



**Association of Officers of UCO Bank**  
(Registered under the Indian Trade Unions Act, 1926)  
Affiliated to All India Federation of UCO Bank Officers (AIFUCBO)  
An Affiliate of All India Bank Officers Association (AIBOA)

Circular No. 108/2018-21

March 17<sup>th</sup>, 2020

**TO ALL THE MEMBERS**

**Re: Suggestions on Transfer Policy of Officers**

We reproduce hereunder the full text of letter no. AIBOA/HO/2019-20/53 dated March 17, 2020 issued by Com. Mahesh Gupta, General Secretary, All India Federation of UCO Bank Officers addressed to General Manager, HRM, Head Office on the captioned subject for information of all concerned.

Comradely Yours,

Yours truly,

**Ajoy Kumar Mondal**  
General Secretary

**Quote**

The General Manager  
HRM Deptt.

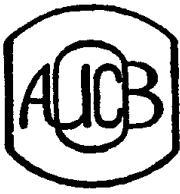
Sir,

**Re: Suggestions on Transfer Policy of Officers**

On the captioned subject, we have given our suggestions for improvements in Transfer Policy vide our letter No AIBOA/HO/2018-19/01 dated 15/02/2018 as called by the Management in the year 2018. We have further noted that thereafter no suggestions have been invited by the Management from our Federation. We have reliably learnt that Bank is in the process of framing new Transfer Policy for Officers very soon. We are getting lot of suggestions from our members on different provisions of existing Transfer Policy.

Though as stated above that no suggestions have been invited by the Management this time too yet we consider it our sacred duty to submit our suggestions to be incorporated in new Transfer Policy. We are of the opinion that if these suggestions are placed before the Competent Authority many of these may be accepted in the larger interest of the Bank as well as Officers community. It will further take care of Human Resources in the Bank and bring out total transparency in posting and transfer of Officers thus leaving no chance or very little scope of resentment amongst Officers.

Our foremost suggestion is that Management should implement the extant provisions of existing Transfer Policy in letter and spirit. We request you not to take back the Officers in pre 1986 era when no Officer knew about his transfer back to his home State. Officers' union fought for a long time to force the Management to frame Transfer Policy. Up to 2012 this Policy was being implemented more or less smoothly with few aberrations. However, since 2013 when under pressure from majority Organisation of



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Officers Management framed new M R Policy things have gone out of control. Management for the first time in 2016 deferred Repatriation for 1 year in a deal with AIUCBOF. Since then Officers who are transferred out of their Zone remain in complete dark about their Repatriation. Large numbers of Officers are out of their ZOD for more than 5 years.

Transfer Exercise has been made completely opaque as no list is published for the last 2 years of incoming and outgoing Officers in a Zone. Transfer Orders are now being given directly to concern Officers in HRMS.

This has been done with a special purpose to keep the Unions in dark and give blanket powers to Management to transfer Officers at their whims and fancies

Management doesn't give any reply to aggrieved Officers who feel that they have been wrongly identified for transfer or have been made ineligible for Repatriation. What is more disturbing us the oral instructions issued to Zonal Heads not to share list of Incoming and Outgoing Officers with Union Leaders.

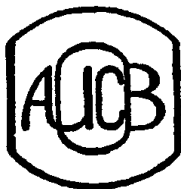
What an irony that when Bank is in deep crisis it seeks help of Unions but when it comes to welfare of Officers, it tries every trick to sideline unions.

We are seeing a new era in our Bank that Management has started framing policies

Suo-moto. Even the practice of asking suggestions has been done away. **The result of one sided action has become visible in recently concluded promotion tests, where very few Officers have applied for promotion.** Though Management too has shown its concern on getting application from eligible Officers for promotion far below their expectations yet Management should know that it is due to uncertainty created by them in allowing Repatriation to Officers after completion of 3 years period out of their ZOD.

