



Indian Overseas Bank Officers' Association

(Regd. No. 321/MDS) (Recognised by the Management) (Affiliated to All India Bank Officers' Confederation)

Administrative Office : Post Box No. 304, 763, Anna Salai, Chennai - 600 002.

Tel : General : 044 - 2852 1925, 2852 5214, President / General Secretary : 2851 4134

Email : gs.ioboa@gmail.com Website : www.ioboa.org.in

To

21.03.2025

Sri. Dilip Kumar Barik
General Manager (HR)
Indian Overseas Bank
Central Office
Chennai

Respected Sir,

**Sub: Staff Supervising – Transfer Policy for Officers -
Our suggestions on Overstay transfers & Posting
of officers in same linguistic region – Reg.**

We invite your kind reference to Circular No. EST/13/2024-25 dated 12.03.2025 on the captioned subject and our letter dated 11.12.2024 submitted well in advance suggesting certain amendments to the Transfer Policy followed by series of discussion on the same.

Sir, despite our submission and discussions, we are surprised to observe from the above Circular that certain major suggestions submitted by us are not taken care of. Hence, we have again submitted a letter 18.03.2025 requesting your good selves to revisit the Transfer Policy in specific context to the areas under Overstay Transfers & posting of officers in the same linguistic region.



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Sir, we once again submit the following for your consideration and request you to revisit the Transfer Policy through a bilateral discussion with us and to render justice to the workforce.

1. Though the Transfer Policy released on 12.03.2025 comprehensively addresses the requirements of staff members in a holistic manner by balancing the guidelines, aligning to most of the points mentioned in the advisory issued by the DFS on 26.11.2024, it has not taken care of posting of officers in same linguistic area.
2. The guidelines under Point No. 4.h states that bank shall endeavour to post officers in same linguistic region in order to ensure seamless customer service to the extent possible keeping in view the regional requirement, administrative exigencies, career path progression of individuals etc.
3. The guideline under Point No.8. - Transfer of Officers – Overstay Transfers mandates the transfer of officers who have remained in a center/region beyond the permissible limit of two terms or 10 years in a state.

The above two guidelines are contradictory in nature to the advisory dated 26.11.2024 issued by the DFS. The advisory directs banks to accommodate officers up to Scale III within the same linguistic area to ensure seamless customer service. It does not provide a sub clause or exigencies in this regard keeping in mind the seamless customer service.

4. We suggest that officers who fall under overstay category should be posted within the linguistic area only. As per the Policy, if posted to other States, it would affect the seamless customer service, business progress and recovery process due to the disadvantage of not knowing the local language to read important documents and converse with the customers.



In this context, we bring to your kind notice that the Hon'ble Minister of State for Finance, Shri Pankaj Chaudhary, provided a written response in the Rajya Sabha session dated 18.03.2025 (Question No. 1976), confirming the guidelines for transfer in PSBs. The response emphasized accommodating officers up to Scale III in their respective linguistic regions without any additional conditions. A copy of the same is enclosed for your ready reference. This reply corroborates the DFS guidelines and any deviation from it would constitute deviation/contempt of the highest executive body in India.

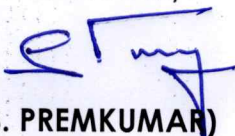
Additionally as per Point 27 in transfer policy it was mentioned that guidelines and directives issued by the Government of India are an integral part of this policy and shall supersede any conflicting provisions.

Sir, we once again request you to take cognizance of the DFS advisory on transferring officers within the same linguistic zone, which has been endorsed by the Ministry of Finance in the Upper House of the parliament. We urge that these guidelines be implemented in letter and spirit, as this will not only instill confidence among the staff and foster a strong sense of belonging to the organization but also enhance business and customer service which would ultimately uphold the core values of public sector banks.

Awaiting your favourable reply,

Thanking you,

Yours faithfully,



(S. PREMKUMAR)
General Secretary

Encl: As above.

