

Clause iv of Rule '13' of BSNL's Transfer Policy which is specific for non-executives, may be modified and replaced with the following text.

(iv) For adequately manning the post of rural and unpopular areas and to provide timely replacement of staff working in such areas, circles will evolve the policy of transfer of staff on rotation basis based on the following guidelines and with due regard to local requirements.

- (a) Tenure for notified unpopular station will be two years. Competent Authority for notifying unpopular stations with the Circle/SSAs for the purpose of tenure shall be concerned Head of Circle.
- (b) Tenure for Rural Area (other than those identified as unpopular stations) will be three years.
- (c) For effecting transfer to rural and unpopular stations, system of calling volunteers will be adopted and in the event of not getting adequate volunteers, employees in the order of station tenure i.e. the employee with longest station stay will be considered for transfer.
- (d) On completion of the tenure, employees shall be accommodated at the choice of posting (out of three choices sought from the employee) as far as possible and subject to administrative convenience and not generally disturbed for the next three years.
- (e) Extra leave taken over and above due for the tenure period shall be deducted from the stay at that station. .
- (f) Posting of unwilling female employees and those who are going to complete 55 years of age as on 31<sup>st</sup> of March of the financial year to such rural/unpopular stations will be avoided as far as possible.
- (g) Persons posted at such rural/unpopular stations may be allowed to continue even beyond two years tenure if they so opt. However, this would be subjected to the prevailing post/station tenure limits.

*The provision of the clause will be subject to administrative feasibility.*