

**BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

(Establishment-III Section)  
5<sup>th</sup> Floor, Corporate Office, New Delhi.  
Tel: 23310401 Fax: 23725255

No. 250-5/2016-Esttt-III  
Dated: 24.05.2018

To

✓ All Heads of the Telecom Circles,  
Bharat Sanchar Nigam Limited.

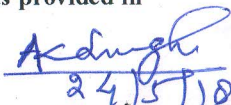
**Sub: Transfer of Bond Agreement in respect of DR-JTO/DR-JE trainees on their selection to other Departments/PSUs etc.--Guidelines thereof.**

Enforcement/transfer of bond in respect of employees of Public Enterprises who leave the services of one Undertaking to join another Undertaking/Govt. is governed by DPE OM No. 15(2)/2003-DPE(GM)/GL-57 dated 29.07.2004, duly endorsed by BSNL CO vide letter No. 5-31/2001/pers.IV(pt) dated 9.12.2005. In this regard, several queries are being raised by different Circles/individual through RTIs with regard to transfer of Bond Agreement. The queries raised are clarified as under;

S.No.	Queries raised	Clarification
a.	Whether DPE instructions are applicable in respect of trainees (during training period before their formal appointment) viz. DR-JTO/DR-JEs in BSNL.	Yes.
b.	Whether Bond is transferable in respect of those trainees who are still under field training and have attended interview of other departments/PSUs with the permission of BSNL and obtained NOC for attending interview.	Yes.
c.	Whether bond is transferable in respect of officials/trainees who had applied earlier in other organizations/attended Examinations/interview before joining BSNL and have not taken permission from BSNL or NOC.	Yes.
d.	Whether bond is transferable in respect of those officials/trainees who applied/attended Examination/interview in other departments, while serving/undergoing training in BSNL without taking prior approval/NOC from BSNL.	No. In such cases Bond shall be enforced.

2. Further, the instructions contained in para 1(c) of DPE OM referred above should be kept in view while forwarding applications/giving NOC for interview etc. in respect of officials under bond agreement.

3. In case, where bond transfer is applicable, it may be ensured that the new Organization takes a fresh bond from the officials to serve them for the remaining bond period, as provided in para 1(c) of DPE OM referred above, before proper relieving of the official.

  
24/5/18  
(A.K.Singh)

Deputy General Manager (Estt-II)  
Tel: 23034082

Copy to:-

Chief General Manager, BSNL, Karnataka Telecom Circle, Bangalore w.r.t. letter No. HRDII/DR JTO(GATE 2017)/Genl Corr. /2017/I/52 dated 26.04.2018