sir, transfers are not merely administrative files. They directly impact the lives, families, health, education of children and financial stability of employees. Any perception of favouritism, pick-and-choose policy or consultant-driven experimentation in such matters severely damages the credibility of the administration.

In view of the above, we earnestly request the following in the interest of justice and transparency:

- 1. Immediate review of the transfer orders dated 09.05.2026 wherever clear anomalies, policy deviations and genuine hardship cases exist.**

2. **Complete transparency in transfer and posting exercises including disclosure of criteria, vacancy position, tenure status and justification for deviations.**
3. **Strict adherence to the approved transfer policy without selective interpretation or discretionary implementation.**
4. **Immediate restriction on involvement of external consultancy agencies in sensitive HR matters like transfer and posting.**
5. **Restoration of authority and accountability to BSNL's established Personnel administration machinery having field experience and organisational understanding.**
6. **Constitution of a transparent grievance review mechanism for executives aggrieved by arbitrary transfer decisions.**

The executives of BSNL have stood firmly with the organisation during its toughest phase and continue to deliver under extremely adverse circumstances. They deserve fairness, dignity and transparent treatment from the administration, not uncertainty and arbitrary decision-making.

We sincerely hope that the management will take serious cognisance of the prevailing dissatisfaction and initiate immediate corrective measures before the situation further deteriorates.



(Ravi Shil Verma)
General Secretary

Copy to:

1. **Shri Jyotiraditya M. Scindia Ji, Hon'ble Minister of Communication,** Sanchar Bhavan, New Delhi for kind information please.
2. **Dr. Pemmasani Chandra Sekhar Ji, Hon'ble Minister of State for Communication,** Sanchar Bhavan, New Delhi for kind information please.
3. **Shri Amit Agrawal Ji, Secretary DoT,** Sanchar Bhawan, Ashoka Road New Delhi with a request for kind intervention on the matter and to call for all the records pertaining to the transfer orders dated 09.05.2026.
4. **Shri Dr. Kalyan Sagar Nippani Ji,** Director (HR), BSNL Board, New Delhi, for kind information and consideration.
5. **Shri Rajeev Kaushik Ji,** PGM SR BSNL Corporate Office New Delhi for kind information and necessary action.
6. **Shri Ashok Kumar Ji,** All India Secretary & Telecom Prabhari BMS, Dattopant Thengadi Bhawan, New Delhi for kind information please.