



राष्ट्र हित

विभाग हित

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 / 2026-27/29

Dated: 03.07.2026

To,

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

Subject: Request for consideration of the submissions of AIGETOA vide letter dated 14.05.2026 on serious discrepancies, policy deviations and discretionary decisions in implementation of Annual Transfer Orders dated 09.05.2026 and the need for immediate corrective measures in accordance with the discussion held with your kind self, Director (HR) & PGM Pers - Reg.

Reference:

1. BSNLCO-PERS/12(11)/1/2025-PERS1 dated 09.05.2026.
2. AIGETOA Letter No. GS/AIGETOA/2026-27/19 dated 14.05.2026.
3. Meeting held with CMD BSNL on 20.05.2026 regarding discrepancies in the Annual Transfer Orders.
4. Detailed discussions held with Director (HR) and PGM (Pers) during various meetings as per the directions of CMD BSNL.

Respected Sir,

Kindly refer to our letter cited above, wherein AIGETOA had brought to your kind notice several serious anomalies under categories as **56+ Age Cases, Service Completion Cases, Pwd Cases, Caregiver Cases, Medical Cases, Non-Territorial Transfers, OTP Cases, Old Transfer Orders, Office Bearers' Immunity Cases, RTTC Cases, OTP Cancellation Cases, Hard Tenure Choice Cases and 58+/59+ Age Cases**, besides policy deviations and discretionary decisions in the implementation of the Annual Transfer Orders issued vide letter dated 09.05.2026. The Association had expressed its deep concern regarding the manner in which the transfer exercise was carried out and had requested immediate intervention to ensure fairness, transparency and organisational harmony.

During the meeting held on 20.05.2026, **your good-self had advised AIGETOA to submit all discrepancies along with supporting documents. Accordingly, the Association promptly submitted a comprehensive representation in the following week.** Pursuant to your directions, Team AIGETOA held a series of detailed discussions with Director (HR) and PGM (Pers), during which a comprehensive list of discrepancies covering major policy deviations, discriminatory treatment and procedural irregularities observed in the transfer exercise was presented. Every issue was explained with supporting documents, relevant policy provisions and past precedents. In addition, the Association submitted several individual representations

Regn. No. HR/019/2018/02138

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involving genuine hardship cases for consideration on merit.

During these discussions, the Management acknowledged the concerns raised by the Association and assured that all deserving cases would be examined in accordance with the applicable policy provisions. It was further assured that wherever deviations were noticed, necessary corrective measures would be taken to ensure uniformity and fairness in implementation.

However, despite the constructive discussions and the assurances extended by the Management, we regret to submit that even after almost two months, **no corrective action has been taken by management and executives continue to suffer with their grievances biting the dust in Pers section.** Executives across various circles continue to face uncertainty and hardship on account of the non-resolution of several policy-related discrepancies. Not only this, a number of executives have been relieved despite pendency of their representations at Pers Section of BSNL CO.

we would also like to draw your kind attention to Clause 20 of the BSNL Corporate Office Transfer Orders dated 09.05.2026, which categorically stipulates:

"All representations regarding Transfer orders must be submitted within 7 days of the order issuance which shall be decided by the competent authority within 15 days."

It is evident that both the Personnel Section and the competent authority have failed to adhere to the timelines prescribed in their own transfer orders as even after 56 days, no action has been taken. Consequently, several executives with genuine claims for retention, correction or cancellation of transfer orders have been forced to run from pillar to post without any resolution. Many such executives have already been relieved from their parent circles and are suffering severe financial and professional hardships due to non-release of salary, delays in EPF/GPF contributions, disruption of statutory benefits and loss of accumulated leave.

Unfortunately, it appears that instead of adhering to the prescribed guidelines and established procedures, an autocratic and discretionary style of functioning has been adopted off late by HR group of BSNL CO wherein the timelines as well as the guidelines have got no meaning.

This concern is further reinforced by the reply furnished by the Personnel Section under the Right to Information Act (copy enclosed), wherein it has been admitted that that **no long stay list exists at Pers Section.** If no such list exists, **it raises a serious and fundamental question as to how Long Stay Transfer Orders were identified and issued. It is inconceivable that such a large-scale transfer exercise could have been undertaken without maintaining any authenticated database or tenure records. This alone warrants an independent examination of the entire process.**

Further, there are several instances where executives who did not even fall within the Long Stay criteria were transferred and relieved. These glaring mistakes were immediately brought to the knowledge of the Pers Section, Director (HR) and even your good self- both by the association as well as the concerned individual executives, yet no corrective action has been initiated by the Nodal Cell despite acknowledging the mistake.

