

CANARA BANK OFFICERS FEDERATION (Reg.)

An affiliate of INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)



The Office of the General Secretary

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Ref. No.: CBOF/GS/BS/FEBRUARY-25/9

Date : 10.02.2025

To
The Chief General Manager, (HR)
Human Resources Wing
Canara Bank
HO, Bengaluru.

Respected Sir,

Subject: **Request for Modifications to Strengthen Transparency & Fairness in Transfer Policy 2025.**

At the outset, we sincerely appreciate the recent revisions to the transfer policy, which have brought greater transparency and efficiency to the process. We acknowledge the management's continuous efforts to create a fair and structured system. However, based on feedback from officers, we humbly request certain refinements to further enhance transparency, equity, and efficiency in transfers.

1. We kindly request that circle-wise and regional office (RO)-wise seniority lists be made available in HRMS at the earliest. This would provide officers with a clear understanding of their position, ensuring a well-structured and transparent transfer process.
2. Regarding lady officers, we request a revision in line with the DFS guidelines (Ref. No. 4/1/2/2024-IR, dated 26th Nov 2024) to ensure that transfers are restricted to nearby places, stations, or regions rather than distant circles or states. Additionally, in cases where postings to far-off locations are unavoidable, we earnestly request that due diligence be exercised to ensure their safety and access to essential amenities.
3. For specialist officers, we request a revision of Para XIV so that transfers are guided by a structured seniority system at the circle and RO levels, with allotments managed centrally by Head Office. Currently, transfers are contingent on the availability of replacements, which often affects officers' opportunities to be posted in their home states. A more structured approach would ensure fairness and equal opportunities while maintaining operational efficiency.
4. We also request the removal of the condition requiring "satisfactory overall performance" for officers seeking transfers after completing three years in rural or difficult areas, as this places them at a disadvantage compared to officers in urban or metro locations. Additionally, we earnestly request that HR profiles be carefully reviewed before finalizing postings. We have received feedback that some officers who have not yet completed their rural service are being transferred to non-rural branches, while others who have already served in rural areas are being reassigned to similar locations. Addressing this concern would help ensure an equitable

distribution of rural postings.

5. With respect to intra-circle transfers, we request that the Head Office publish the region-wise seniority list, including the date of joining in the respective ROs. We humbly request that transfers between ROs be made strictly based on RO seniority, with due consideration of officers' tenure and past postings to prevent any disparities. Additionally, we request that intra-circle and intra-RO transfer applications be facilitated through the online portal. Furthermore, considering the dedication of officers who utilize Unavailed Casual Leave (UCL) for official purposes, we kindly request that UCL be recognized as active service.
6. We also request that spouse-based transfers be extended to officers whose spouses are employed not only in Public Sector Undertakings (PSUs) and Central/State Government services but also in private sector companies. Given the increasing number of officers whose spouses work in the private sector, we believe that extending such consideration would greatly contribute to work-life balance and overall job satisfaction.
7. We further request that the treatment of Zonal Inspectorate (ZI) service be standardized across the bank. While ZI service in our bank is currently considered Head Office service, in the erstwhile Syndicate Bank, it has been treated as Circle service. This inconsistency has led to a disadvantage for many officers from the erstwhile Syndicate Bank, and we request uniform treatment of ZI service to ensure fairness.
8. To improve the appeal process, we humbly request the introduction of an online portal for submitting and tracking appeals, ensuring a transparent and independent review mechanism.
9. Finally, we reiterate our request for the publication of the minutes of the 211th Joint Conference (held on 30.01.2021) on CANNET. While previous joint conference minutes have been uploaded, this crucial document remains unpublished despite multiple requests. Making it accessible would provide much-needed clarity regarding the protection of office bearers.

We sincerely hope that these requests will be given due consideration and that the necessary modifications will be implemented to further enhance the transparency and fairness of the transfer policy. We would be grateful for the opportunity to discuss these concerns in detail and work collaboratively toward a solution that benefits both officers and the institution.

Regards,

Yours sincerely,



BENNET SEBASTIAN
GENERAL SECRETARY
CANARA BANK OFFICERS FEDERATION

cc : Shri Hardeep Singh Ahluwalia, Executive Director, Canara Bank, HO, Bengaluru.
cc : The General Manager, (IR), Canara Bank, HO, Bengaluru.