

**TRANSFER POLICY GUIDELINES FOR POSTING AND TRANSFER OF OFFICIALS OF THE
DATTOPANT THENGADI NATIONAL BOARD FOR WORKERS EDUCATION AND
DEVELOPMENT (DTNBWED) - 2017**

1. PURPOSE

Transfers are, in general, necessitated due to requirements of filling up of posts, meeting staff requirements, matching employee's skills with job requirement, sharing of shortages, other administrative requirements of meeting personal of tenure related requests, etc.

In order to develop competencies among the employees to efficiently discharge the assigned functions and keeping in view the vast network, the Board has to expose its employees to various activities/functions and rotate them from one place/seat to another. To regulate the placement and rotation of employees to various offices/seats judiciously and in the best interest of the Board and to ensure that these are done in an objective and transparent manner, these transfer guidelines are being laid down.

2. OBJECTIVES

- 2.1 In the changing scenario, role/experience of employees needs to be enriched continuously, similarly, employees need to be retrained and redeployed to meet the requirements of the organization.
- 2.2 Transfer/job rotation is required to achieve the following objectives:
- (i) To achieve the goals of DTNBWED through well developed personnel with an all-round personality.
 - (ii) To have a mix of personnel positioned at different offices, who have gained varied experience systematically.
 - (iii) To distribute the available manpower evenly in all the offices of DTNBWED.
 - (iv) To provide opportunities to work in different disciplines and to obviate monotony/drudgery.
 - (v) To ensure rotational redeployment of the personnel from sensitive posts.
 - (vi) To fulfill the needs of employees nearing retirement for possible placement close to their home town or a location of their choice.

3. NEED OF TRANSFER

- 3.1 Transfer can be effected due to anyone of the following criteria:
- (a) To provide replacement for a specific post/cadre with a specialized or desired qualification and/or suitable experience.
 - (b) To bridge manpower deficit.
 - (c) Placement on compassionate ground.
 - (d) To adhere to Government's regulation/ ruling/guidelines as applicable (as amended from time to time).
 - (e) Due to administrative exigencies.

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