



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, Main Road, GUDIVADA - 521 301, Krishna Dist., A.P.

Correspondence Address: All India IDBI Officers' Association, c/o IDBI Bank, 3rd Floor, Mission Road, Bengaluru - 560027

To

Bengaluru,
June 01, 2022.

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

Respected Sir,

Sub:- Request to sort out the issues in respect of transfer of the Officers of the Bank to safeguard the financial interest of the Bank and career progression of the workforce as well - Reg.,

Ref:- (i) Our letter dated January 25, 2022 to the Bank
(ii) Our letter dated July 03, 2021 to the Bank
(iii) Our letter dated March 06, 2021 to the Bank

With further reference to the above, the Officers' Body of the Bank, i.e., "All India IDBI Officers' Association" had approached your goodselves several times about **lack of proper job rotation** and **biased approach** on account of **serious disparities** in implementation of Officers' Placement and Transfer Policy (OPTP) of the Bank through the above referred letters.

2. We, once again, submit the below mentioned **concerns** of the Officers for your kind perusal:

(a) As the Bank is doing administrative transfers in the month of **June**, it is causing **great difficulty** in getting **admission** into **good schools/colleges** for the children of the Officers at new location because the admission process for good schools/colleges are generally concluded in April itself. Bank should complete promotion process by April 30th so that annual transfer process can be completed by May 31st.

(b) There is **huge shortage of manpower** at **Branches**. Some Branches are working with two staff members only. Sufficient manpower should be posted at Branches. Even though it is announced by none other than **DMD (SK)** on April 01, 2021 about introduction of "**Branch Categorization**" during F.Y. 2021-22, it is **very unfortunate** that till now the Head Office Circular on "Branch Categorization" has NOT been issued by the Bank. This has lead to posting of Officers in Grade 'B', 'C' and 'D' as Branch Heads in such Branches where the Officers in Grade 'C', 'D' and 'E' are supposed to be posted as Branch Heads respectively keeping the Officers as well as the Bank **at risk**.

(c) There are hundreds of Officers transferred to **other than native State/Zone** on administrative grounds and have **NOT** been **repatriated** to their native State/Zone **even though** they had completed more than three (3) years of service in other than native State/Zone.

(d) **On the other hand**, there are **around 1,000 Officers** working in a **single Metro station** for **more than ten (10) years** either continuously or with a gap which is not only **against** the **Clause 6.2. (b)** of **OPTP** of the Bank but also **depriving equal opportunity** for the other Officers who are willing to get transferred to such Metro stations on medical grounds or on spouse joining spouse grounds or any other valid grounds.

(e) Officers who have been working in **Branch roles** for more than **TEN (10)** long years are becoming more like **Agents** of Life Insurance, General Insurance and Mutual Fund Advisors; but **NOT** real Bank Officers. Bank should consider request of such Officers to **non-Branch roles** at least now on administrative grounds.



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(f) **On the contrary**, there are **hundreds** of Officers in each Grade viz., 'C' and 'D' who were **NOT** posted to minimum period of three years of **Branch Head** role even though they had completed more than ten (10) years of service in the Bank and got promotion/s. Similarly, there are **hundreds** of Officers in each Grade viz., 'A', 'B' and 'C' who were **NOT** posted to minimum period of three years of **Branch** role even though they had completed more than ten (10) years of service in the Bank.

(g) **Non-implementation** of the repeated request made to provide **Seniority/Serial Number** for the registration made in **i-ARTS** towards the **requested** State/Region/City has been leading to **lack of clarity** on the timelines of consideration of the request made through i-ARTS by the Officers.

(h) Applications called for **specialist officer** under **i-CAPBUILD** policy since **2018** should be considered in order to provide proper job rotation and to reduce dependency on single Officer/few Officers in a job family.

(i) **All pending requests** for transfer to be considered now 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.

(j) Requests from physically (**orthopedically**) challenged Officers for a change in **job role** from Branch roles to Non-Branch roles should be considered immediately on **humanitarian** grounds.

(k) No Officer should be transferred from the present place of posting within **three** years without his/her consent. Similarly, No Officer should be transferred from the present place of posting during the period of **mid-academic year** i.e., from July to March without his/her consent.

(l) Roles like ZOM, ROM, Internal Audit, RAC/CSC – Centre Head, BDM – PSL & FI, Zonal/Regional Co-ordinator (Liabilities/Assets/TPD) are to be entrusted to such Officers who completed minimum three years of Branch Head role so that the Officers in such non-Branch roles can really **guide** and **motivate** the Officers in Branch roles in a better manner. Branches are in need of someone who can guide them and motivate them; **NOT** someone who chase them without guidance and motivation.

(m) Around 5,000 **Officers** in Grade 'A' and 'B' are working in **clerical** roles viz., Teller Service Executive (**TSE**) and Customer Service Executive (**CSE**) for years together. Officers should be **relieved** from TSE and CSE roles in order to improve their job knowledge in Banking and to become real Bank Officers.

Kindly consider the above mentioned **viewpoints** in the overall financial interest of the Bank and career progression of the workforce as well which in turn will ensure proper **job rotation** resulting in enrichment of **job knowledge** of each and every Officer working in the Bank.

Thanking you,

Yours faithfully,

Vithal Koteswara Rao A.V.
GENERAL SECRETARY

Copy to

Shri Samuel Joseph Jebaraj, The Deputy Managing Director, IDBI Bank, Head Office, Mumbai.
Shri Suresh K. Khatanhar, The Deputy Managing Director, IDBI Bank, Head Office, Mumbai.