

CIRCULAR NO. 06 /2023

DATE : 19.01.2023

TO,
ALL MEMBERS

MODEL TRANSFER POLICY REVIEW 2022 : OUR CONCERNS

We reproduce hereunder the text of the **AISBOF Circular No. 06** dated 19.01.2023, the contents of which are self-explicit.

With warm greetings,

(Amaresh Vikramaditya)
GENERAL SECRETARY

OUR UNITY : ZINDABAD-ZINDABAD
S.B.I.O.A. : ZINDABAD-ZINDABAD

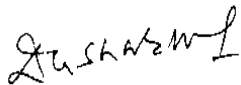
TEXT

MODEL TRANSFER POLICY REVIEW 2022 : OUR CONCERNS

We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for your information.

Yours comradely,



(Deepak Kumar Sharma)

General Secretary

No.6453/04/23

Date: 19-01-2023

The Deputy Managing Director (HR) &
Corporate Development Officer
State Bank of India
Madame Cama Road
Mumbai – 400 021

Dear Sir,

MODEL TRANSFER POLICY REVIEW 2022 : OUR CONCERNS

We refer to the review proposal of the existing Model Transfer Policy of the Bank, circulated vide Circular No.: CDO/P&HRD-CM/56/2022 – 23 dated 22 Dec 2022, applicable for Officers up to Scale V. The policy review, covering officers up to Scale V, and its Pan-India implementation has posed massive organizational and HR challenges and thus we as a responsible Trade Union Organization would like to bring into your kind notice certain issues having greater ramification for your immediate consideration purely on the basis of the feedback received from officers of all cadres across the country.

2. Meanwhile, we have prima facie discussed the issues of concern with the dealing officials at Corporate Centre and we were given to understand that the Circles have been advised to frame their own circle transfer policies in consultation with the respective Officers' associations at the circle so as to arrive at a consensus on the basis of the peculiarity of individual circles, rather than adopting a policy of one jacket fits all. We have received feedbacks from the circles that the overarching clauses of the Model Transfer policy circulated by the Corporate Center has limited the space needed for ensuring HR autonomy at the Circle level which is a pre-requisite considering the variegated sociocultural and demographic set up of the individual circles and we take an exception to that extent.

3. Though some of the provisions enumerated in the policy are found appropriate and adequate to serve the interest of the officials as well as the organization better, yet some have been found inappropriate considering the differences in terms of issues confronted by the individual circles as well as on the pretext of its feasibility and cost effectiveness. The clause 4.4 of the policy states that **"the continuous stay of an officer in a Zone/ Module would be a maximum of 7 years."**

Sir, implementation of this clause would result in massive dislocations of the officers across the Bank involving more than 40% of the Junior and Middle Management level officers being subjected to transfers. This will further result in:

- Exorbitant increase in cost on account of transfer.
- Massive business disruptions, as many of those officers might have been manning the branch operations for considerably for a shorter span of their assignment and their

sudden movement might impact in smooth sailing of the branch functioning and the initiative started by them might get stuck up midway.

- Frequent movements on account of Maximum stay at a branch/office, inter region transfer, Module Transfer etc will definitely bring hardship for the officers restricting them to settle down and make organizational as well as personal plans.
- Double whammy for the officers who have opted-out from promotions only to be with their families due to various personal challenges, and
- Reduction in the center stay for officers who have been transferred out of a region after 5 years of stipulated stay and again have just completed seven years in the module.

Thus, all the objectives outlined in the policy – viz- **the reduction in cost of transfer, minimizing business disruption, reducing hardships of the officers and increase in average center stay for the individual officer**, will stand defeated by this large-scale transfer exercise if undertaken by the Circles.

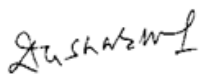
4. All the 17 Circles of the Bank are distinct in their own way on account owing to different geographical and socio-economic factors. There are circles where one whole State, spanned across hundreds of kilometers is one single module, and there are Circles where there are 3-4 Modules within a state. A pan-India implementation of such a policy would not only result in destabilization of officials and their families but will also drastically impact the human resources allocation in the circles apart from the cost factor that will impact the bank in a big way.

5. Sir, we are very much concerned apprehending the impact this policy can have on the morale of the officers and resultantly on the business of the bank. We thus request your good office to allow requisite autonomy to the Circles to review the implementation of this clause as per their geographical and manpower requirements.

Seeking an immediate response from your office,

Thanking you,

Yours faithfully,



(Deepak Kumar Sharma)
General Secretary