

CIRCULAR NO. 75 /2020

DATE : 11.05.2020

**TO,
ALL MEMBERS**

COVID-19 – ISSUES INVOLVED IN MOVEMENT OF OFFICERS
TRANSFER EXERCISE FOR THE YEAR 2020-21
OUR CONCERNS AND SUGGESTIONS

We reproduce hereunder the text of the AISBOF circular No. 75 dated 11.05.2020 , the contents of which are self-explicit.

With warm greetings

(Ajit Kumar Mishra)
GENERAL SECRETARY

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

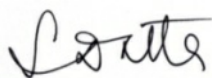
TEXT

COVID-19 – ISSUES INVOLVED IN MOVEMENT OF OFFICERS
TRANSFER EXERCISE FOR THE YEAR 2020-21
OUR CONCERNS AND SUGGESTIONS

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 information.

Yours comradely,



(Soumya Datta)
General Secretary

The Chief General Manager (HR)
State Bank of India
Corporate Centre
Madame Cama Road
Mumbai – 400 021.

Dear Sir,

COVID-19 – ISSUES INVOLVED IN MOVEMENT OF OFFICERS
TRANSFER EXERCISE FOR THE YEAR 2020-21
OUR CONCERNS AND SUGGESTIONS

We invite your kind reference to various correspondences on the measures to be initiated for the welfare of our officers during the present pandemic. We sincerely thank the Management for taking several initiatives for the safety and welfare of the officers. The entire banking industry is emulating the initiatives implemented by our esteemed institution.

The entire promotion exercise for the year 2020-21 was conducted in a commendable and exemplary manner by the Bank Management in total adherence to government guidelines on Social Distancing and minimising movement of personnel. With the same spirit and keeping in view the increasing instances of Covid-19 detection and the anticipated spike by way of a second wave as being predicted by experts, the transfer exercise for the year may also be conducted in tandem with national priorities and the prevailing situation at the ground level.

We would like to offer our views on the transfer exercise for the mutual benefit of Bank as well as officers in the 'unpredictable' future:

- i. Transfer is a crucial part in the employment/personal/family life of any officer. It not only involves movement of person but also family including aged and children. Various Governments have introduced different measures to overcome the evil effects of COVID-19. Among these, the commonality is social distancing or physical distancing. People, across the country, irrespective of caste, creed and religion have developed "*Paranoid Schizophrenia*". They have started looking at others with suspicion as if the other person may be asymptomatic or carrier of COVID-19 virus. As you are aware that the worst affected sectors are hospitality, transport and aviation. In the given circumstances it will be immensely difficult to go to a new place and search for an accommodation/school.
- ii. In several states, re-opening of schools/colleges was postponed to August/September. Various educational institutions including prominent ones like IITs/IIMs are conducting their session exams online and also postponing reopening of their campuses to September, 2020. The anticipated exponential growth in COVID-19 may result in extending this date further. Online coaching by the present schools/colleges have commenced and 1/3rd of the syllabus will be completed by the time the schools/colleges are re-opened. Change of school/college at this juncture may not be in the interest of the children of officers.

- iii. Shifting of families, searching and getting houses for rent would be difficult as the owners/Residential Complex Associations are likely to be reluctant to allow new/unknown persons into their premises/complexes.
- iv. It will normally take one to two weeks to locate and finalise the negotiation for an apartment/house on rental. Since, no hotel/lodge is likely to be opened in near future, a temporary accommodation for officers in the new place could be difficult to obtain.
- v. Movement of old aged and sick dependents especially parents and in-laws is fraught with risks.
- vi. The 'hostile' attitude to unknown people and the emotional requirement to stay with the family in such difficult times, transfers should be made mostly to facilitate to go / stay near the family.
- vii. Shifting of goods needs allowing unknown people (packers and movers) into our houses may invite unwarranted grave risks.
- viii. The possibility of keeping the families in their present place of postings and moving singly to new places cannot be ruled out. In such circumstances, the officer will struggle for basic needs and also worry about his/her near and dear ones and may find it difficult to focus on business development. The fear of threat to personal and family safety will definitely be continuously lingering in the minds of officers.
- ix. Restricted transfers based on repatriation will be beneficial to a large section of the officers' fraternity.

Under these circumstances we offer the following suggestions in the transfer policy for this year i.e. 2020-21:

- i. Transfer of all categories of officers irrespective of their scales may be restricted to barest minimum. However, margin may be allowed for repatriation of officers posted at difficult/most difficult centres to their centre of choice as per the existing norms
- ii. Transfers may be limited to the extent of CVC guidelines. Even in these cases also transferring to a nearby branch/outfit and change of positions in comparably larger establishments may be considered
- iii. Cut off date for all transfers as per CVC guidelines to be taken as 30th June'21. CVC should be approached by the bank to revisit their guidelines as a special case for this year
- iv. The upgraded branches may be allowed to run with the existing incumbent since the branches have been upgraded because of the performance of the incumbent officer
- v. The period of "centre stay" may be extended by one more year and 'routine' transfers due to 'exceeding the stipulated period may be waived.
- vi. Repatriation transfers on mutual basis for both Inter module and Inter Net Work may be considered on the similar lines of ICT, keeping in view the humane angle, as officers would already have undergone lot of hardship and would have planned their personal priorities based on expectation of repatriation.


- vii. Flexibility may be given to Circles on transfers depending on local conditions.
- viii. Exemption from RUSU may be considered for mandatory transfers since large number of POs/TOs/other officers due for RUSU are supposed to report for their RUSU
- ix. Special cases may be considered for exemption based on their previous medical history, present family condition, Working spouse, specially abled, Persons with Disability (PwD), Care givers, senior officials above 57 years with co-morbidity viz. diabetes and hypertension, heart diseases, renal problems, cancer etc.
- x. Retention of SMGS IV & V officers domiciled in the Circle instead of routine transfers to other circles having 'exceeded' a certain period of stay and getting the vacancies filled in with officers from other Circles.
- xi. Date of release of officers of SMGS-IV & V grade may be in sync with the relieving dates of ICT.
- xii. The policy may be reviewed after relaxation of COVID-19 restrictions by the Government

We, therefore, urge upon you to consider the difficulties likely to be faced by our **“Corona Warriors”** in the existing scenario and arrange for a revised transfer policy for the year 2020-21. We also request you to extend these to all categories of officers.

‘Stay Safe, Stay Healthy’

With regards,

Yours Sincerely,



(Soumya Datta)

General Secretary