



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

C/O State Bank of India, Local Head Office, Sector 17, Chandigarh  
Contact Nos. : 0172-4567134-133-135, 9501653388  
Email: [sbioa.chd@sbi.co.in](mailto:sbioa.chd@sbi.co.in) [www.sbioacha.org](http://www.sbioacha.org)

Circular No. 2022/58

Date: 09.07.2022

**TO ALL OUR MEMBERS:**

**TRANSFER EXERCISE: FINANCIAL YEAR 2022-23**

We have sent a communication to the Chief General Manager, SBI, LHO Chandigarh on the captioned subject. A copy is enclosed for information.

With revolutionary greetings,

**(Deepak K Sharma)**  
General Secretary

---

2022/09/135

08.07.2022

**The Chief General Manager  
State Bank of India  
Local Head Office  
CHANDIGARH**

Dear Sir,

**TRANSFER EXERCISE: FINANCIAL YEAR 2022-23**

At the outset, we convey our greetings and best wishes to you as Head of the SBI Family in Chandigarh Circle. It gives us immense pleasure and pride that our Bank being the premier financial institution of the country has been able to register sterling performance in each quarter consecutively and the highest ever net profit of Rs 31,198 crore for the financial year 2021-22. You will also appreciate that our officers have contributed relentlessly and stretched themselves beyond imaginable limits to ensure that the Bank grows in terms of business and achieves all the realizable targets even during the pandemic which have been aptly reflected in the balance sheets of FY'21 and FY'22.

2. Sir, you would agree that the human resource is the core strength of any service industry, and the quality of services rendered is directly associated with the employees who are interacting with the customers. If the employees are satisfied & happy, they would put in their best efforts to attain customers' delight and accolades for the organisation. In this backdrop, the issue was taken up by the federation with the Management at the highest level and resultantly the Model Transfer Policy was formulated by the Corporate Centre in 2016, wherein Circles were advised to formulate

their Circle level policies as per the guidelines detailed therein. Accordingly, a mutually agreed and bilateral document - 'Circle Transfer Policy', in consultation with Circle Officers' Association, was adopted and circulated in the year 2016 within the scope of the Model Transfer Policy formulated by the Corporate Centre. In order to strike the balance between changed organisational requirements and aspirations of individuals, the Circle Transfer Policy was duly discussed and mutually agreed transfer policy was signed and circulated on 10.06.2022 . The rationale behind the policy was to evolve a system to take care of the organizational requirements with minimum hardship to individual officers and bring details in the notice of all concerned well in advance. It has also been provided in the Model Transfer Policy as well as Circle Transfer Policy to conduct regular modality meetings with the representatives of Circle Officers' Association to maintain the relevance of CTP at all times in view of changing socio-economic environment and to clarify the ambiguities, if any.

3. We are aggrieved to notice that notwithstanding the provisions of the Circle Transfer Policy and having least regard to the understanding arrived at the Modalities meeting that we had with the HR Department to implement the policy from next year, many officers especially posted in Chandigarh & Panchkula have been transferred to other regions. We strongly oppose such transfers, which we think have been ordered without giving due credence to the understandings arrived at during the modality meetings. **THE POLICY BEING A BILATERALLY SIGNED DOCUMENT, THE IMPLEMENTATION OF THE SAME SHOULD BE AS PER THE MUTUALLY AGREED TERMS. IT IS INCUMBENT UPON BOTH THE PARTIES TO HONOUR IT IN LETTER AND SPIRIT.** The issue was also discussed with AGM (HR) and DGM & CDO and we were assured that matter will be discussed with Panchkula Module, and it will be implemented in a phased manner. To our utter dismay, the Panchkula Module has issued orders in haste and have been implemented hurriedly which speaks volume about the trustworthiness of the HR department. Similarly, we are receiving many complaints of violation of Transfer Policy from other modules also. The repatriation of many officers who have completed their tenure at parent module is also pending. You will also appreciate that the transparency in the functioning of HR will cost nothing but create trust in overall working of the department, help in improving morale as well as employee engagement.

