



Let us save our BSNL which saves us!

ALL INDIA BSNL EXECUTIVES' ASSOCIATION TAMILNADU CIRCLE

President
R.ASHOK KUMAR
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Secretary
S. PRABHAKARAN
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Finance Secretary
K.SAKTHIVEL
9486100668

No: AIBSNLEA / TN Circle/ 2024-25 /5 dated at Thanjavur the 29.07.2025

To

The Chief General Manager,
Bharat Sanchar Nigam Limited,
Tamil Nadu Circle,
Chennai.

Subject: Humble and Compassionate Appeal Regarding Long-Stay Transfers and Executive Swaps During the Academic Year.

Respected Sir,

With the utmost respect, we, wish to present a **humble and compassionate appeal** concerning the recent issuance of long-stay transfer orders amidst the current academic session.

We fully appreciate the importance of organisational policies and rotation guidelines, and we remain steadfast in our commitment to fulfilling our duties with dedication.

However, we respectfully submit that the timing and nature of these transfers are currently causing profound hardship to our employees and their families. We earnestly seek your kind consideration on the following grounds:

1. Disruption to Children's Education

Transfers of executives in the middle of the academic year have significantly impacted employees' families, particularly those with school-going children. It is exceedingly difficult, and often impossible, to secure mid-session admissions at new locations. Even where feasible, changes in academic boards, syllabuses, and environments create considerable emotional and academic distress for children – an outcome no parent would wish upon their child. The sense of helplessness in this situation is truly distressing.

2. Family Separation and Emotional Toll

Many executives are being compelled to relocate alone, leaving behind their spouses, children, and elderly dependents due to schooling or care giving constraints. This enforced separation leads to immense emotional strain, loneliness, and, in many instances, adverse health consequences, particularly for those managing existing medical conditions or family care responsibilities.

3. Financial Hardship in the Absence of the 3rd Pay Revision Commission (PRC)

BSNL executives continue to serve the organisation diligently despite not yet receiving the benefits of the **3rd Pay Revision Commission**. With prevailing inflation, stagnant pay, and the withdrawal of certain allowances, many of us are already experiencing **significant financial stress**. Mid-year transfers further



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exacerbate this pressure by introducing additional relocation costs, dual accommodation expenses, and travel expenditures, which many are simply unable to afford under current circumstances.

4. Transfers Without Rationalisation – Mere Swaps Between Business Areas (BAs)

It is also disheartening to observe that several transfer orders appear to be **mere executive swaps between Business Areas**, executed under the policy of long-stay transfers. Such movements, particularly when undertaken without a thorough assessment of actual staff surplus or shortage, yield no operational benefit yet inflict disproportionate personal loss and stress upon the affected employees. **Uprooting the executives are from one BA to another defeats** the very objective of rational workforce management.

A Most Humble and Heartfelt Appeal

BSNL has always been renowned as a **Employee-centric organisation**, and we hold deep faith in the compassion of our management. In this spirit, we **earnestly and respectfully** request the following:

- The **long-stay transfers may be deferred** until the end of the current academic year (March/April), thereby allowing families to complete their children's school year without disruption.
- The one-to-one swaps unless demonstrably necessary and fully justified by comprehensive manpower planning may be avoided please.
- Wherever feasible, **case-by-case compassionate reviews** of transfer orders, especially in instances involving schooling issues, significant health concerns, or critical dependent care may be permitted.

We are not opposing established policies; rather, we are simply seeking **humane consideration in their implementation**. We place our sincere trust in your empathy and sound judgment to support the hardworking executives of BSNL, who are already enduring considerable challenges in the absence of a fair pay revision.

With folded hands, we seek your kind understanding and compassionate intervention.

Thanking you most respectfully,

Yours Sincerely,

S.Prabhakaran,
Circle Secretary, AIBSNLEA
Tamilnadu Circle.