



**Canara Bank Officers' Union [Regd.]**  
[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]  
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CIRCULAR 2 /2014

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TO ALL MEMBERS

Dear Comrades

### **NEED FOR A TRANSPARENT FAIR TRANSFER POLICY**

Transfers in Banking Industry for employees in general and Officers/Managers in particular are enumerated by Ghosh Committee Recommendations. According to the committee's recommendation transfer of an employee/Officer is necessary so as to ensure that vested interest is not created in the minds of the Employee (be it a workmen or officer/Manager).

The Workmen transfers are restricted to the linguistic states and restricted to a short distance as per the understanding of the Management with Canara Bank Employees' Union. However, the transfers of Officers /Managers are not restricted and it can be pan India Transfer.

The transfer of Officer/Manager are in general for 3 years and is subject to a the guidelines announced by the Government/Bank from time to time. It is our experience that there is a written documented Transfer Policy in various banks such as State Bank of India, Bank of Baroda, Punjab National Bank, Oriental Bank of Commerce, Vijaya Bank, Corporation Bank , Karnataka Bank Ltd etc., However in our Bank, the transfers are guided by a Guideline issued by way of LDGM in the year 1998 following the demand of CBOU as decided in its Lucknow CC and through continuous organisational pursuit including suumission of Memorandum, dharna and demonstrations in front of Circle Offices and Head Office during 1992. The guidelines are to be revisited by our bank to suit the present day conditions.

The so called majority organisation for Officers instead of protecting the interest of the Officers/Managers , has never demanded a written documented transfer policy form our Bank. Instead, the so called majority organisation for officers is utilising the situation to threaten the members and to keep the members at tender hooks every year.

We have witnessed in the last one decade or so different yard sticks followed by various circles and circle heads for transfers to suit their individual agenda of their circle alone. Many a times it is observed that an officer/Manager is put to lots of hardship besides financial loss to the family.

After a through debate in our last Central Committee Meeting held during August 2013 at Mamallapuram, and after carefully analysing the policy of transfers existing in various banks, our Central Office submitted a model draft transfer policy guideline to our Bank.

We are happy to reproduce the Model draft transfer policy guideline to our members with a request and advise to circulate amongst all the Officers community .

With greetings

**M A SRINIVASAN**  
GENERAL SECRETARY

## **DRAFT TRANSFER POLICY FOR CANARA BANK OFFICERS**

The transfer policy in our Bank is un codified till today. Way back in 1998 there was a communication through LDGM : PWPM:LDGM1/98:SRS DATED 19 3 1998 enumerating the policy guidelines in respect of transfer in our Bank.

But experience shows that the guidelines are rarely followed by our Bank and every year a different model is adopted by our bank which lands ultimately in the de motivation of Officers leading to business reduction in our Bank.

It is also seen that various other banks have their policy codified and updated at regular intervals taking into account the requirement of the Bank.

It has been a long standing demand of CBOU that our Bank puts in place a policy guideline on transfers for Officers up to scale III so that the officers will be able to balance their personal life vis a vis their career progression. The untimely transfers affects the morale of an Officer ultimately leading to business loss to our Bank . This has been the position for the last 15 years.

Hence we submit the following draft transfer policy for our Head Office to consider.

### **TRANSFERS ARE CLASSIFIED INTO THE FOLLOWING CATEGORIES:**

1. Promotion transfers
2. Rotational transfers
3. Request transfers
4. Compassionate ground transfers.

### **APPILICABILITY:**

1. All the Circles shall be classified into Linguistic States for transfer purposes.
2. All transfers of Officers up to Scale III shall be governed by the Transfer Policy for Officers.
3. All Transfers listed hereinabove up to point 4 shall have to be synchronized so as to have sufficient vacancies to accommodate the requirements of the individual and also the need of the institution.
4. The stay of an Officer in place where more than one branch is available may be for a period minimum three years and maximum of 5 years.
5. Where more than on linguistic state is falling under the Circle concept, then the transfers are to be restricted to the linguistic state to an extent possible.
6. In the matter of promotional posting, the resultant vacancies after adjusting the request transfers from other circles should be filled up based on descending order of age (older in age to be retained nearest and the younger in age has to be placed accordingly).

