



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,
June 30, 2023.

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:- Our Letters dated March 27, 2023 and May 02, 2023 to the Bank

Vide the above referred Letters the Officers' Body of the Bank, i.e., "All India IDBI Officers' Association" approached your goodselves seeking your personal intervention to sort out the concerns with regard to Transfers and to consider the representations received or to be received favourably.

2. **However**, the concerns are still being continued as the requests made through **i-ARTS** by the Officers working in **Grade 'A'** have not at all been considered by the Bank till date even though the Annual Transfer process was started in April, 2023. In most of the cases, the Grade 'A' Officers have completed more than three years service in the present location with more than five years service in the Bank and the request has already been **approved** by the respective Zonal Head/Vertical Head in i-ARTS and now it is showing as "pending for Office Order generation". Most of these approved requests are either on spouse joining spouse grounds or on medical grounds for self/close family members. Not considering the genuine and approved requests made by Grade 'A' Officers till date is **totally unfair** and causing **unrest** among the Officers who are working at ground level and field level day and night for the growth of the business as well as profitability of the Bank.

3. In another case, one **Grade 'B' lady Officer** had applied for request transfer through i-ARTS to a Metro location on spouse joining spouse grounds which was considered by the Bank in June, 2022. However, to her **utter surprise** within a span of **eleven months**, the Bank had transferred her to "**out of native Zone**" in May, 2023 on **administrative grounds** defeating the very purpose of availing the first chance out of available two chances for request transfer. Her representation to cancel the proposed transfer on administrative grounds is not yet considered by the Bank even though she mentioned that before availing the request transfer she served in a **Rural FI branch** as **Branch Head for three years** and she was away from family and family members in order to concentrate on the higher responsibility of Branch Head role. She also mentioned that having availed first chance of request transfer out of available two chances, she may be continued for another two years in the same Metro location so that she can be transferred to any other location across the Country thereafter. Instead of considering her genuine representation, now her **salary** has been **stopped** for June, 2023. When an Officer is posted to a Metro location on request, the Officer **deserves** to be continued to work at the same Metro location for a minimum period of **three years** without any disturbance.

4. We feel that the **Human Resources** Department of the Bank should be **humane** towards the (human) resources of the Bank **but not inhumane**.



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

5. **Requests** made through i-ARTS for transfer to be considered liberally with a **preference** to spouse joining spouse category as well as medical grounds of self, family members and parents. The Officers who have been working in **Rural branches** for more than two years or in **Semi-urban branches** for more than three years should be posted to their native District in Home State on administrative grounds.

6. It is also observed that most of the employees working in HRD/other similar departments in Corporate / Zonal / Regional Office have been working in such Departments for a considerable period of time and appear to be immune from posting to Branch roles/Branch Head role **even after** being promoted to Grade 'C' or 'D' leading to **favoritism** and **nepotism**. Many Officers working in Administrative Offices have been discharging their duties without working in Branch roles / Branch Head role and having no proper understanding of day today banking thereby creating disparity and unrest amongst the Officers.

7. It is not too late than never to initiate corrective steps for the all round growth of the Organization. Bank should create a climate where all the Officers should feel that the Organization is taking care of **all** but not a few.

8. Time and again, we have been informing / bringing these disparities in transfers / postings etc., to the notice of Higher Officials vide the above referred Letters. However, we are **sorry** to submit that no major overhaul / corrective steps took place.

9. **Sir**, the unrest amongst the Officers should be addressed immediately before the same goes out of hand.

In conclusion, we kindly request your immediate attention and action to address the transfer issues as mentioned above. It is crucial to establish a transparent, fair and well-communicated transfer policy that considers the employees' needs and ensures their well-being by providing **equal opportunity**. We believe that by resolving these genuine concerns, we can foster a positive work environment and enhance employee satisfaction and engagement within the Organization.

Thanking you,

Yours faithfully,

Vithal Koteswara Rao A.V.
GENERAL SECRETARY

Copy to

Shri Suresh K. Khatanhar, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.

Shri Jayakumar S. Pillai, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.