

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. 118/2018-21

May 13th, 2020

TO ALL THE MEMBERS

Re: Suggestions on Transfer Policy of Officers

We reproduce hereunder the full text of letter no. AIBOA/HO/2020-21/08 dated May 13th, 2020 issued by Com. Mahesh Gupta, General Secretary, All India Federation of UCO Bank Officers addressed to The 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
Head Office

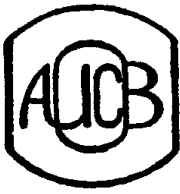
Sir,

Re: Suggestions on Transfer Policy of Officers

With reference to your Circular No HRM/TPC/2020-21/22 dated 05/05/2020 & our letter No AIBOA/HO/2020-21/06 dated 07/05/2020, on the captioned subject, we have already given our suggestions for improvements in Transfer Policy vide our letter No AIBOA/HO/2019-20/53 dated 17/03/2020. But with reference to the Draft send with this circular, we suggest the following suggestions which may be incorporated in the Transfer Policy to be presented to the Board for its approval:

Clause No 3.2 – Officers selected for Job Family shall be posted in first in the same Zone / State if there are vacancies.

Clause NO 5.2 & 6.2 Under the clause, the repatriation of the Officers to the choice Zone shall be treated as repatriation has been done for these Officers which means the Officers so repatriated to their choice Zone to remain there for another 3 years to be eligible for next repatriation. Here we are talking for officers whose application is not considered for ZOD (first choice of centre) due to non availability of vacancies & his second or third choice is considered.



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The following suggestions are placed to be incorporated to make clause 5.2 & 6.2 more effective/justified/ transparent:

1. While applying for repatriation to Zone of Domicile or choice Zone, it is the natural right of an officer to give choice or not.
2. Since the officer so repatriated to the choice Zone (2nd or 3rd choice), should have been made eligible in **next ATE** for repatriation to his Zone of Domicile only (1st choice) instead of having to remain at least 3 years in Zone of 2nd or 3rd choice. Hence, roster has to be maintained at Head Office of such officers.

Clause No 5.3 - While calculating Zone wise surplus/deficit position of the Zone, The exercise of surplus/deficit is to be calculated combining Scale I & II since, all the Zones are deficit in scale and many officers, particularly lady officers are not opting for promotion to scale II due to fear of transfer. In some Zone Scale II & III may be combined as per the need. It will be not only reduced the numbers of transfer but also minimized the TA Bill expenses & contribute in the Net Profit of the Bank.

Clause No 5.4 - All promotions are well deserved as all are given equal pay and equal responsibilities. Hence, treatment of all employees must be fair and equitable. Merit is a subjective term and need not be linked with transfer of an officer. Transfer should **not be linked with the Rank in the Merit list of promotion.**

Clause No 5.5 – As proposed initially, there should be only one policy. i.e. Inter Zone Transfer. Hence, **Intra state repatriation should not be restricted.** The spirit of the policy is either 1) Inter Zone 2) Intra Zone.

Example: in many of the states, the Zones are far apart due to geographical reasons and transfer to near Zone in other state is more comfortable, like posting from Delhi to Haryana is comfortable than posting from Jaipur to Jodhpur etc.

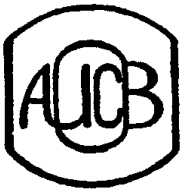
Moreover, it is advantageous to continue to implement the Intra-state transfer to accommodate not only lady officers but also to all the officers within the state as per Clause 14 of the Draft Transfer Policy.

Clause No 6.3 – In few Zones where the list of request for repatriation is very long the **minimum retention period should be three Years instead of Five Years**, i.e. Patna, Delhi, Jaipur, Bhubaneswar etc. The list of these Zones can be amended every year as per the situations. Otherwise, the waiting period will further increase as the set of officers remaining at such Centers may get unfair advantage at the cost of others ones who are waiting for repatriation. The order of identification should be as under:-

i) Newly promoted officers up to Scale – III.

- ii) Officers to be identified on longest continuous stay basis as mentioned above.