7. While effecting the transfers of Officers, the exemption to the following categories are to be considered according to the following priorities.
  - a. Officers served in North Eastern Region including Andamans and Nicobar Islands.
  - b. Officers who attained the age of 57 years .
  - c. Physically challenged Officers as per the Government Notification
  - d. Women Officers
  - e. Office Bearers up to Central Committee members – atleast one representative for each circle to all the Officers organization equally.
  - f. Officers who have serviced the Tribal/Difficult area as decided by the respective State Government/bank.
  - g. Any Officer who has undergone serious ailments, listed in the Joint note signed between 4 apex level Unions with IBA.
8. Compassionate Ground Transfers.  
 Any Officer affected by health or certain peculiar family problems may apply for a transfer to his place of choice and the competent authority to consider the same and the competent authority should be at the Head Office of the Bank.
9. Consideration of the transfers should be delinked from Leave availed by an Officer as the leave accrued to all officer is earned by the Officer.
10. The distribution of the branches based on linguistic States are as under.

Tamil nadu	: CHENNAI, TRICHY, COIMBATORE AND MADURAI
Kerala	: CALICUT AND TRIVANDRUM
Andhra Pradesh	: HYDERABAD, VISAKAPATINAM
Karnataka	: BANGALORE, BANGALORE RURAL, HEAD OFFICE, SHIMOGA, HUBLI, GULBARGA, MYSORE, GOA & MANGALORE, INSPECTION
Delhi	: DELHI, JAIPUR, AGRA, LUCKNOW, CHANDIGARH, KARNAL, MEERUT& DEHARADHUN.
North Eastern Region	: PATNA, RANCHI , KOLKATTA, BHUBANESHWAR, & GAUHATI
Maharashtra	: MUMBAI, ID MUMBAI, PUNE, NAGPUR, BHOPAL, AHMEDABAD.

## **AIBOA Circular No.6/VI/2014 DATED 04.03.2014**

Dear comrades,

### **WAGE REVISION 9TH ROUND STUCK AT MID WAY**

1. The talks scheduled to be held on 13th February 2014, after our 48 hours strike, was to be postponed due to the preoccupation of the Chairman Negotiating Committee, IBA with the external authorities outside the country. Hence the 9th round of wage talks, was held at Mumbai, with all the eleven unions, as usual yesterday.
2. The IBA team was headed by Shri T.M.Bhasin, Chairman, Negotiating Team, Shri Rajiv Rishi, CMD, CBI, Shri R.K.Dubey, CMD, Canara Bank, Dr.J.N.Mishra, DMD, SBI, Shri Shyam Srinivasan, CEO, Federal Bank, Shri Rakesh Sethi, ED, PNB, Shri M.V.Tanksale, CEO, IBA and Shri K.Unnikrishnan, Dy. CEO besides IR department officials of IBA.
3. It was bolt from the blue IBA stuck to 10% wage increase on payslip components by reasoning alarming increase of bad loans in the Bank, huge provisioning for pension as per the AS15 besides other external compulsions though it is not mandatory. The 48 hours strike in February 2014 clearly demonstrated the seething anger of the workforce who are denied to have the share in the Gross profit cake ie; a minimum of 10% on the gross profit for the year ended 31.03.2012.
4. The offer of the IBA was rejected by all the representatives of the Unions in one voice. The other issues prioritised by UFBU in the morning meeting, were effectively placed to IBA team viz.,[i] 5 days Banking [ii] Regulated Working hours for officers [iii] improvement in Pension related issues [a] updation of pension [b] 100% DA Neutralisation and [c] Family Pension [iv] 100 reimbursement of hospitalisation expenses [self, spouse and dependents].
5. The IBA proposal of 10% [ie] in quantum wise, payslip component of Rs.3150 crores together with Rs.260 crores for allowances etc., resulting in an overall cost of Rs.6740 crores with a condition tagged in the matter of loading of 2% for construction of pay scales. The new emerging external environment in the matter of release of 10% to Central Govt., Employees and retired employee [to benefit 50 lacs + 30 lacs] coupled with merging 50% DA with basic pay as one of terms of the reference in the 7th Pay Commission having a financial impact of over Rs.11000 crores, besides an agreement recently arrived in the steel sector exclusively for [BP + DA] increase and an interim relief of 27% considered by A.P.Govt.
6. Tomorrow, the Chiefs of the PSBanks are scheduled to have a meeting with Hon'ble Finance Minister and also Secretary, DFS. As per the reliable information one of the items listed for discussion is wage revision in the Banking Industry. IBA has informed that they will revert back after the meetings to inform the position to unions
7. AIBOA, as already expressed in clear terms, in retaliation to the FM statement on 11.02.2014, that we need reasonable respectable wage increase considering the four factors-risk, responsibility, accountability and transferability and also wage differentials earlier arrived at on account of Pay Commission from PCR period 1974.
8. Every item is linked to a cost. In the absence of the quantification of the cost on the issues raised in this round, IBA sought time to respond to our basic demands.

If we put it, the talks are stuck at midway, it is not an exaggeration.

Await developments.

Yours comradely,

/sd./S.NAGARAJAN/

GENERAL SECRETARY