The persistent delay in issuing corrective orders despite expiry of the timelines prescribed by BSNL itself, coupled with the selective issuance of corrections in only a few cases, raises serious concerns regarding the entire process. Such lapses cannot merely be attributed to clerical errors. Rather, they call for a comprehensive vigilance enquiry into the manner in which the transfer orders were prepared, implemented and subsequently reviewed. We, therefore, request your kind self to institute an

appropriate vigilance enquiry into the entire matter so that responsibility is fixed and deterrence for future is created.

Another glaring example pertains to an executive who was fully eligible for immunity as an Association Office Bearer but was denied the same, compelling him to approach the Court. Even after obtaining favourable judicial directions and quashing of his transfer order, his joining has still not been processed by the Personnel Section. Consequently, the executive has remained without salary for nearly one year. Instead of resolving the matter administratively, BSNL Corporate Office continues to pursue prolonged litigation, which is contrary to the **spirit of the National Litigation Policy** that advocates minimising litigation and promoting amicable resolution of disputes through dialogue.

Another major area of concern relates to executives who have already completed their prescribed Hard Tenure. Their transfers Orders back to home circles have been delayed, in some cases by almost one year. **Even after delayed issuance of transfer orders by BSNL Corporate Office, and despite clear instructions that such executives should be relieved without waiting for substitutes, many circles have failed to relieve them. Regrettably, no initiative has yet been taken by BSNL Corporate Office to relieve such executives directly through ERP, thereby compelling them to continue serving well beyond their prescribed tenure.** We request your kind intervention to ensure that these executives are relieved immediately and allowed to return to their preferred stations without any further delay.

Then there are executives who were disturbed under long stay and despite themselves being eligible for OTP as per transfer policy, their cases have not been considered. Many Women executives, many executives at the fag end of their careers are waiting to return to their parent circles but no action is being taken for consideration of the same while few falling within the same zone has been considered.

The above examples represent only a few among numerous unresolved cases. **Even several Board-approved medical cases, PwBD cases and other genuine hardship cases have not been considered despite their clear eligibility under the policy. Such actions have resulted in widespread dissatisfaction, demoralisation and erosion of trust among the executive fraternity, necessitating your immediate intervention.**

The prolonged uncertainty is adversely affecting employee morale and has created a perception that genuine grievances are not receiving timely resolution despite clear policy provisions and **your own directions for transparent implementation in a timebound manner.**

The Association firmly believes that transfer and posting constitute one of the most sensitive functions of Human Resource Management. Such decisions directly affect the professional career, family life, health, education of children and financial stability of employees. Therefore, every transfer exercise must be based upon clearly defined policy parameters, objective criteria and **uniform implementation without any scope for discretion, arbitrariness or selective treatment.**

In view of the above, we once again request your kind intervention for the following:

- 1. Early disposal of all pending discrepancies and genuine hardship cases submitted by AIGETOA in accordance with the approved Transfer Policy.**
- 2. Review and correction of all transfer orders wherever policy deviations, procedural irregularities or discriminatory treatment have occurred.**
- 3. Publication of the criteria adopted, vacancy position, tenure calculations and**

surplus-deficit status to ensure complete transparency.

- 4. Uniform implementation of the approved Transfer Policy without selective interpretation or discretionary application.**
- 5. Immediate review of long-pending unimplemented transfer orders and restoration of the long-established practice of obtaining options before long-stay transfers.**
- 6. Constitution of a transparent review mechanism to examine all pending grievances within a definite and time-bound framework.**

Sir, the executives of BSNL have always stood firmly with the organisation during its most challenging times and continue to contribute wholeheartedly towards its revival and growth. They repose immense faith in the Management and **sincerely expect that fairness, transparency, uniformity and compassion shall guide every administrative decision.**

We, therefore, once again request your kind intervention to ensure early implementation of the assurances extended during the discussions so that the confidence of the executive fraternity in the administrative system is restored and faith in the principles of natural justice and transparent governance is reinforced.

With kind regards,

Yours faithfully,



(Ravi Shil Verma)
General Secretary

Copy to:

- 1. Shri Jyotiraditya M. Scindia Ji, Hon'ble Minister of Communications & DoNER,** Government of India, Sanchar Bhavan, New Delhi for kind information.
- 2. Dr. Pemmasani Chandra Sekhar Ji, Hon'ble Minister of State for Communications and RD,** Government of India, Sanchar Bhavan, New Delhi for kind information.
- 3. Shri Amit Agrawal Ji, Secretary DoT,** Sanchar Bhawan, Ashoka Road New Delhi for kind information.
- 4. Shri Kalyan Sagar Nippani Ji, Director (HR),** BSNL Board, New Delhi, for kind information and consideration.
- 5. Shri Rajeev Kaushik Ji, PGM SR/Pers** BSNL Corporate Office New Delhi for kind information and necessary action.