



भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
कार्मिक शाखा, निगम कार्यालय
चौथा तल, भारत संचार भवन,
जनपथ, नई दिल्ली 110 001

No. BSNLCO-PERS/15(11)/6/2020-PERS1

Dated 03.11.2023

To

All Heads of Circles (Territorial/Non-Territorial),
BSNL.

Subject: **Consolidated guidelines on Tenure Areas in BSNL and categorization of areas as Soft Tenure, Semi Hard/Hard Tenure as well as facilities/entitlement – Clarification thereof.**

This office is in receipt of queries from certain units seeking clarification regarding calculation of tenure and relieving of employees on completion of prescribed tenure in light of recent guidelines on Tenure Areas issued vide BSNL CO order of even number dated 19.09.2023.

2. Para 7 of the consolidated guidelines on tenure areas in BSNL notified vide BSNL CO order dated 19.09.2023 is self explanatory and provides that these guidelines are effective prospectively from the date of its issue. Thus, it is clear that for determination of tenure period of any employee, the tenure policy existing as on the date of issue of transfer order shall be applicable.

3. Further, the provision under para 7 which specifies that "*benefits of these changes in tenure areas will also be applicable to executives already posted in these areas strictly w.e.f. from the date of issuance of this order*" is meant for executives who are already working in the newly declared tenure areas as per guidelines dated 19.09.2023. In such cases, for the purpose of tenure facilities/entitlement, the tenure in semi hard/soft tenure of such executives who are already working in areas which has now been declared as tenure areas, will count w.e.f. 19.09.2023 only i.e. the date of issue of order and not from any previous date.

This issues with the approval of competent authority.

(जी.पी. विश्नोई/ G.P. Vishnoi)

उप महाप्रबंधक (कार्मिक-डीपीसी-एसएम)
Dy. General Manager (Pers-DPC-SM)

Copy to:

1. PPS to CMD, BSNL.
2. PPS to functional Directors of BSNL.
3. PPS to CVO, BSNL.
4. CGM(BW)/PGM(Estt.)/PGM(Admn), BSNL CO.
5. CGMs/PGMs/Sr.GMs/GMs/CLO(SCT), BSNL CO.
6. General Secretary, SNEA/AIGETOA/SEWA.
7. OL Section for Hindi version.
8. Intranet portal.

(मूल चंद/ Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)
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