

**BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

**CORPORATE OFFICE**

**[PERSONNEL BRANCH]**

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

No. 400-111/2011-Pers.I(Pt)

Dated: 8-JAN-2020

**To**

**All the Heads of Telecom Circles/Administrative Units  
BSNL**

**Subject: Cases regarding non compliance of transfer & posting orders of BSNL executives/deployed officers issued by BSNL Corporate Office.**

Cases have come to the notice of this office where certain BSNL employees/officers were transferred to different Circle/unit in the interest of company service with the express directions to join the designated place of posting immediately but many of them did not join their new place of duty under the excuse of either personal problems or due to non relieving in the guise of some urgent work in progress, thereby clearly disobeying the orders of the Corporate Office. Under extreme and compelling situations, the Corporate Office had to take the role by way of ordering direct relieving of such officers/executives when the concerned controlling authorities failed to implement the orders of competent authority even after considerable delay. The Management has viewed it very seriously.

It is evident that certain employees/controlling authorities are circumventing the orders of competent authority which is not proper. It is undeniable that the competent authority intends to utilize its manpower in the manner seemed most optimum. The gap between the transfer and relieving and further stay in the pretext of anything cannot supply any ground to the concerned employee under transfer & concerned controlling circle/unit for any interference once the higher authority in Corporate Office has taken a call and already relieved the employee directly at their level due to non action by the concerned controlling authority.

The transfer orders once issued are meant to be complied immediately and the same should invariably be effected without fail immediately without any further excuse that some representation for revision/retention is pending with Corporate Office. In case of any compelling reasons which prevent a transfer from being effected, the relevant transfer orders are either to be stayed or kept in abeyance by the concerned authority only. If the transfer orders are not stayed or kept in abeyance within specific period say within a week or so after the transfer order then the transferred employee would be deemed to have been automatically relieved from his post as detailed above.

Further in respect of those executives/officers who are relieved directly through ERP by Corporate Office, there will be no further requirement of relieving at Circle/Unit level and the concerned employee will not be allowed to continue his/her services in the present place of posting. He/she will stand struck off from the strength of respective Circle/Unit and no leave etc. will be allowed by the present Circle as the same will only be considered by the reporting Circle/Unit. The gap between date of relieving including direct relieving by Corporate Office through ERP and the date of joining the designated place of posting/retention shall be treated as unauthorized stay. These instructions may be brought to the notice of all concerned for strict compliance.

This is issued with the approval of the competent authority.

  
[Arun Kumar]

Principal General Manager (Pers).

Copy for information to:

- CMD, BSNL
- All functional Directors of BSNL