4. Sir, the Corporate Centre has also mentioned in Model Transfer Policy for Scale 1 & 2 officers, duly approved by the Competent Authority in consultation with All India State Bank Officers' Federation, that **though policy covers the officers in grades of JMGS-I & MMGS II, the guidelines may be applied for transfer of officers in the grade MMGS-III also.** Unfortunately, this vital factor has been ignored in the transfer exercise this year. Many officers are eagerly awaiting their transfer orders as many officers of their batch who have joined with them or even after them have been transferred back to their parent modules/networks. Some of the officers who have completed their tenure and are already working far from their hometowns have again been subjected to transfers in the same Networks. They are totally dismayed with this **"Pick & Choose Policy"** adopted by the HR and feeling themselves dejected, rejected and victimized. There are some officers who have been transferred frequently within a short span of time. The promises made to some officers last year by the HR department, while persuading them to join, have not been honored. It also appears that there are no uniform guidelines in the Circle and all the networks are working as independent entities without any coordination. Some recent orders, where the officers have been arbitrarily picked and transferred to the farthest places, are giving an impression that apparently the HR authorities are getting a sadistic pleasure in harassing the officers by transferring them to far-off places.

5. Sir, we have observed that every transfer exercise which is implemented without proper

groundwork in an opaque and unilateral manner is bound to throw up innumerable organizational problems and that is exactly what happened in many orders released during current transfer exercise. We are receiving complaints/representations/ grievances from officers Scale I to scale V. Many officers have proceeded on leave and are unwilling to join their transferee branches/ offices, openly exhibiting their unhappiness about the manner in which they have been transferred and the way the transfer exercise has been conducted. Dissatisfaction, grievance, anguish and even anger was expressed by officers and a steady flow of representations started to pour into the HR Department with copies of them being marked to the undersigned. Every other day, even to this day, the pile of representation is growing thicker & thicker. We are at a loss to understand or figure out a way out of the mess that has been created for reasons best known to the HR officials. We firmly believe that the suspicion grows in a geometric progression in a territory deprived of transparency especially when there are already many doubts in the minds of employees with regard to various parameters and working of the HR department.

6. Further, the unjustified transfers not only amount to avoidable expenses at a time when Bank is taking all steps to curtail unnecessary expenses but also deprive an officer of his lifetime savings in addition to quick exhaust of the accumulated leaves. The officers are finding it difficult to meet social and family obligations. They are unable to educate their children properly and considering the fact that ours is a circle of diverse cultures, languages, ethnic groups and uneven topographies & diversified climatic conditions, the children of such officers are worst affected. In a knee-jerk reaction to officers, some of the officers, as we are told, have been relieved immediately through phone calls, emails and WhatsApp messages. Disappointment, discrimination, and distress prevails across the work force.

7. We also agree that the Bank has to ensure that there are no HR gaps in the various geographical areas where it operates and deficit, if any, is duly met by deploying the officers in the best interests of the bank. Although, we have been regularly impressing upon the HR department to adhere to the policy in a bilateral and transparent manner and implementation be carried out after mutual agreements, but we are finding ourselves clueless about the decision making process to arrive at the policy/parameters for transferring the officials leading to lot of infirmities/deviations in the transfer orders. The displacement of officers on large scale as well as depriving of officers from repatriation/transfer who are already away from their families for a quite long period is unfair. The sufferings of these hapless officers need to be mitigated so that they don't feel discriminated.

8. Sir, our hard working and sincere officers always keep the Nation first, Organization second and the Individual last, and thus will surely give in their best efforts to achieve organizational goals but you may agree that the unfair and arbitrary transfer exercise leading to dismal present situation prevailing at ground zero is not at all favorable for the overall growth of the organization.

9. We have had a series of discussions on this issue with the HR Department, both at the level of modules and at the Circle level. It appears that some of the functionaries at helm of the affairs are drawing comfort in turning a blind eye to the plight of the officers and are only concerned with issues like increasing business performance, compliance, improving RADAR Scores and Ranking matrix. Little do they understand that the growing dissatisfaction and frustration caused to a vast number of officers is going to have serious implications on their work efficiency and as a consequence the overall performance may take a severe blow.

10. Disillusioned, we approach your good self, the head of the family in the Circle, with the hope that you will visualise the pain and anguish of these officers and listen to their silent prayers and will ensure justice and fairness.

11. Sir, you will also appreciate that healthy and vibrant Industrial Relations has its genesis in mutual understanding between the Management and the Association and stems from appreciation of each other's concerns.

In view of the forgoing, we request your good authority to intervene and issue appropriate instructions to the concerned authorities to arrive at an amicable bilateral solution with the Circle Officers' Association and to strike a balance between aspirations of the officers as well as administrative requirements so that the faith that the officers' community of the Circle reposes in your benign self, is strengthened further.

Yours faithfully,

-sd-

(Deepak K Sharma)  
General Secretary