

# THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Dear Comrades,

## **Promotions, Transfers and Career Planning**

Our members are aware that our Bank has a well defined documented promotion and transfer policy in force. The Policy was adopted after due consideration and deliberation with the Federation. While formulating the policy, Bank's interest as well as all aspects regarding aspirations, problems, requirements of the officers were kept in mind. We feel proud that our Bank is one of the banks which have been conducting the promotion exercise every year. Due to large scale superannuation, there are number of vacancies in all the scales and the promotion process is faster for the officers. We have been requesting our members from various fora and platforms to keep themselves well acquainted with the promotion and transfer policy. Before initiation of any promotion policy, we ensure to guide the members that the successful candidates may be transferred out of zones, depending upon the Bank's requirements. One of the major reasons of transfer after promotion to Scale II and III is mandatory completion of rural/semi urban posting as per Govt. guidelines. The constraints, particularly in Metros like Delhi and Mumbai, is availability of very few rural/semi urban branches. We are sure that our members understand that despite our best of efforts, it is not possible for us to facilitate a desirable posting to all. Comrades, it is always our endeavour to take best care of the interest and convenience of the members, but we wish to clarify that while considering transfers, whether on promotion or on administrative grounds, scale wise requirements of Zones/ branches as well as exposure of the officers to different departments has to be taken care of by the Bank. Therefore, it becomes all the more difficult to request the Management to consider the particular choices of individual members.

We feel disappointed to state that the representations after getting promotions are increasing manifold, requesting for retention/transfer to a particular Zone and/or transfer to selected branches or placements in particular department of branch. We would once again like to clarify that it is getting exceedingly difficult for us to take care of these kinds of representations as the Management cannot be requested to deviate from the well defined policy guidelines. Therefore, we wish to advise all our members to always take a balanced decision in respect of their career/promotion vis a vis their personal problems to save future inconvenience/disappointments to them as well as to us. We are confident that our members are mature enough to understand practical difficulties as underlined above and would analyse the situation with clearer perspective.

With comradely greetings,

Yours comradely,

(HARVINDER SINGH)  
**GENERAL SECRETARY**