



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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BSNLEU/510 (T&P)

25.02.2025

To,

**Dr. Kalyan Sagar Nippani,**  
**Director (HR), BSNL,**  
**Bharat Sanchar Bhawan,**  
**H.C. Mathur Lane,**  
**Janpath, New Delhi – 110 001**

Sub: - **Denial of transfers under spouse ground and transfers on Rule-8 to the Junior Engineers – requesting to kindly solve the problem on humanitarian grounds - req.**

Sir,

With painful heart and also with great expectations, we wish to bring the following issue to your kind notice, for favour of your kind consideration.

All the cadres are greatly contributing for the growth and progress of our esteemed Organisation. At the same time, the immense contributions being made by the Junior Engineers, under challenging circumstances, deserve appreciation and also sympathetic consideration of their grievances.

A sizable number of the Junior Engineers are engineering graduates and thus, they are manning the vital installations of the Company. It may not be out of context to mention here that, the Junior Engineers are carrying out right from the jobs of the ATT and up to the jobs of the DGM. In many places, they are the functioning as in charges of the SDCAs.

When these being the facts, we don't feel that, the Junior Engineers are getting a fair deal from the Management, especially, in the matter of their transfers and postings. We wish to bring the following two specific cases to your kind notice with the fond hope that, they would receive your kind attention.

**(1) Non-implementation of the DoP&T orders on the employees joining their spouse.**

This is the case specific to the young employees. Spouses of many of the DR JEs are working in Central / State Government departments and also in other Public Sector Undertakings. The DoP&T has issued specific instructions stating that, the husband and wife working in Central / State Government departments and in Public Sector undertakings, should be posted in the same station.

In BSNL, a good number of employees, especially Junior Engineers, have applied for transfer under spouse ground. Even though, these officials are entitled for transfer, as per the DoP&T letters, the same is not being implemented in BSNL under the pretext of "no vacancy". The government has issued specific instructions only to ensure that, the newly wedded / young couples should not remain separated for long. However, this DoP&T order is getting defeated in BSNL under the pretext "no vacancy".

**(2) Denial of transfer to the surplus circles.**

Due to the rampant unemployment problem prevailing in the country, a good number of youngsters have got recruited as Junior Engineers in circles which are far away from their native places. Consequent to this, they are remaining separated from their families for the past several years. The minimum qualifying service for availing transfer under Rule-8 is 5 years. However, many of the Junior Engineers have completed 8 to 10 years of service and are still rotting without getting transfer to their native circles. The Rule-8 transfer of these officials are being rejected under the pretext "no vacancy".

After the implementation of the "Restructuring of Manpower" many of the circles have been declared as "surplus circles", so far as the cadres of JE and JTO are concerned. In the VRS, more number of officials have retired in some circles while lesser number of officials have retired in some other circles. The circles where less number of JEs and JTOs retired under VRS, have become "surplus circles" and the Junior Engineers seeking Rule-8 transfer, either under spouse ground or otherwise, are unable to get transfer to these circles.

It is crystal clear that, the "surplus circles" are going to continue as "surplus circles" for several years to come. Consequent to this, the Junior Engineers who have sought transfer under spouse ground and on Rule-8 are not going to get transfers. Overall, the number of Junior Engineers who have sought transfer under spouse ground and on Rule-8 transfer to the "surplus circles", will come around 100 only. This is not a big number for company like BSNL, which is having a vast manpower.

In view of this, we suggest that, instead of allowing the Junior Engineers to suffer without getting transfers for long years, the Management can come forward to solve this problem as a one time settlement. All the pending transfer applications of the Junior Engineers, applied under Spouse Ground or on rule 8, may kindly be settled as a one time measure, irrespective of availability of vacancies. This can be done by transferring the officials along with the posts.

Having stated the above, we earnestly appeal to you sir, to kindly bestow your personal attention to this issue and settle the same on priority basis. We shall be very grateful to you sir, if you could kindly allot some time to our Union to discuss this issue in more detail.

Thanking you,

*Yours sincerely,*



**[P. Abhimanyu]**  
**General Secretary**

Copy to: Shri S.P. Singh, PGM (Estt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001