



# BHARAT SANCHAR NIGAM LIMITED

CORPORATE OFFICE  
(PERSONNEL - I SECTION)

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No. 400-36/2011-Pers-I

dated: 6<sup>th</sup> Oct-2018

To,

The CGM,  
West Bengal Telecom Circle, BSNL  
Kolkata-700 001

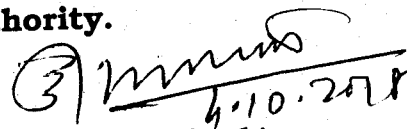
**Subject:** Soft Tenure clarification in BSNL's Transfer Policy

The undersigned is directed to refer to your office letter No DGM (HR/Admn), West Bengal Telecom Circle, vide No ADMN/TC/ Clarification /2018-19 dt 23-08-2018 relating to the clarification in respect of BSNL Transfer Policy's Section-B 11(k) issued vide No 6-1/2007-Restg dt 7-5-2008 for confirming the age of officers upto STS level for their intra circle soft tenure, wherein following have been stated in the said policy,

*"...Generally, transfer of officers upto JAG level who are more than 55 years of age (as on 31<sup>st</sup> March of that particular financial year) would be avoided for posting to hard tenure stations. Similarly, transfer of officers upto SAG grade would generally be avoided in case of more than 58 years of age. However, upto STS level, transfer of officers involving change of station would normally be avoided after 56 years for inter circle transfers and after 57 years for intra circle transfers.*

The issue has been examined. The guidelines issued referred above is self explanatory and the same rule as mentioned above for the intra circle soft tenure transfers will also be followed and soft tenure intra circle transfers be avoided after 57 years of age in respect of officers up STS level.

**This is issued with the approval of Competent Authority.**

  
(Thakur Singh)

Asst General Manager (Pers-Policy)

AM  
5/10

copy to

1. Gm (HR & I), BSNL CO NO.

Regd. & Corporate Office: Bharat Sanchar Bhawan, H.C. Mathur Lane, Janpath, New Delhi-110001

Corporate Identity Number [CIN]: U74899DL2000GOI107739

www.bsnl.co.in

Kind attention of  
GM (Pers) Co., New Delhi

OFFICE OF THE CHIEF GENERAL MANAGER  
WEST BENGAL TELECOM CIRCLE  
1 COUNCIL HOUSE STREET (2ND FLOOR),  
KOLKATA-700 001



भारत संचार निगम लिमिटेड  
(भारत सरकार को उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

To  
The General Manager (Restg),  
Bharat Sanchar Nigam Limited,  
Bharat Sanchar Bhawan,  
Janpath,  
New Delhi-110 001.

No. ADMN/TC/Clarification/2018-19

Dated at Kolkata the 23-08-2018

Sub : Soft Tenure clarification in BSNL's Transfer Policy.

Ref : BSNL/ND letter No. 6-1/2007-Reestg. Dated 07-05-08.

Kindly refer to Section-B 11.(k) of BSNL Transfer Policy under reference where it is stated that

(k) "Generally transfer of officers upto JAG level who are more than 55 years of age (as on 31<sup>st</sup> March of that particular financial year) would be avoided for posting to hard tenure stations. Similarly, transfer of officers upto SAG grade would generally be avoided in case of more than 58 years of age. However, upto STS level, transfer of officers involving change of station would normally be avoided after 56 years for inter circle transfers and after 57 years for intra circle transfers."

But in the above para nothing has been mentioned for intra circle soft tenure transfer. Kindly confirm age limit of officers upto STS level for their intra circle soft tenure transfer.

~~DGM (PA)~~

AGM (PP)

(A.K. Patra) 23.08.2018  
Dy. General Manager (HR/Admn)  
O/O the Chief G.M. Telecom.,  
W.B.Circle, Kolkata-700 001