



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)
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Circular no. : 2021/11

Date : 6th July, 2021

To,
All Members
NAMASTE !

Delay in Inter Zonal Transfers

On 19 June, 2021 we had pre - scheduled Meeting with ED (HR), CGM (HR - Strategy Planning) and DGM (HR) at BCC, Mumbai.

During discussions, we expressed our displeasure in the matters of Inter Zonal Transfers of OFFICERS.

Employees who are eligible for IZT from **LAST TWO YEARS** from all Zones are at disadvantage. Either they will not be transferred because of **NO VACANCY** OR they will be transferred at places not so convenient for them. **It's unjust.**

Management appears reluctant in reducing present tenure for Inter Zonal transferee **OFFICERS**. As of now, **It's six years.**

We refer to our Bank's letter no. BCC:BR:112:789 dated 31.12.2020 regarding Inter Zonal Policy. After issuance of this Circular, we conducted a Survey, more than 2100 employees voted for the same. Nearly **86% staff are dissatisfied** with our Bank's IZT Policy.

This year's Inter Zonal Transfers of Officers are held up. It's very cruel for those who have completed their mandatory tenure of six years.

The reason for delay in Inter Zonal Transfers of OFFICERS is **non - declaration of final PROMOTION Lists** to various scales. Promotions and general Transfers are inter - related issues.

Delay in declaration of final **PROMOTION RESULTS** has become way of life at Bank Of Baroda. The delay is of minimum six months

This year the same story of last year is repeated. **DITTO !**

Last year one of the Officer's Association went to court. Subsequently with an undeclared understanding with Management they withdrew the case. Promotees got their new designation after six month delay.

This year too Court case has stalled the results. Results are in parking lot. **The same Management, the same Association.**

This week, understanding may emerge and results will be declared.
Thereafter Transfer process will start moving.

Management is not playing it's role properly. Association is delaying the process by taking it on Court route. Thereafter they reach at undisclosed understanding.

This Annual FARCE should stop.

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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 STAY AND TENURE	NO LONGEST STAY BASIS	NO LONGEST STAY BASIS	NO LONGEST STAY	NO LONGEST STAY	LONGEST STAY FOR MUMBAI & PUNE ZONE ONLY.
2	INTERZONAL AFTER 6 YEARS	INTERCIRCLE AFTER 3 YEARS	INTERCIRCLE AFTER 3 YEARS	INTERZONAL AFTER 3 YEARS	INTERCIRCLE AFTER 3 YEARS	
3	TRANSFER LINKED TO PERFORMANCE 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

We therefore have demanded :

1. The Policy seems to be very much one-sided and can be used as a weapon to threaten the Staff. We therefore demand that it should not be used against the Employees as per the whims of Management.
2. In No other Nationalised Bank gradation or Performance system is linked to IZT. This clause is an injustice to all.
3. We Suggest that the Number of times the request to be made for an IZT to be modified to TWICE IN A CADRE from TWICE IN ENTIRE CAREER, the latter seems to be Unfair
4. It is found that Reference of Govt. guidelines or CVC are quoted in the Policy. But the BCC or Administrative Offices are deliberately given a complete skip. Is there any specific clause for them?
5. The previous policy of IZT wherein a criteria of retransfer was of 3 years is also modified to 6 years. We demand restoration of the 3 years Criteria.

We strongly demand immediate implementation of current year's IZT exercise

Thank you.



VINOD NIKAM
General Secretary

All India Bank Of Baroda Karmachari Sena Zindabad !