



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)

Central Office: State Bank Buildings, St. Mark's Road, Bangalore-560 001

Registered Office: 22, Rajaji Salai, Chennai- 600 001



CIRCULAR NO. 12/2026

Date: 09/01/2026

TO ALL OUR AFFILIATES

UNIFORM TRANSFER POLICY: REQUEST FOR MODALITIES MEETING

We have sent a communication to the Deputy Managing Director (HR) & Corporate Development Officer, State Bank of India, Corporate Centre, Mumbai, on the captioned subject.

The content of the communication is reproduced below.

With Greetings,

Yours Comradely,

**(Rupam Roy)
General Secretary**

To,
The Deputy Managing Director (HR) & CDO
State Bank of India
Corporate Centre,
Mumbai-400021.

Dear Sir,

UNIFORM TRANSFER POLICY: REQUEST FOR MODALITIES MEETING

We have the reference of our earlier communication addressed to your good office, vide our letter No. 8106/9/25 dated 07.05.2025 as well, our discussions in various formal and informal forums on the above-mentioned issue. The matter since still remains pending for a fruitful materialisation, once again we reiterate our concern and request for kind arrangement of a modality meeting involving the stake holders to bring the issue to its logical closure.

It has been a well-established and time-tested practice of the Bank to formulate the Model Transfer Policy at the Bank level in consultation with AISBOF and thereafter to frame the Circle-specific Circle Transfer Policy (CTP) in consultation with the respective recognised Circle Officers' Associations through structured modalities meetings. This consultative process has consistently enabled the Bank to factor in Circle-specific geographical realities, operational requirements, and manpower constraints, thereby ensuring smoother implementation and better acceptance of the policy. Given the significant diversity in operating conditions across Circles, we firmly believe that a uniform application of policy, without appropriate local standardization, may not always achieve the intended outcomes resulting in eruption of pain points at different levels of operations.

In this context, we would like to place on record that during the last transfer exercise, the implementation of the Uniform Transfer Policy without meaningful modalities meetings at the Circle level reportedly resulted in considerable hardship to officers, leading to unnecessary inconvenience, dissatisfaction, and operational strain. Notably, during the previous year, administrative transfers were done before the compassionate/request transfer considerations and in the process the centres with conveniences were filled up and the priority consideration on genuine and compassionate grounds faced a backlash. Further, classification of centres as “Difficult”, “Most Difficult”, “Normal Centres” were done in haste presumably due to stringent follow up from the DFS which defeated the very purpose and practicality in terms of categorisation. In our considered view, a substantial portion of these difficulties could have been anticipated and mitigated through timely conduct of modalities meetings in accordance with the established and best of practices as had been done hitherto.

We further observe that the current policy design conferring the authority for posting of MMGS-III officers at the module level to DGM (B&O) with the authority for inter module transfer of MMGS-III remaining with the Network (GMs) is laden with anomalies and making the entire process cumbersome and imbalanced. We therefore request your good office to consider restoration of earlier authoritative structure in terms of MMGS-III transfer/posting in order to restore synergy in the process.

We have already raised these concerns at the CNC meetings for a timely redressal. However, considering the seriousness of the issues and their adverse impact on morale as well as operational efficiency, we once again request that the Corporate Centre issue clear and appropriate instructions to all Circles to conduct structured and meaningful modalities meetings with the recognised Officers’ Associations well in advance from the commencement of the transfer exercises for the ensuing financial year. Such consultations would facilitate the early identification and resolution of Circle-specific constraints within the overall framework of the Uniform Transfer Policy. Wherever any Circle-level deviations or local calibrations are found necessary, the same may be formally placed before the Corporate Centre for information and approval, as per extant practice.

We are confident that the Bank will appreciate the importance of this consultative approach to ensure fairness, transparency, and smooth implementation of the policy, while balancing organisational requirements with officers’ welfare. We, therefore, request your good office to issue suitable instructions to all Circles to conduct these modalities meetings in advance, so that the transfer exercise can be implemented on time and completed smoothly, without preventable difficulties.

Yours faithfully,

Sd/-

**(Rupam Roy)
General Secretary**

At the Service of Members for more than 6 Decades

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