



**STATE BANK OF INDIA OFFICERS' ASSOCIATION  
CHANDIGARH CIRCLE**

C/O State Bank of India, Local Head Office, Sector 17, Chandigarh  
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**Circular No. 2017/109**

**Date: 9.10.2017**

**TO ALL UNITS/MEMBERS,**

**STAFF SUPERVISING:**  
**OFFICERS JMGS-I & MMGS-II**  
**INTER MODULE TRANSFERS**

We reproduce hereunder the communication sent by us to the Management on captioned subject, the contents of which are self-explicit.

With greetings,

(Deepak K Sharma)  
General Secretary

**QUOTE**

Letter No. 2017/09/105

Date: 09-10-2017.

The Chief General Manager,  
State Bank of India,  
Chandigarh L.H.O.

Dear Sir,

**STAFF SUPERVISING:**  
**OFFICERS JMGS-I & MMGS-II**  
**INTER MODULE TRANSFERS**

It is submitted that our Circle comprising of four states viz Punjab, Haryana, Himachal Pradesh, J&K and UT of Chandigarh with diverse living and climatic conditions as well as diverse languages was not having a documented transfer policy and hence as per requirement, the officers used to be shifted from surplus module/centres to deficit modules/centres. However in the year 2011, after discussions a bilaterally agreed policy was devised which was further formulated in consultation with Circle Association in the year 2016 within the frame work of Model Transfer Policy received from Corporate Centre. It was also documented that to maintain the relevance of Circle Transfer Policy at all times, in view of changing socio-economic environment, a modality meeting will be conducted every year with Circle Officers' Association.

We understand that consequent upon the merger of erstwhile Associate Banks and Bhartiya Mahilla Bank in State Bank of India, it was not possible to commence the routine transfer exercise within the stipulated period. However, now it is the month of October and the officers who have already overstayed are waiting for their repatriation but there is apparently no seriousness at the part of HR department in this regard. Consequently, **there is unrest in officers posted in difficult and most difficult centres as further delay of even few days will force them to stay at their place of postings for months due to adverse climatic conditions.**

The casual approach of HR department is evident from the fact that no modality meeting has been conducted till date despite our repeated requests. The options for inter-module transfers have been invited from the officers who have completed more than 10 years in a module. The lists are containing the names of those officers who have since retired or due to be retired in few months whereas as per CTP, the officers who have attained the age of 57 are to be posted at a centre of their choice as far as possible. It appears that HR department is planning to implement the policy in a mechanical and casual manner. Even the officers from HP and J&K Modules which are having maximum number of difficult and most difficult centres and have to face problems for making relief arrangements in case of officers proceeding on leave have been included in the lists uploaded on Circle Site thereby defeating the very purpose of giving immunity in the matter of inter-module transfer to officers posted in HP and J&K. The facts that they are required to serve at most difficult & difficult centres in rotation is also being ignored. **It is pertinent to mention that as per CTP, the stay tenures at Most difficult & difficult centres are shorter ranging from 18 to 24 months. As such the rotation of officers at such centres is more frequent. Further how can large number of officers, from outside the state who are already dislocated by more than a couple of hundred kilometres by their allocation to J&K or H.P. module, be further posted to a far off remote centres in either of these states.**

As far as J&K Module is concerned, vast areas in the state are still in the grip of terrorism. We hear news of terrorist killings/ encounters almost on a daily basis. Normal life is disrupted by frequent *bandhs & hartals*. Even a small incident flares up into a major political issue like the one we witnessed only last year when the bandhs/ stone throwing incidents continued for a full year up to May 2017. In such a scenario, when even the local officers feel threatened and intimidated, how does the Bank contemplate to ensure safety & security of non local officers, who in the event of Inter Module transfers would be assigned to J&K Module.

It would not be out of place to mention here that certain things although agreed upon were kept out of written documents due to obvious reasons viz. need based inter module transfers, on inter module transfers the officers to be posted in nearby modules as far as possible and be given posting in the transferee module(s) in a nearby place. Ladies to be adjusted as near as possible in such a way so as to ensure minimum dislocation to them. As for as J&K and H.P. modules are concerned, these should not be declared artificially surplus as these modules have maximum number of single officer manned branches and declaring these modules surplus on the basis of proportionate deficit or mis-conceptions is not justified. Moreover, the stay norms of difficult, most difficult and terrorist affected area will require frequent transfers and replacements thereat. As such officers working in these modules should be exempted from inter-module transfers till they are actually surplus.

*We are sure our above concerns on the bilateral issue will be given positive consideration and the officers working in difficult/most difficult centres will be repatriated immediately. You are also requested to issue suitable instructions to concerned officials to conduct modality meeting with Circle Officers' Association to arrive at an amicable solution and continue maintaining cordial Industrial Relations.*

Thanking you,

Yours faithfully,

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(DEEPAK K. SHARMA)  
GENERAL SECRETARY

UNQUOTE