

State Banks' Staff Union (Kerala Circle)

(Affiliated to All India State Bank of India Staff Federation)

Reg. No. 01-36-2000

Circular No.51/25
To All Unit Secretaries



State Bank of India
Local Head Office
Poojappura

Thiruvananthapuram-695 012

Date: 26.06.2025

Dear Comrade,

INTER CIRCLE TRANSFERS OF NEW RECRUITS

We reproduce hereunder the full text of letter No. FED/GS/2025/117 dated 25th June, 2025 addressed to the Dy. Managing Director (HR) & Corporate Development Officer, Corporate Centre, Mumbai, submitted by Com. L Chandrasekhar, General Secretary, AISBISF, the contents of which are self-explicit.

Yours comradely,

(Akhil S)
General Secretary

"We invite your attention to a matter of concern that is affecting a significant number of our employees who have joined the Bank's service from the year 2019 onwards. As per the current transfer policy, these employees are not eligible for inter-circle transfers, irrespective of their genuine personal or family-related circumstances.

We refer to our earlier letters vide letters FED/GS/2019/42 dated 16.04.2019 and FED/GS/2024/27 dated 13.09.2024, wherein we had urged the management to lift the unilaterally imposed ban on inter-circle transfers for employees recruited from 2019 onwards, which is in violation of the spirit of the bilateral agreement.

2. There are several practical, emotional, and humanitarian grounds that make inter-circle transfers not just desirable, but necessary for the well-being of employees and their families. A growing number of employees are grappling with a deeply distressing situation where their spouses are employed in another state, often in positions that are non-transferable, such as in state government services, private sector companies, or educational institutions. The inability to secure a transfer closer to their spouse's location has forced many couples into long-term living arrangements apart. This separation is not just a matter of inconvenience it has begun to severely impact their emotional well-being and family life. The constant struggle to juggle personal responsibilities while managing duties at the workplace has led to increased stress, misunderstandings, and emotional disconnection. Over time, this has widened the

distance between partners, resulting in family disturbances, strained relationships, and in some unfortunate cases, even breakdowns in marriage. Several employees, struggling to maintain a healthy work-life balance and compelled to live away from their families, have represented to us their willingness to resign, citing the lack of any opportunity to reunite with their families. This situation poses a serious threat to the Bank, as it risks losing experienced personnel who are well-versed in the Bank's systems and procedures, resources that cannot be easily or effectively replaced by new recruits.

3. Equally concerning is the plight of those employees who are suffering from chronic or life-threatening health conditions. Many of them are stationed in locations far from their families, without the emotional or physical support they need on a daily basis. Some require regular treatment, frequent visits to specialists, or access to advanced healthcare infrastructure, which may only be available in another state where their family resides. Being separated from loved ones during such vulnerable times only worsens their health outcomes and compounds their mental distress. The current transfer policies, which are rigid and lack empathy for such circumstances, are leaving these employees in a state of helplessness and silent suffering.

4. Another key concern is children's education, particularly in state-specific competitive courses like MBBS, Engineering, Law and others, where state quotas and domicile requirements compel many families to relocate to secure better admission prospects.

These circumstances, taken together, clearly highlight that transfer policies must evolve to reflect the realities of modern family life and to support the human needs of employees. The demand for inter-circle transfers is not just an administrative request it is a plea for compassion, understanding, and dignity in the workplace.

5. While Junior Associates recruited from 2019 onwards are denied the benefit of inter-circle transfers, Circle Based Officers (CBOs) an officer cadre introduced in 2020 on a linguistic and regional basis, are eligible for Inter Circle Transfers. Similarly, OJM selected under comparable criteria, are also eligible for inter-circle transfers. This blatant disparity in transfer eligibility across the cadres, who are equally contributing to the Bank's growth, is increasingly being seen as unfair, discriminatory, and wholly unacceptable.

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6. Moreover, it appears that the Bank is deliberately designing transfer policies in a biased manner, favouring officers while ignoring the legitimate demands of award staff. Such biased and exclusionary policies threaten to seriously disturb industrial harmony and breed deep resentment among employees. The ongoing denial of inter-circle transfers to Junior Associates is fuelling the growing discontent, division, and unrest within the workforce.

If this matter is not immediately and satisfactorily resolved, we will have no option but to initiate trade union action, which will inevitably disrupt industrial peace. We therefore strongly urge the management to immediately devise and implement an inclusive inter- circle transfer policy for award staff recruited from 2019 onwards without any further delay.”
