



# ALL INDIA BANK OF BARODA KARMACHARI SENA

(Regd. No. H. O. 3 - 9129)

**Affiliated to** : Bank Karmachari Sena Mahasangh,  
Shiv Sena Bhavan, Mumbai.

**President** : Hon. Shri. Sudhir Joshi (Shiv Sena Leader)

**Working President** : Hon. Shri. Anil Desai (M.P. & Shivsena Party Secretary)  
(Member of Parliamentary Committee on Finance)

**Office Address** : 10/12, Bank of Baroda Bldg. (MMO), Mezzanine Floor, Mumbai Samachar Marg, Fort, Mumbai - 400 001.

**Phone** : 022 - 4046 8011 **Website** : www.banksena.com **E-mail** : bobksena@yahoo.com

Circular no.: 2021/13

**Date :19<sup>th</sup> July, 2021**

Dear Members,

JAI HIND !

## **OUR efforts yield result IZT Policy Changed for Current Year 2021**

We have persuaded popular demand by Bank Of Baroda Officers for change of INTER ZONAL TRANSFER POLICY since Bank has issued Circular No. BCC:BR:100:300 dated 08/06/2018.

We were the **ONLY UNION** who opposed the above policy vide our **Circular No. 2018/017 dated 14/06/2018 and therefore the Policy was not implemented.**

We have written many letters to top management logically pressing our demand. We wrote to General Manager (HRM & CLO) vide letter No. **BOBKSENA/2018/224 dated 25/09/2018** and we have informed our members vide **Circular No. 2018/25 dated 25/09/2018** about our actions.

We met top executives personally and also via virtual Meetings in this regard. We even organized Demonstrations at BCC. Our all efforts are made known to Barodians through our Circulars and WhatsApp messages (all Circulars/ letters are updated on our website <https://www.bobksena.org>)

**No other Union strived so hard.**

Our special thanks to **Shiv Sena Secretary Hon. Sri. ANIL DESAI, Member of Paliament** for his convincing talks with the highest management.

**On 19 June 2021, we had Meeting with ED (HR), CGM (HR - Strategy Planning), DGM (HR) at Baroda Corporate Centre.**

We have already made public the details of our talks with management on 19th June, 2021 on the very same day.

ED & CGM were positive in this issue. There was also a discussion about the court case which was filed for holding up promotion results which created a ripple effect in the form of hindrances in this year's transfers as well as change in IZT policy thereby causing delay.

Despite of positive management attitude, we did not rest. We issued our Circular no. **2021/ 11 dt 6 July, 2021 on "Delay in Inter Zonal Transfers."** In that Circular we requested management to change the then unpopular and unjust Transfer Policy and immediately issue IZT Orders.

In that detailed Circular, we compared Bank of Baroda IZT Policy with five other large Public Sector Banks in a tabular format (given below). By comparing IZT Policy of six large banks, we proved how **our policy is inferior** to others. With minute details we proved our points.

We provide below a comparison chart of **IZT** in various Banks –

| SR NO | BANK OF BARODA  | PUNJAB NATIONAL BANK     | STATE BANK OF INDIA      | UNION BANK OF INDIA     | CANARA BANK               | CENTRAL BANK                              |
|-------|---|--------------------------|--------------------------|-------------------------|---------------------------|---|
| 1     | NO CRITERIA SPECIFIED FOR LONGEST STAY BASIS.NO CLARITY ON STAYAND TENURE | NO LONGEST STAYBASIS     | NO LONGEST STAY BASIS    | NO LONGEST STAY         | NO LONGEST STAY           | LONGEST STAY FOR MUMBAI & PUNE ZONE ONLY. |
| 2     | INTERZONAL AFTER 6YEARS   | INTERCIRCLE AFTER3 YEARS | INTERCIRCLE AFTER 3YEARS | INTERZONAL AFTER3 YEARS | INTERCIRCLE AFTER 3 YEARS |   |
| 3     | TRANSFER LINKED TOPERFORMANCE SYSTEM                                      | NO LINKAGE               | NO LINKAGE               | NO LINKAGE              | NO LINKAGE                | NO LINKAGE                                |

|   |  |   |   |   |   |   |
|---|--|---|---|---|---|---|
| 4 | MARRIAGE GROUND CRITERIA IS PRESENT BUT CASES ARE PENDING SINCE LONG | MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT. | MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT. | MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT. | MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT. | MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT. |
| 5 | NO SPECIFIC EXERCISE FOR INTER REGION                                | POLICY IS PRESENT   | INTER-REGION APPLICATIONS ARE SOUGHT AFTER 3 YEARS                      | POLICY IS PRESENT   | POLICY IS PRESENT   | POLICY IS PRESENT   |

Despite of knowing about imminent policy change, we continued our pressure tactics.

On 9<sup>th</sup> July, 2021, we organized **PLACARD holding peaceful Demonstrations** in front of **17 Regional, Zonal Offices and also at BCC. Memeber and Non-member Officers participated in large numbers.** Everywhere women's participation was noticeable.

**Within a week of our Demo, the result came. Now every officer upto scale III is happy.**

Those who have completed **tenure of 4 years** (earlier stipulation 6 years) in a Zone/Zones, other than their parent Zone as on 31 August, 2021 are eligible to go back to their parent Zone. It's good news for those waiting to go back to their parent Zone.

Friends, tell every Barodian from everywhere in the country, irrespective of their Union/Association, that it's their **victory enabled by "All India Bank of Baroda Karmachari Sena."**

Now every Union has started issuing Circular and want to get credit of the same but our Union actually took various steps as mentioned above which everyone can **JUDGE** on their own. Therefore we were not in a hurry to issue Circular because we are not in a **RACE**.

We are not going to sit pretty. We will continue to fight for just & fair but easy & transparent IZT Policy.

Be assured of further improvement in IZT Policy. It's our promise to every Barodian.

Yours faithfully,



**(VINOD NIKAM)**  
General Secretary

***All India Bank Of Baroda Karmachari Sena Zindabad !***



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Website : www.banksena.com E-mail: bobksena@yahoo.com

Circular No. : 2018/017

Date : 14<sup>th</sup> June, 2018.

**THIS TRANSFER POLICY IS THE WORST EVER POLICY FORMULATED BY ANY BANK.**

The most painful aspect is : This ANTI OFFICERS TRANSFER POLICY is formulated in consultation with "All India Bank of Baroda Officers' Association" (AIBOBOA).



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Ref. No. : BOBKSENA /2018/224

Date : 25<sup>th</sup> September, 2018.

To,  
General Manager (H.R.M & CLO),  
Bank of Baroda,  
Head office,  
Baroda.

**Sub : Transfer Policy for Officers.**

H.R.M. Department at Corporate level issued Circular no. BCC/BR/110/300 dated 08.06.2018 and announced Bank's New Transfer Policy.

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Website : www.banksena.com E-mail: bobksena@yahoo.com

Circular No. : 2018/25

Date : 26<sup>th</sup> September, 2018.

Since the very first day of announcement of this Transfer Policy we are strongly opposing it. We are opposing it tooth & nail because it is UNJUST, HARSH and CRUEL.

We are raising this issue continuously with Management in all our meetings with them.

