

TO ALL THE MEMBERS

Re: Latest Transfer Policy for Officers

We reproduce hereunder the full text of circular no. AIBOA/MD/2020-21/18 dated June 19, 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

Respected Sir,

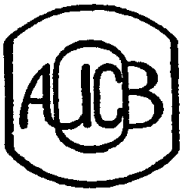
Re: Latest Transfer Policy for Officers

We refer to our letter dated 16th June,2020 addressed to you regarding framing of captioned Policy by the Management arbitrarily without considering any of the suggestions given by individual Officers as well as Officers' Association.

Sir, we are highly obliged that as the Head of all UCOites you have taken due cognizance of our concerns. I talked with GM- HRM, though he tried to convince me that new Transfer Policy has been framed in the interests of Officers and is an improvement over the previous Policy yet we are not satisfied.

Sir, your immediate intervention in the matter has reinforced our faith in you immensely.

Sir, we are submitting before you our grave concern and injustice done to Officers by this Transfer Policy. You are our Supreme Commander and we are your soldiers.



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Sir, please point out to us where we are wrong when we raise following issues with the Management.

1. The minimum retention period for inter Zone transfer was 3 years but it has been increased to 5 years. There are Zones like Patna, Jaipur, New Delhi, Mumbai and Bhubaneswar etc. where there is long queue for repatriation but it is denied for want of vacancies. Is it justified that Officers are being denied Repatriation even after 7-8 years of serving out of their ZOD citing reason of No Vacancies in their ZOD. Now, due to increase the retention period further two years nobody will repatriate in these Zone.

2. Since, Circle concept has gone from our Bank then why State concept is being kept alive. In bigger States there are 2/3 Zones and distance is up to 600 to 700 Kms. Is it justified to deny Repatriation to Officers working in other Zones of the same State for 5 years and other side, allow Officers with 3 years service in nearby Zones within 100 to 200 Kms. just because these are in other State.

3. With the introduction of new clause Officers have to remain in their present transferee Zone for a minimum period of 3 years before applying for Repatriation. If an Officer is not repatriated to his ZOD and is further transferred by Management on its own to another Zone then he will have to spent another 3 years (total 6 years) for becoming eligible to apply to his ZOD.

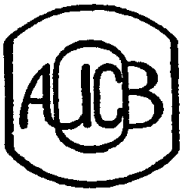
4. There is no set Policy of transfer on promotion. One year new promotees are transferred then next year old promotees on LCS basis are transferred. This causes heartburn amongst Officers because of fear of transfer they don't participate in promotion process yet they find that this time new promotees are left and old one are transferred.

5. What logic has been applied in new Policy that Officers coming on Request transfer have been debarred from promotion for 1 year. What is the inter connection between promotion and Request transfer.

6. Why a new date is fixed every year for eligibility for transfer under Repatriation. Why it can't be from previous ATE to next ATE.

7. This time discrimination has been made between Officers promoted under Seniority Channel and Merit Channel for the purpose of out of Zone transfer. What is the logic ?

8. What is the rationale in keeping ATE an opaque one. Why the complete provisional list of transfer of Incoming and outgoing Officers in a Zone cannot be made public ? What is the secrecy behind it ? Such acts create reasonable doubts about the correctness of transfers. Also why only 1 or 2 days time is given to Officers to point any wrong identification ? Why so haste ? Why reasonable time of 7-10 days is not given to point out wrong identification and submission of representations from aggrieved Officer ?



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9. Why aggrieved Officer is not given satisfactory reply by HRM Deptt ? Why it is half a line curt reply 'NOT CONSIDERED.'

10. In the new policy full powers have been given to Zonal Managers to transfer any Officer in any Branch within Zone any time. It is our experience that Zonal Managers settle their personal scores with Officers who refuse to fall in their line and resist undue pressure exerted on them. We request you to maintain status quo in this regard by continuing existing practice of seeking prior approval of HRM Deptt.

Sir, last most important grievance is NON IMPLEMENTATION of provisions of Transfer Policy in letter and spirit. Be it regarding transfer of Officers under Retirement Zone or Completion of Rural/ Semi- Urban mandatory service or Posting of PH employees as per Govt. of India guidelines or treating of Request Transfers.

Sir, any discrepancies pointed out by Unions is not taken seriously by HRM Deptt. ? Sir, if the above stated facts appears to be justified and worthy for consideration in the interests of Officers as well as Bank then kindly take corrective steps. You being the final authority any corrective measures can be taken only by your intervention. However, in case you feel otherwise then we shall obey your instructions since we have full faith and confidence in you.

Sir, from our past working you must have noticed that we never created any hindrance in the progress of the Bank. Even in 2017 when majority union invited us to join their agitation we refused. For us Bank is our priority and we want to see our Bank out of PCA as early as possible.

Sir, at the end I once again from the core of my heart express my gratitude to you on behalf of our Federation for taking care of our grievances.

Regards,

(Mahesh Gupta)
General Secretary

CC to The Executive Director.
CC to The General Manager, HRM

Unquote