



## ALL INDIA UCO BANK EMPLOYEES FEDERATION

(AFFILIATED TO AIBEA) REG. NO. 3489/CNI

10, BTM SARANI, 2<sup>nd</sup> Floor, KOLKATA - 700001

REGD OFFICE : CHENNAI(UCO Bank, 328, Thambu Chetty Street, Chennai-600001)

Email ID : [AIUCBEF.IN@GMAIL.COM](mailto:AIUCBEF.IN@GMAIL.COM)/ [STAFFUNIONWB@GMAIL.COM](mailto:STAFFUNIONWB@GMAIL.COM)

Mob No. 9830018941/7003608652

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Dated 27/04/2026

The Chief General Manager  
HRM, PSD, OL & Training  
Head Office

Dear Sir,

### Sub: Postings of New IBPS Candidates – Non-Consideration of Pending Request Transfers

Further to our recent communications on the above , we are constrained to submit that many of our units have expressed their resentment over the attitude and approach of the Zonal level Managements who are set to disturb the years long tested practice while posting the new recruits in clerical cadre. We are also deeply concerned over the helpless response from HRM, Head Office in dealing with our complaints.

Needless to recall that ever since IBPS recruitment process came into existence , it has been the practice that Head Office while allocating the number to zones , send advisory about the norms to be followed in posting the new appointees. Thus till couple of years back , Zonal offices accorded priority to pending eligible request transfers - after addressing the needs of zero clerical branches- and fill up consequential vacancies from the new candidates. However , in the last few years there have been confusion as the vacancies were/ are identified for postings of new clerks by HO with out ensuring consideration of request transfers , resulting there in the new clerks are posted to branches to where requests are pending from existing employees who are waiting for a long time to join their spouses or parents or for their own health issues. Zonal offices too show their deaf years to the plea of employees and our state units. There are Zonal Heads who are willingly suppressing the facts to HO about the pending requests.

Further, this year, the Head Office issued the advisory prior to the completion of the DV process, and without specifying state-wise or zone-wise vacancies. This has led to considerable confusion,

particularly in states operating under a nodal Zonal Office system. In the absence of clearly stipulated vacancies, many zones faced difficulty in determining their allocated positions.

It is important to note that award staff are not covered under the ATE process, and request transfers remain the only established and standardized mechanism, as outlined in various circulars issued by the Bank from time to time. A large number of employees have been awaiting relief for prolonged periods due to genuine personal and family hardships, with the expectation that their requests would be considered during the annual recruitment and posting exercise.

As per established practice, Zonal Offices are expected to first process request transfers against available vacancies, and subsequently post newly recruited IBPS candidates against the resultant vacancies. However, we are unable to understand the confusion at the Zonal Office level in executing request transfers in several regions, including Karnataka, Hyderabad, Jharkhand, and Madhya Pradesh. This issue has persisted for the past few years and has reached an alarming level this year.

We regret to note that repeated efforts by our Union units to engage with Zonal Managers and HRM authorities have not received adequate response, reflecting an unfortunate lack of responsiveness.

In certain instances, it has also been observed that the Head Office, while issuing allotments, directly mapped IBPS candidates to specific vacancies without ensuring prior settlement of long-pending request transfers. This has resulted in widespread dissatisfaction and administrative imbalance across several states.

Despite the submission of detailed data sheets by our State General Secretaries—highlighting pending and genuine request transfer cases, including those on medical grounds—Zonal Offices have either been restrained or reluctant to act on these requests.

We strongly feel that this lack of coordination and clarity between the Head Office and Zonal Offices has led to several serious consequences:

1. **Denial of Legitimate Transfers**  
Employees serving in distant and hardship locations for the past 2–4 years have been deprived of their rightful transfers.
2. **Injustice to Existing Employees**  
Committed employees are being denied relief, while newly recruited IBPS candidates are being posted to comparatively favourable locations without prior service exposure.
3. **Neglect of Medical and Compassionate Cases**  
Transfer requests on medical and compassionate grounds have not been given due consideration, causing severe hardship.
4. **Decline in Employee Morale**  
The current approach has adversely affected morale and created a sense of discrimination and injustice among staff.

This situation could have been avoided with proper planning, coordination, and transparent communication between the Head Office and Zonal Offices.

In view of the above, we reiterate our demand that :

1. **Immediate Execution of Pending Request Transfers**  
All genuine and pending requests, especially those on medical and compassionate grounds, must be addressed without further delay and in preference to postings of new recruits. Besides, according preference to provide substitutes in branches where several employees are unable to be relieved for long years after effecting their transfers - particularly interstate one and postings in Functional Allowance Posts.
2. **Clear and Uniform Guidelines from Head Office**  
A directive should be issued to all Zonal Offices mandating that request transfers be completed first, followed by the posting of IBPS candidates against resultant vacancies.
3. **Review of Current IBPS Postings**  
A review should be undertaken in affected states—Karnataka, Hyderabad, Jharkhand, and Madhya Pradesh and else where—to correct the imbalances created.

The Union strongly protests against this deviation from established policy and the resulting administrative mismanagement. Such actions undermine the legitimate rights of employees and adversely impact industrial harmony and trust. Due to the prevailing situation, some of our units are left with no option to seek organisational means to express their resentment and anguish over the apathy or sense of neglect manifested by the management at all levels.

We urge for your immediate and decisive intervention to restore fairness, transparency, and adherence to established administrative practices to avoid precipitation of the issue in the IR Front.

Yours sincerely,



Partha Chanda  
General Secretary