



Canara Bank Officers' Union[Regd.]

[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]

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To

**THE CHAIRMAN
CANARA BANK, HR WING
HEAD OFFICE
112 J C ROAD
BANGALORE 560 001**

Dear Sir

SUB :: GENERAL TRANSFERS 2020

**Ref: OUR LETTERS CBOU/18/2019, 13/2020 & 14/2020 DTD 07.12.2019,
20.04.2020 & 21.04.2020**

Sir, let me start with quoting of one of our Founding Principles

**"To develop a concern for fellow human being and sensitivity to the surroundings with
a view to make changes,/remove hardships and sufferings"**

Our union wishes to place the concern on the communication HRW PM 226 2305 2020 DTD 16.06.2020, issued by our bank, addressed to all the Circle Heads, regarding deferment of Transfers for the Current year. The communication on the maiden transfer exercise under the amalgamated entity has created a mixed feeling amongst the officers. The first time introduction of online application for transfer in HRMS during the second phase of national lock down had sown in the rays of hope in the minds of all Officer employees and the kick start of transfer exercise starting from Scale 8 has added more confidence that the entire transfer exercise will be completed at the earliest.

In peer banks like UCO Bank and Central Bank of India, a Board approved, negotiated and documented transfer policy for officers is in operation and if any amendments/ improvements to be made in the larger interest of the officers, it is implemented after due discussions with the officer organisations in the bank.

Whereas in our Bank, only the Promotion policy is implemented each year by such a negotiation whereas still, the only available operating guideline on transfer of officers is a Letter From the Desk of General Manager (LDGM) addressed to the Circle heads, bearing

reference number PWPM:LDGM:1/98 SRS dated 19.03.1998, wherein the term of 3 years only is stipulated for an officer to be considered for a transfer to his place of choice along with other guidelines such as number of principal officer bearers of majority organisation and other organisations eligible for transfer protection and the tenure of such protection.

We wish to draw your attention on the letters referred above, wherein we have escalated the hardships faced by the officers working away from home. We now wish to submit the following for your perusal;

1. An officer who is transferred to different locations face genuine hardship, consequently family and transferred officers develop a feeling of insecurity.
2. While drawing any decision the same should Address social and personal needs of Officers thoroughly Complying all Government guidelines,
3. The existing guidelines on transfer of Officers is contained in PWPM:LDGM:1/98:SRS dated 19.03.1998 speaks of One Term "3 Years" as required for consideration of transfer.
4. An officer who undergoes a transfer or placement at different locations must be allowed to join spouse, children and parents living in different locations after completion of a specific tenure. As per the existing guidelines all officers working outside home state have been keenly awaiting transfers, in full enthusiasm to rejoin their family, Parents and Children.
5. That the selfless role of our banking sector employees and officers, especially during the Pandemic is to be highly appreciated and honoured. Many of our Officers have spent almost 3-4 months now, almost in isolation, away from Parents and family. Their entire routine has been changed.
6. Aged Officers, at the verge of Retirement (to superannuate within 1-2 year) were facing hardship, with a hope to return home at the last year of retirement. When on one side the Government of India itself has extended relaxations for Women and Sick above the age of 55years, these officers have risked their life to work for the growth of our bank during the Pandemic.
7. Young officers who have joined our bank and eSyndicate bank have been eagerly waiting to join their family and small children back home. It is understood that many officers in eSyndicate Bank who have joined during May 2014 & May 2015 even after having spent nearly 6 years of service out of State are awaiting Home State Transfers.

8. Women officers working within/outside their home state, away from Home and waiting to join their spouse, children and Parents.
9. Such deferring of Inter Circle transfers, will lead to denial of preferred placement for those returning from out of state/circle service. You may note that it has been a Privilege extended to Officer employees who return from Out of Circle Service that the first choice of theirs may be considered, superseding any other requests present at that time.
10. That the apex level organisations for officers namely AIBOA, AIBOC, NOBO and INBOC had submitted a joint representation to DFS during may 2020, requesting for deferring the transfer of officers, "compulsorily", in the name of CVC guidelines only.
11. That Peer banks like SBI and Bank of Baroda has recently released official communications on commencement of transfer exercise/ relief of officers transferred, restricting the same to request transfer applications, with a dead line for the exercise.

Sir, a Happy employee only can deliver best result for the Organisation. It should be appreciated that country has started National Unlock to move on & is moving on with Confidence. Full lockdown of certain areas cannot be treated as a reason to deny the genuine demands of the soldiers of our Financial Army as a whole. Our Bank has a history of having overcome all such testing times and have supported its employees always. We have successfully implemented netting of the transfers Circle Wise. We request your good office to try to Net the Transfers RO wise this time so that maximum hardships can be avoided. The immense mental agony suffered by our own Team members, who have fought with us, shoulder to shoulder for the betterment of our Bank has to be empathetically approached.

The union therefore requests your good office to consider favourably the following;

1. That all Intercircle Requests from those who have completed a Term of Three Years out of Home state,
2. That all such officers who have requested transfer on basis of Medical needs of Self, Spouse, Children and Parents (with proper proof of illness) wherein a Term of Three years has not been completed.
3. That of all such officer employees who had reported during the year 2017 after 30th June due to administrative reasons either on promotion or otherwise, those who were transferred out of Home State in the subsequent modified list in the year 2017 should also be considered.
4. That all such Officers who are having a residual service of less than 2 years and waiting for transfer to Native place/ home state.

5. That all such Agriculture Extension officers and directly recruited Probationary officers inducted by the Bank during July -August 2017 may be considered under Waiver of Active Service Clause.
6. An additional 7 days leave maybe permitted apart from Joining time for those who are being transferred out of State. Any such officers transferred out of State may be facilitated with postings at City headquarters and provided with Quarters to tide over initial difficulties of settling down.

Hence our union places the request to the administration to carry out the transfer exercise for the year 2020, according top priority to the request transfer application of officers as listed above, subject to the regulations of the Pandemic as prescribed by the Government of India and respective state governments, thereby keeping the morale of the officers high.

Union is hopeful that the above suggestions will be considered positively in the best interest of eagerly awaiting officer employees. We are also hopeful that necessary steps will be implemented for safe transportation of the transferred officers and their belongings in coordination with state authorities wherever inter-state transfers are involved. Hope necessary advisory will be issued and actions initiated at the earliest and oblige.

Thanking you

Yours faithfully



H VINOD KUMAR
GENERAL SECRETARY

Copy to :: Members of the Board