

TO ALL THE MEMBERS

Re: Transfer Policy for Officers

We reproduce hereunder the full text of circular no. AIBOA/MD/2020-21/17 dated June 16, 2020 issued by Com. Mahesh Gupta, General Secretary, All India Federation of UCO Bank Officers, addressed to The Managing Director & CEO, UCO BANK, on the captioned subject for information of all concerned.

Comradely Yours,

Yours truly,

Ajoy Kumar Mondal
General Secretary

Quote

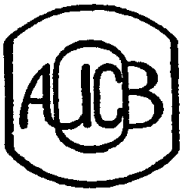
The Managing Director & CEO
UCO BANK
Kolkata

Respected Sir,

Re: Transfer Policy for Officers

The new Transfer Policy as amended by the Management itself after discarding all the valuable and practical suggestions given by Officers as called for by HRM Department, Head Office has been circulated vide H.O. Circular No. CHO/POS/05/2020-21 dated 09-06-2020.

We are 100% confident that not even a single suggestion given by our Organisation and General Officers has been incorporated in the amended policy. Sir, though this is the first time in your tenure that subject Policy has been amended but from our past experience we were sure that calling of suggestions on Transfer Policy is merely an eye wash and Management will frame a policy which will give unrestricted discretionary powers in the hands of the Management and will be detrimental to the interests of Officers. Sir, this act of HRM Department, Head Office of inviting suggestions on subject matter from ordinary Officers was only a Public Relations Exercise taken just to impress you and show that HRM Department works with complete transparency.



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)

Sir, from 1987 to 2013 our Transfer Policy worked smoothly since it was discussed threadbare with all 3 recognized Officers' Associations in our Bank. Thereafter, Management in connivance of Majority Organisation of Officers framed MR Policy in 2013 in which only Majority Organisation became the sole negotiator with Management on Policy matters. The things thereafter started turning from bad to worst. In 2016 ATE was deferred for 1 year and from there entire Transfer Policy remained only a document. Management got a free hand to do whatever it liked. The entire process was kept so secret that even Provisional list of transfers was brought out of public domain and was sent on personal mail of Zonal Manager. Only 48 hours time was given to individual Officer to point out any discrepancies. No satisfactory reply/reason has ever been given to aggrieved Officer on his/her representation.

We have observed that HRM Department feels insulted if any wrong identification was brought to their notice. Sir, you may not be aware that HRM Department in our Bank was previously named as PAD (Personnel Administration Department) as it acted like big Boss. Thereafter, necessity was felt that it should be renamed as Human Resources Management Department as it was dealing with humans which are Bank's resources. However, we are sorry to say that only name of the Department has changed not the mindset or functioning of persons working in this Department. It is not the case with Head Office only even in Zones, Officers working in this Department develop superiority complex and start considering themselves as God in whose hands the fate of general Officer rests.

Sir, you are designated as final authority in case of any dispute or interpretation of provisions of this Transfer Policy. We have no hope from HRM Department that it will discard its ego and incorporate some practical suggestions to make this Policy Officers friendly. However, if you give us an assurance to revisit few clauses in the interest of the suffering Officers then we can send you our observations on the same.

Sir, who can understand better than you, **“That a satisfied Officer is an asset for the Bank whereas a Dejected, Demotivated and Demoralized Officer will never be able to deliver his/ her best performance”**.

Sir, the Ball is in your Court. We don't want to waste our time and labour by sending our suggestions in case Management has already decided not to reconsider few provisions of Transfer Policy in the larger interests of the Officers as well as Bank.

Hope to receive a positive response from the **“Head of Ucoites”**.

Regards,

(Mahesh Gupta)
General Secretary

Unquote