



No. 400-36/2011-Pers.I

November 20, 2017.

To :  
All Heads of Telecom. Circles,  
Bharat Sanchar Nigam Limited.

**Sub: Advisory for retention of knowledge and expertise acquired by executives of Telecom. stream in matters of manning of posts in non-Territorial and Specialised Circles for enhancing quality of human resource availability and efficiency in business – reg.**

Sir,

In recent years, it has been witnessed in Circles, especially in non-Territorial and Technical Circles, that the working strength vis-a-vis sanctioned strength in various grades of executives in Telecom. stream has depleted at fast pace, largely due to incidence of retirement and request transfers. On account of it, the efficiency of manpower has greatly suffered in these Circles, as their basic function is totally dependent on specialised domain knowledge and expertise of such experienced employees. Keeping it in mind, the Management has reviewed the situation, and has decided to lay more focus on retention of knowledge and prolonged utilization of expertise acquired by Telecom. executives in these Circles where retention of specialised domain knowledge matters most, and is rather essential for the service rendered by them.

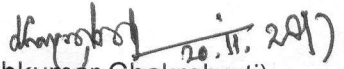
2. Accordingly, to meet the objective of experienced manpower availability in these Circles as enumerated above, a virtual categorization of various Circles in BSNL has been worked out, viz. Territorial Circles, non-Territorial Circles, Specialised Circles and Ancillary Business Areas as per the detailed list enclosed herewith at Annexure. It is, however, to be noted that this categorization is purely limited for considering the transfer or retention requests of executives within the same category of Circles wherein the domain of acquired knowledge and experience is similar, and does not, in any manner, seek to change the administrative design of existing Circles or the other units listed as Ancillary Business.

3. In the proposed arrangement, while transfers of employees will continue to be considered as per extant norms, executives working in non-Territorial and Specialised Circles (as indicated in the enclosed list) shall, henceforth, be preferably rotated/transferred, based on recommendation from their respective Circle heads, or as per administrative expediency, within the same category of Circles in accordance with tenure provisions as prescribed in BSNL Transfer Policy. While considering such transfers, preference will, however, be accorded to those executives/officers,

- (i) who have put in minimum 5 years of service in case of SDE/AGM grades, and 4 years minimum service in case of DGM/GM grades, and
- (ii) who are seeking their present transfer in the same set/compartments of Circles, i.e. from Maintenance to Maintenance / Project to Project / Specialised to Specialised.

4. This issues with the approval of competent authority.

Encl: Annexure.

  
(Deb Kumar Chakrabarti)  
Principal General Manager(Pers.)

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