

Date: 08/07/2025

**Joint Representation of SNEA, AIGETOA, SEWA, AIBSNLEA
BSNL, Tamil Nadu Circle**

To
The Chief General Manager,
BSNL Tamil Nadu Circle,
Chennai – 600006

Sub: Representation against Inter-BA Transfers during mid year and request for deferment
and Policy Alignment-reg.

Ref: [1] TNCO-11/20(13)/5/2021-HR UNIT-CO DATED 05/07/2025
 [2] TNCO-11/20(13)/4/2022-HR UNIT-CO DATED 05/07/2025

Respected Sir,

We wish to respectfully submit that issuing inter-BA transfer orders in the middle of the academic year imposes significant hardship on affected officers, particularly those with school-going children. The release of the Inter-BA Long Stay list in July coincides directly with the ongoing academic session in most schools across Tamil Nadu.

Such transfers either force abrupt family relocation—disrupting children's education and stability—or compel officers to live away from their families, adversely affecting morale and work-life balance. It is a widely accepted practice across government and public sector undertakings to avoid effecting relocations during the academic year to protect family interests and promote a humane personnel policy.

In view of the above, we earnestly request that inter-BA transfers—unless urgently required due to operational exigencies—may kindly be deferred until March/April, aligning with the academic and financial year-end, thus allowing smoother transitions and minimizing personal disruption.

Further, with reference to the Inter-BA Long Stay Transfer List dated 05.07.2025; we are compelled to express serious concern. The issuance of such a list in its present form appears inconsistent with prevailing transfer policies and risks creating unrest among executives. We therefore place the following specific submissions for your kind and urgent consideration:

1. Officers Approaching Superannuation:

The inclusion of officers nearing retirement causes unnecessary distress at the concluding stage of service. Transfers at this time, regardless of their prior contributions, may result in avoidable disruption. We request that such cases be considered compassionately and excluded from the transfer list.

2. Transfer Policy Guidelines:

As per existing norms, intra-circle transfers for officers above 57 years of age may be avoided. However, the present list includes several such cases in clear deviation from policy. We request that these be rectified in strict adherence to established guidelines.

3. Inconsistencies in Service Calculation:

There appears to be a lack of uniformity in the computation of tenure across different OAs. Officers with comparable durations of stay have been treated inconsistently—some who have not completed even a two-year break in the transfer BA have been exempted, while others in similar circumstances have been included. We respectfully request a comprehensive review and correction of such discrepancies to ensure fairness and adherence to policy norms.

4. Transfers of AGM/SDE Cadres:

The posts of AGM and SDE are governed under the All India Services structure. It is observed that some officers, who are already under consideration for inter-circle transfers by the Corporate Office, have also been included in the current intra-circle long-stay list. Since these cadres are already subject to movement under the national long-stay policy, initiating simultaneous intra-circle transfers may result in redundancy and administrative inefficiency. In the interest of organizational efficiency and to maintain procedural consistency, we respectfully request that intra-circle transfers for these cadres be deferred to avoid duplication of transfer actions.

5. Soft Tenure SDCAs:

As per the directives of the Circle Office, certain SDCAs have been designated as soft tenure stations and are accordingly exempted from the purview of rotational transfers. However, it is observed that the names of officers who have opted for and are currently serving in these soft tenure SDCAs have been included in the long-stay list. In line with the applicable exemption guidelines, we request that such names be excluded from the list.

6. Financial Prudence and Operational Efficiency:

The proposed mass transfer involving 187 officers is expected to incur an expenditure exceeding ₹3 crore on TA/DA and logistical costs. Given the current financial limitations, such expenditure is justifiable only where clear operational necessity exists. We urge that large-scale transfers be confined strictly to essential deployments.

7. Impact on Service Continuity and Performance:

Large reassignments interrupt ongoing projects, delay implementation timelines, revenue growth and reduce local responsiveness. Officers posted to unfamiliar BAs often require significant adjustment time, affecting both BA-level and Circle-level performance metrics.

8. Lack of Clear Operational Justification:

Published data suggests that actual manpower shortages exist in only a few OAs. Most transfers appear to be reciprocal or lateral, without addressing core functional requirements. Transfers should be grounded in documented operational needs, not blanket policies.

9. Suggested Approach for Inter-BA Movements:

We propose a more transparent and efficient model—publishing OA-wise shortage vacancy details and inviting willingness from long-stay officers. This approach respects individual circumstances, ensures fairness, and minimizes disruptions.

10. AGMs Transferred vide reference [2] captioned above:


Those AGMs got justice after a bigger struggle through Legal fight for more than 10 years and also intervention of Management. Their promotion orders are much delayed after their juniors got promoted and posted in those locations. TN administration has posted some of the AGMs of similar nature in same location citing the vacancies in those locations. Now due to incoming AGMs from other circle to TN, those places were filled and BAs are in better position in AGM strength than earlier. Vide reference [1] in station long stay list also those officers names are not appearing, hence it is clear that they have not stayed long in that stations. Hence due consideration may be given to them for retention and brought them under long stay transfer policy for transfer.

In conclusion, we humbly urge the Circle Administration to withhold the implementation of the current Inter-BA Long Stay Transfer List and instead consider a revised, vacancy shortage-based and need-driven approach in April/May-2026, post the academic year. This would uphold both organizational efficiency and employee welfare, in line with BSNL's guiding value: Revenue First.


We place this submission with utmost sincerity and full faith in your kind leadership.

Thanking You Sir,

With warm regards,


Circle Secretary
SNEA TN


Circle Secretary
AIGETOA TN


Circle Secretary
SEWA TN


Circle Secretary
AIBSNLEA TN