



All India IDBI Officers' Association



1st Floor, IDBI Tower, Cuffe Parade, Mumbai - 400 005

(Registration No. ALC - KARYASAN - 17 - 10311)

website : www.aiidbioa.net (Affiliated to AIBOA)

Correspondence Address : All India IDBI Officers' Association, c/o IDBI Bank, 3rd Floor, Mission Road, Bengaluru - 560 027

Help Line Number : 022-6655 3439 / 77009 71036

To

Bengaluru,
May 07, 2024.

The Managing Director & Chief Executive Officer,
IDBI Bank,
Head Office, IDBI Tower,
Mumbai – 400005.

Respected Sir,

Sub:- Annual Transfers – on promotion/administrative grounds/request – Concerns - Reg.,

Ref:-(1) Officer Orders No.77 & 80 dated May 04, 2024

(2) H.O. Circular No.IDBI Bank/2023-24/512/HR/HR/62 dated December 02, 2023

(3) Our Letters dt May 02, 2023, June 30, 2023, April 03, 2024 and April 22, 2024 to the Bank

The Officers' Body of the Bank, i.e., "All India IDBI Officers' Association" has been receiving innumerable representations from its members expressing their **concerns** on the transfer orders recently issued on administrative grounds quoting Long Stay in the same Zone/Region as per Clause No.6.3 (iii) (a) (i) and (ii) of the Officers' Rotation and Transfer Policy (**ORTP**) of the Bank.

2. Many Officers in Grade 'B' and 'C' have been transferred out of Zone and some are transferred out of Cluster of Zones on administrative grounds to such location which requires more than overnight journey by Train/Bus from their native place causing **increased hardship**. Some of the Officers including **female** Officers in the cadre of Grade 'B' and 'C' were transferred to **faraway locations** even to the extent of **more than 2,000 k.m.s** from the present location which causes hardship to the Officers besides de-motivation.

3. Many Officers are posted in **Branch roles or customer/borrower facing roles** in **other than native language State/Zone** leading to not only a **deficiency** in customer service or individual performance but also putting both the Officer as well as the Bank **at risk** due to not knowing the Local/Regional language. We **strongly demand** that such postings should be **cancelled with immediate effect**.

4. Some Officers posted to present location on **request** have been transferred "out of Zone" on administrative grounds **even though** their stay in present location is **less than 3 years** defeating the very purpose of availing the benefit of request transfer.

5. Some Officers have been transferred out of the present location on administrative grounds even though their stay in present location is **less than 3 years**.

6. Some Officers who completed **36 months** of service in **Rural-FI or Rural or Semi-Urban** locations have been **again** posted to Rural-FI or Rural or Semi-Urban locations instead of posting them to Metro locations resulting in denial of **equal opportunity**.

7. Few Officers have been transferred out of native Zone even though they have not completed 15 years of stay in the native Zone **whereas** some of their batch mates have been continued in the same Zone resulting in **biased** approach.

8. We note to understand that the Bank was **kind enough** to consider the representations made by the Officers in Grade 'E' (**General Manager**) and changed their initial posting on administrative grounds. In this regard, we **respectfully** request your goodselfs to pass on the **same kindness** to the Officers working in **Grade 'A' to 'D'** while considering the **representations** received or to be received from the aggrieved Officers on account of transfer on administrative grounds vide the above referred Office Orders issued on May 04, 2024.

9. Many **requests** made through **i-ARTS** have **not** been considered by the Bank **even though** the same are deserving cases on account of medical grounds / spouse joining spouse grounds / working in other than Home



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State/Zone. Many requests made for **change in roles** from Branch roles to Non-Branch roles have **not** been considered by the Bank **even though** the Officers completed more than ten (10) years in Branch roles **while** some Officers are still working in Regional/Zonal Offices and Head Office for more than three (3) years.

10. Some Officers who are close to **power centres** are getting **immunity** from transfers and are also getting **timely** promotions. As and when any Officer is elevated on **promotion**, he/she should be **moved out** of the same role/location but the same is **not happening**. It should start with **Human Resources Department of Corporate Centre** to set an example to others. Similarly, some Officers are working in **same** location and **same** department for years together for the reasons best known to the Top Management. All the Officers should be treated **equally** and **transparently** so that all should feel that the Organization is working for all.

11. **Sir**, the **unrest** amongst the Officers on transfer should be addressed immediately before the same goes out of hand by providing **online link** under **Oracle HRMS** by tomorrow (May 08, 2024) to represent the **grievance**, if any.

12. We seek your **personal intervention** in arranging for favourable consideration of the representations made/to be made by the aggrieved Officers to their Regional/Zonal Offices and Head Office.


13. In order to **reduce the concerns** of the Officers and to provide **equal opportunity** to the Officers, the below mentioned points to be incorporated in the **ORTP** immediately and to be implemented meticulously:

- (a) Any Officer who is getting promoted to Grade 'C' or 'D' under General Stream but not completed **RBG Branch Head role** for a minimum period of 3 years in his/her previous service should be mandatorily posted in RBG Branch Head role for a minimum period of 3 years on promotion to Grade 'C' or 'D'.
- (b) **Maximum** stay in a station/city/town/centre/location should be restricted to **5 years** only in the entire service of the Officer.
- (c) An Officer posted to "out of Zone" on administrative grounds will be permitted to apply in **i-ARTS** for **repatriation** on completion of 30 months of service in "out of Zone" which should be considered by the Bank favourably with all transfer benefits immediately after completion of 36 months of service in "out of Zone".
- (d) Posting of **Grade 'A' and 'B'** Officers on administrative grounds should be limited and restricted to **within native State only** and for **Grade 'C'** Officers it should be within **native Zone only**.
- (e) Officers posted to present location on **request** should not be transferred out on administrative grounds if the stay in the present location is **less than 5 years**.
- (f) Officers who have completed **36 months** of service in **Rural FI** or **Rural** or **Semi-urban** locations should be posted to **Metro** locations for a minimum period of three years.

We hope your goodselves will come forward to consider the foregoing for the **well-being** of the Officers.

Thanking you,

Yours faithfully,


Vithal Koteswara Rao A.V.
GENERAL SECRETARY

Copy to

The Deputy Managing Director, IDBI Bank, Head Office, IDBI Tower, Cuffe Parade, Mumbai.