



No 6-1/2007-Restg Vol-III

Dated ^{24th} Nov 2014

To

All Heads of Telecom Circles/ Metro Districts / Functional Units of BSNL

Sub: Amendment in BSNL Employees Transfer Policy

Approval of the Competent Authority is hereby conveyed to the inclusion of the following clauses as 6(h), 6(i) and 6(j) in BSNL transfer policy issued vide No 6-1/2007-Restg dated 7.5.2008 as amended from time to time under the heading SECTION- A TRANSFER RULES & GUIDING PRINCIPLES.

(h) *As far as possible, the persons with disabilities may be exempted from the rotational transfer policy/transfer and be allowed to continue in the same job, where they would have achieved the desired performance. Further, preference in place of posting at the time of transfer/promotion may be given to the persons with disability subject to the administrative constraints.*

(i) *Employee who is also a care giver of disabled child may be exempted from the routine exercise of transfer/rotational transfer subject to the administrative constraints. The word 'disabled' includes (i) blindness or low vision (ii) hearing impairment (iii) locomotor disability or Cerebral Palsy (iv) leprosy cured (v) mental retardation (vi) mental illness (vii) multiple disability and (viii) autism.*

(j) *The definition of disability for the purpose of clauses 6(h) & 6(i) above would be as notified by the Govt of India vide Persons with Disabilities (Equal opportunities, Protection of Rights & Full participation) Act, 1995 and any other further amendments / clarifications issued by the Govt from time to time.*

2 Accordingly existing clause 6(h) shall stand re-numbered as 6(k).

(Madhu Arora)
GM(Corp.Restg/WS&I)

Copy for kind information to:

- 1 CMD BSNL
- 2 Director (HR/CFA/CM/ENT/FIN)
- 3 CVO, BSNL / All PGMs / Sr GMs / GMs/ BSNL CO New Delhi
- 4 ED (CN/NB/IT/Fin)
- 5 CS&Sr GM(legal), BSNL, C.O.