

**BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

CORPORATE OFFICE

[PERSONNEL-I BRANCH]

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

BSNLCO-PERS/15(11)/1/2020-PERS1

Dated: 24<sup>th</sup> AUG- 2020

To

**All the Heads of Telecom Circles/  
Administrative Units, BSNL**

**Subject:- Calculation of stay in respect of BSNL employees posted in hard  
tenure stations of BSNL- regarding.**

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This office has been receiving queries seeking clarification regarding period/type of leave etc. admissible to BSNL employees posted in hard tenure stations in reference to clause 11(e) under Section-B of BSNL Transfer Policy. Clause 11(e) under Section-B of BSNL Transfer Policy reads as under:-

*"In the career span of all executives, normally one hard tenure such as North East, Assam, J&K, A&N Islands and one term in other tenure circles/ SSAs, if any, would be required.....**Extra leaves taken over and above due for the tenure period of tenure station shall be deducted from the stay at that station.**"*

The matter has been examined in this office in light of the provisions of BSNL Transfer Policy as well as related guidelines of DoT/GoI in such matters and it is hereby clarified that period of leave (any type), training etc. in excess of 30 days per year will be excluded in counting the tenure period in a particular hard tenure station. In other words, the period of leave, training etc. availed over and above 30 days per year will not be counted in calculating the tenure period in a hard tenure station.

This is issued with the approval of the competent authority.

*[Signature]*  
[O.N. Tiwary]

Dy. General Manager (Pers. SM)

Copy to:-

1. PPS to CMD, BSNL/ PPS to all Board of Directors, BSNL.
2. PPS to CVO BSNL
3. CGM(BW)/CGM(E)/CGM(Arch)/ Sr. GM(Estt.), BSNL CO
4. All CGMs/PGMs/Sr. GMs/GMs, BSNL Corporate Office.
5. BSNL Intranet.

*[Signature]*  
[Mool Chand]

Astt. General Manager (Pers. Policy)