Clause No 6.4 – If sufficient replacements are not available for accommodating incoming officers, the remaining officers who have applied for repatriation may be accommodated in other Zones based on their second /third preference **but they should be eligible for repatriation to their ZOD in next year & should be given**



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preference. Longest stay out of “the Zone of Domicile” (in any Zone) should also be given weightage for repatriation.

Clause No 13.4 – **The reason for rejection of request** should be mentioned in the rejection letter to increase the transparency in the functioning.

Clause No 14.4 – Lady Officers, may be permitted to exercise One Time Option **in next ATE (instead of three years)**, if identified for inter – Zone transfers.

Clause No 16 – The officer who has less than three years in retirement can request for returning back to the Zone of domicile of choice Zone **in next ATE instead of one year.**

Clause No 17 – The present government guidelines for transfer / placement of Physically Handicapped Officers, Sports Personnel and Officers having mentally challenged children **must be specified in the Transfer Policy subject to change from time to time by Government of India** to avoid any confusion and different stand taken by different Zones. Therefore, at every ATE, extant Govt. guidelines with regard to above categories should be attached with the ATE circular to bring clarity and uniformity.

Clause No 20.3 – For selection of Branch Manager, there should be minimum requisite of **one year exposure as ABH & one year exposure of Advance department.**

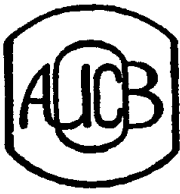
Clause No 22.1 – It is very punitive as performance is a relative term and does not always reflect the strenuous and committed effort of an officer and usually depends on extraneous and internal factors Viz., infrastructural support, local conditions and most importantly availability of

Manpower as per Categorization of Posts and Categorization of Branches which are beyond the control of the officer. Our experience shows that as enumerated in the last line of the Draft Policy the Spirit of the Policy is often disrespected at the personal discretion of the Zonal Head.

Clause No 22.2 – Choice should be only one instead of three.

Clause No 20.7 & 23 gives sweeping powers to Zonal Head on the basis of generalized reason of 'Exigencies of Bank" which is often misused without specifying / relying on the purposes as contained in Clause 12.4 for premature Intra Zone transfer. It would not be wrong to apprehend from our experience that non compliance by field functionaries of verbal orders of selective loan dispensations, verbal instructions for working on Sundays & Holidays without getting the right to apply for Compensatory leave and other illogical missives in total disregards to Bank's extant guidelines in a competitive race to achieve Corporate Targets, shall open floodgates of premature transfers and create panic situation amongst the rest of the officers to compulsorily oblige the irregular orders of the Zonal Heads. Such an attitude creates unreasonable mental pressure on an officer in expectation of legitimate appraisal of PAR and avoidance distant transfers in satisfaction of personal ego of a Zonal head.

No officer should be posted in rural area second time until no other officer is available to complete the Rural exposure in such scale. So that all officers could get



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equal chance for promotion by getting the benefit of their rural exposure as well as nobody can be punished.

Finally, we again request you to respect the practice of Bilateralism which is also being practiced by the IBA while negotiating Wage Settlements and other service matters of the Bankers. Since last few years, Apex Level meetings with the Unions have been stalled due to decision of the Bank Management to deny negotiating with retired officer leaders. But the democracy entails that all parties to the discussions which qualify by being led and represented by serving officers, representing large section of officers in the country should be given rightful chance to negotiate. Welfare of officers who are the foundation of the edifice of banking business, under the best participative management practices. Such arbitrary release of draft policies by the HRM department diminishes the faith of selfless class of officers' community and instills fear of retribution which is the biggest obstacle to natural growth of the Institutions.

We propose immediate amendment to MR Policy of the Bank and an invitation to our Federation to discuss important Policy Matters directly affecting the safety and Career Path of the Officers which would allow transparent representation of every section of an officer in development of our beloved Bank –before finalizing the draft Transfer Policy 2020.

Regards,

(M K Gupta)

General Secretary

CC to The Managing Director &

CEO. CC to The Executive Director.

Unquote