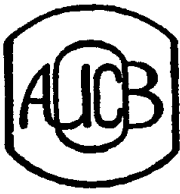
We are pained to point out that in spite of capturing data of each Officer in HRMS package **Management doesn't know as to how many Officers have completed mandatory rural service after getting promotion.** Officers are regularly being given promotion with a condition that they will complete mandatory rural/semi-urban service as post promotion obligation but the same is not being implemented. Inter Zone transfer with in State have been given a good bye. Officers with even remaining service of less than 6 months have been denied repatriation.

Officers are repeatedly being denied repatriation in some Zones like Delhi, Mumbai but Lady Officers are being transferred in these Zones on regular basis. We fail to understand that when at the first instance there no vacancies exist for Officers applying for Repatriation, from where vacancies arise thereafter.



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Clause	Suggestions
4	As per the extend guidelines inter-Zone Transfers within the state are not considered since last few years. It should be considered this year.
7	To consider the request of officers for repatriation or one time lady option, the Promotee Officers & officers who have completed three years in the Zone should be moved. <b>But in many Zones i.e. Patna, Bhubaneswar, Delhi, Jaipur etc., repatriations were not considered because many officers who have completed three years are not identified for out of Zone.</b>
8	<b>Bank has no data base of any officers left out in previous ATE from post promotional obligation. These officers in scale II &amp; III without Rural/Semi Urban should be moved out first.</b>
9	As per the extend guidelines, Officers who are posted in a Zone in which their places of domicile at the time of appointment do not fall and have completed three years effective service may also apply for posting in the Zone within which their place of domicile fall and such applications will be considered at the time of ATE. <b>But in case of Patna, Bhubaneswar, Jaipur &amp; Delhi, it is not considered. Many officers are still out of Zone of Domicile even more than 6-7 years. Their application should be considered in this ATE even though in past their request was considered for 2<sup>nd</sup> or 3<sup>rd</sup> preference.</b> For the reason that they have still not gone back to their ZOD.
10	In addition to the present clause, <b>a Onetime option to be given to all officers to change their ZOD before the ensuing ATE exercise.</b> However, there may be few stipulations i.e. he should own a house in his/spouse/parent's name at that place or he / his family is living that place from more than 10 years.
15.2	As per the extend guidelines, Any transfer before the required retention period as aforesaid may be considered by the competent authority (i.e. Zonal Manager) in the interest of the Bank, on compassionate grounds or on grounds for mandatory. But it is not followed. <b>Zonal Managers are doing lot of premature transfers without any justified reason. They are using it as an instruments of punishment. It should be strictly for two reasons as mentioned in the guidelines.</b>



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19	As per the extend guideline, Three years before retirement as on 30th June, if an officer posted out of zone of domicile, his request for returning back to his zone of domicile or choice will be considered after completion of one year in the said zone. <b>Here one year period should be count it from last ATE. Many times last ATE is done before exact completion of one year &amp; on the basis of officer's request is declined.</b>
21	As per the extend guideline, The Bank shall have the right to transfer any officer to any rural/semi-urban branch to complete the requisite period of such service in terms of Government guidelines. <b>We suggest that those who have not completed mandatory exposure should be immediately posted to complete the requisite period of such service. No officer should be posted in rural areas again and again until no other officer is available to complete the rural exposure.</b>
25.4	As per the extend guideline, in Head Office/zonal offices, the minimum scale of officers should be scale II with required rural/semi-urban branch experience and BH experience. <b>But it is not followed. To provide good governance and administration, but it should be followed strictly.</b>
25.5	Posting of Branch Manager: <b>BH should have minimum one year experience in Advance deptt. Selection should be purely on merit basis because he is the growth engine of the bank.</b>
26	For intra zone transfer choice/ <b>request for eligible officers should be invited</b> and be considered as per bank requirement.

We at the same time do appreciate the recent steps taken by the management in involving in only officers in discussing policy matters.

Regards,

M K Gupta  
(General Secretary)

**Unquote**