



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

C/O State Bank of India, Local Head Office, Sector 17, Chandigarh
Contact Nos. : 0172-4567133, 2726684 Email: sbioa.chd@sbi.co.in

Circular No. 2018/2

Date: 6.01.2018

TO ALL UNITS/MEMBERS,

STAFF SUPERVISING: OFFICERS SCALE I & II
INTER MODULE TRANSFERS

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

With greetings,

(Deepak K Sharma)
General Secretary

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QUOTE

2018/09/02

06-01-2018

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

Dear Sir,

STAFF SUPERVISING: OFFICERS SCALE I & II
INTER MODULE TRANSFERS

A mutually agreed Circle Transfer Policy in consultation with Circle Officers' Association was adopted and circulated vide HRD No 47 dated 29.12.2016 within the scope of Model Transfer Policy formulated by the Corporate Centre. The rationale behind the policy was to evolve a system to take care of the organizational requirements with minimum hardship to individual officers. It has also been provided in the Model Transfer Policy as well as Circle Transfer Policy to conduct modalities meetings with Circle Officers' Association to maintain the relevance of CTP at all times in view of changing socio-economic environment.

Subsequent to the acquisition and merger of Associate Banks and Bhartiya Mahilla Bank in SBI, we requested vide our letter no. 2017/09/35 dated 1.05.2017 to relook the human resource strategy of Circle and chalk out proper manpower planning in a scientific manner which will help not in addressing the current staff shortage problem to a large extent but also in accessing the future requirements. You are also requested to refer our letter nos. 2017/09/59 dated 8/06/2017, 2017/09/105 dated 9.10.2017, 2017/09/109 dated 16.10.2017, 2017/09/112 dated 24.10.2017 and 2017/09/139 dated 13.12.2017 wherein we pressed upon the Circle Management to discuss important and sensitive issue of deployment of officers in detail to spell out the policy to take out the organizational requirements as well as minimizing the hardship to officers keeping in mind the present scenario after merger as well as geographical and climatic conditions of different parts of the circle. In our various written and oral communications, we also conveyed our deep concern and unhappiness over many incidents, violations and developments in Circle in the matter of implementation of the agreed transfer policy at various levels.

Sir, you will also appreciate that the Circle is passing through a period of transformation after merger of associate banks in SBI and we whole heartedly supported the management for successful implementation of its various initiatives. At this crucial time, it was expected from the Circle Management to handle the sensitive issue of manpower planning with utmost care after taking into confidence all the stake holders to maintain relevance as well as cordial industrial relations. Unfortunately, there was total disregard to the provisions of CTP throughout the year and now the Inter Module Transfer orders have been issued in last quarter of financial year in a very dubious, secretive, ambiguous and illogical manner

without taking into confidence the Circle Officers' Association. There is no transparency and lists have not been uploaded on Circle site. Further, CM(HR) at modules have been asked to maintain secrecy and issue relieving orders in phased manner which itself reveals the bad intentions of HR Department. Even the lady officers who have been till date were exempted or accommodated in nearby modules have been allocated to distant modules.

We repeatedly requested the HR officials to repatriate the officers to their parent Region/Module after completion of their normal tenure. As per CTP, the officials upon completion of tenure at difficult/most difficult centres were eligible for posting at their place of choice. Despite specific stay norms at a centre, even the officers posted in difficult and most difficult centres have been forced to overstay in most hostile conditions ignoring our requests with regard to the hardship faced by these officers. We regularly impressed upon the HR officials, DGMs of the HP and J&K Modules and GM, Network-III to provide relief to these officers working in most hostile conditions after obtaining the options from the officers who are voluntarily willing to serve in those areas as per provisions of Circle Transfer Policy. We are totally dismayed with the callous and casual approach of HR officials at various levels in this regard.

Further, in utter disregard to well established practices that have been followed over years in the circle, officers of HP and J&K Modules have also been allocated on Inter Module transfer to various other modules in the Circle. The spirit and rationale behind allowing exemption from inter-AO transfer to officers from J&K and HP Modules was the fact that the officers from J&K and HP Modules have to serve at areas categorized/declared as difficult/most difficult/disturbed centers in adverse hostile conditions which is typical to only these two modules in the Circle. Surprisingly, these Scale I & II officers have also been transferred to modules resulting in displacement of more than 1000 kms. from their homes. The insensitive and inhuman attitude have been shown towards hardship of families of those officers who have to survive with their bread earners so far away from them that too amidst violence in streets on a regular basis. The concerns of officers posted in HP and J&K modules were also raised in meetings with HR officials and it was specifically pointed out by us that any indifferent approach to deal with sensitive issue may trigger the industrial relation problem in the circle. The issue was further discussed with the General Manager, Network-III and it was assured by him that concerns of these officers will be taken care of and no such orders will be implemented. Keeping in view these facts, we request that this concession should in no case be diluted to maintain the relevance of Circle Transfer Policy which also serves an encouragement to the officers to work in such inhospitable conditions.

It would not be out of place to mention here that the Central negotiating council (CNC) Meeting with the Management was held on 30th October 2017, at the Corporate Centre Mumbai. To minimize hardship to officers and ensure implementation of the model transfer policy objectively, the CDO & DMD advised the circle CDOs that transfers have to be officer friendly and need based only. We should go away with the concept of 7/10 years policy and merely because transfer policy is available, an officer should not be thrown out. Transfers should be minimum and help an officer to be more productive in his work. The sensitiveness of top management was appreciated at all levels and we were also expecting same response and approach in our circle under your leadership and able guidance.

Sir, we are surprised over the functioning of HR Department in our Circle which is losing its creditability in the eyes of employees due to its wrong actions which are anti-officers, anti-association, anti-customers and anti-organization. It appears that some forces or circumstances are compelling the HR officials to act in a manner to spoil the cordial relations in the Circle and HR department is now being known as Harassment Resources Department instead of Human Resources Department. Therefore, you are most humbly requested to intervene and issue suitable instructions to the concerned authorities to arrive at an amicable solution with Circle Officers' Association to resolve the issue which has already vitiated the cordial Industrial Relations in the Circle. Till that time, we most humbly request your goodself to issue appropriate directions to keep these Inter Module Transfer orders in abeyance.

Thanking you,

Yours faithfully,

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(Deepak K. Sharma)
General Secretary

UNQUOTE