



ALL INDIA UCO BANK EMPLOYEES FEDERATION

(Affiliated to AIBEA) REG. NO. 3489/CNE

C/o UCO Bank, 328, Thampu Chetty Street, Chennai 600001

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HO/GM/HRM/80/2017-20

24/8/2020

GENERAL MANAGER,
Human Resources Management & PSD,
UCO BANK,
Head Office
Kolkata.

Dear Sir,

Sub: REQUEST TRANSFERS UNDER HRMS - Violations of Transfer Policies

We trust that you have received our communication sent under cover of HO/GM/HRM/79/2017-20 dt7/6/2020 . We are deeply disappointed to observe the muted silence on the part of your office on the vital issues raised by us through the above cited communication. Whatever we had apprehended while introducing the HRMS module for request transfers , most of them are seen in reality.

We are sure that your office is aware of the policies - framed through bilateral discussions - governing the request transfers of various segment of workmen staff. We would appreciate if your office gives a patient reading of the said policies, the underlining conditions and procedures of which we are constrained to give under.

Base Policy circulated vide HO circular AGM/DM/Circular 4/80 DT 7/3/1980

Base Policy for Head Cashiers & Spl. Assets: AGM/DM/13/83 DT 7/3/1983

Improvements in Transfer Policy : HOCL/1/97 Dt 21/1/1997

**Improvements in Transfer Policy for Head Cashiers& Spl.Assts :
PER/M/ER(Neg)/COM/94/225 Dt 14/5/1994, & HOCL/ PAS/ 01/99 DT 24/2/1999**

**REQUEST TRANSFERS OF EMPLOYEES SUBJECTED TO ROTATIONAL TRANSFERS BASE
POLICY: CHO/PAS/05/1999 dt 8/12/1999subsequently reduced THREE YEARS**

Through the above, certain principles have been laid down and Bank, keeping in view of the fundamentals improved the policy from time to time after mutual discussions with our Federation.

Seniority/ length of service, cut off date for submission/ consideration of requests , minimum eligibility , ceiling on number of requests one can avail, debarment clause between first and subsequent requests and on those holding functional allowance posts, mutual requests etc are the one well defined.

Now coming to the HRMS module we are reported that



Edit with WPS Office

1. There is no check on eligibility . It accepts application of those who have not completed minimum stipulated period such as
 - a) COMPLETION OF TWO YEARS SERVICE FOR BECOMING ELIGIBLE FOR INTER STATE TRANSFERS ,
 - b) COMPLETION OF ONE YEAR ACTIVE SERVICE FOR BECOMING ELIGIBLE FOR TRANSFER FOR THOSE WHO ARE HEAD CASHIERS / SPECIAL ASSISTANTS .
 - c) ELIGIBILITY FOR SUSEQUENT REQUESTS - Gap of two years/ three years etc
 - d) Those who were transferred under Rotational Transfer are not eligible to seek transfer back to their parent branches before completion of three years which we don't find any check.
 - e) Those who are promoted from Substaff to clerical category : Only length of service in clerical cadre is reckoned for determining his/ her seniority for all purpose including for request transfers .
2. Cut-off date to regulate the transfers based on the seniority in currency - 1st of April/ 1 St of October can not be checked under new dispensation.
3. Those holding functional allowance posts are required to surrender when they request transfer from one seniority zone to another which we find there's is no check.
4. In respect of Intra state/ Intra city transfers employees are encouraged to give choices of branches , but no such option is provided in the menu. Only choices to Zones are available. How an employee who seeks transfer with in big metro cities / urban centres / with in the same zone / from one branch of a zone to a branch of another zone with in the same state/ same seniority zone will apply?
5. The Nodal Zonal Offices are authorised to give approval before effecting transfers with in the state or before sending to HO for interstate transfers. But no operating guidelines are available to them on the basis of the policy, as a result, sorry to say, many who are not conversant with the policy are likely to error in their decisions which would give rise to complaint of violations/ favouritism / discrimination . We came across a case of a request of an employee who has not even completed 1 year is being approved for interstate transfer. Upon alerting we were told that the system does show anything excepting asking for his approval. We have already complained to you that in Gujarat one employee who joined the Bank in 2019 had already been favoured with a transfer to Jaipur in utter violation of the policy.
6. We don't know whether Zonal managers are empowered to consider request transfers if they fall with in the same centres of their Zone.
7. We also don't know what is designed for transfer of Substaff employees who are holding the post of Daftary as most of them are selected on branch wise seniority.
8. Above all we are concerned over the fate of all those who had requested much earlier to those who are now registering through HRMS. Are there any advisory to Zones to upload the pending requests ?

With all the above we anticipate lot of issues will come up which may snowball into a big conflict between the union and the Management.



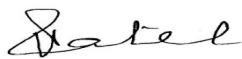
We are therefore constrained to urge on you to fix all the gaps before considering any transfer to ensure fair practices and strictly adhering to the principles and norms followed hither - to. We reiterate that in the name of technology Bank should not hurt the bilateral understandings and do any injustice to any employee.

Towards this we suggest a fresh look at the module with proper format and flow chart. We considered it worth to suggest and send here with a format with a hope that Bank will not feel shy of considering it to ensure fair and proper implimentation of the policies.

We are hopeful that your office will appreciate our concern and take need steps to put the appropriate system in place .

Thanking you,

Yours faithfully,



C.M. Patel

General Secretary

Enclosed ∴ Suggested format and flow chart.

