

## DEPLOYMENT POLICY

It is generally perceived that there is scope for redeployment of staff in banking industry. There are pockets of surplus/deficit in areas of operation in different centers in different banks. It is desirable that these imbalances in deployment of staff are corrected. As it will not be possible/practicable to arrive at a uniform policy in this regard, having regard to the situation varying from bank to bank, the parties hereby agree that the matter be resolved at the level of each bank. Bank level agreements, if any, as of now may require appropriate amendments which shall be mutually settled.

(Para 32 of BPS dated 27.03.2000)

In continuation of clause 32 of 7th Bipartite Settlement dated 27th March 2000, it is agreed between the parties that deployment of non-subordinate staff in banks which are parties to this settlement shall be in accordance to the terms and conditions set forth in Schedule VI to this Settlement.

Note: In case of State Bank of India, the extant provisions of Settlement dated 22nd July 2003 arrived at Bank level with the All India State Bank of India Staff Federation on Technology, Redeployment / Transfer of Staff and Other Issues shall remain unchanged and shall remain operative.

(Para 32 of BPS dated 02.06.2005)

i) A workman in the non-subordinate cadre is liable to be deployed anywhere within a 'District', irrespective of the distance involved. ii) In cases necessitating deployment outside the District, the workman concerned may be deployed to any branch/office of the bank situated outside the District up to a distance not exceeding 100 km. from his present place of posting.

iii) Bank may Identify, based on length of stay at the centre/branch/office, the number of workmen employees, to be redeployed from each centre/branch / office to meet its requirements.

iv) The period of deployment shall be 2 years in a difficult centre decided by the bank in accordance with the Government guidelines and 3 years in other centers.

v) Repatriation to the original centre shall be after serving in the deployed centre for period as in (iv) above. In case it is not administratively possible for the bank to repatriate the employee to his original centre after the above period, the employee may be required to give 3 centers of his choice so that he can be transferred to any one of the 3 centers opted by him.

vi) Female employees above the age of 55 and male employees above the age of 56 shall be exempt from redeployment. However, if the required and eligible number of employees is not available to be deployed in terms of the Settlement, the age norms as above may be suitably relaxed up to the age of 58 years so as to ensure that the required and eligible numbers of employees are deployed to be identified centers.

vii) Employees having mentally retarded / spastic children, certified as such by the attending Doctor, may be deployed only at centers where specialised treatment for such children and special facilities their schooling are available.

viii) Employees affected by serious ailments requiring specialised treatment, as certified by the attending Doctor, will be deployed only at centers where medical facilities for treatment of such ailments are available.

ix) Redeployment of physically handicapped/challenged employees shall be in accordance with the extant Government guidelines.

x) A workman in the non-subordinate cadre so long as he serves in the deployed centre shall draw a lump sum amount of Rs.400/- p.m. (not ranking for any other benefit) besides protection of emoluments drawn at the original centre. These shall cease on the employee's repatriation to the original centre.

xi) The above lump sum amount is not payable in case of transfers made at the request of the employee.

xii) In North-Eastern States, banks may decide on the level and extent of deployment having regard to their requirements within the above norms.

xiii) The above provisions on deployment are without prejudice to the provisions of paragraphs 535 and 536 of the Sastry Award relating to transfer of workmen.

xiv) The above provisions on deployment shall be the minimum applicable to all the banks which are parties to this Settlement. Parties agree that any existing bank-level settlement on transfer or deployment whose provisions are restrictive and not up to the minimum provisions on deployment as mentioned above will be modified / terminated as per procedure under the Industrial Disputes Act so as to give effect to the above-mentioned provisions on deployment.

xv) Any bank which is a party to this Settlement and having bank-level Settlement on transfer or deployment may, however, modify and improve upon the above provisions to suit the needs of the bank ensuring, however, that the norms relating to the geographical minimum area of deployment, period of stay at the deployed centre, conditions for repatriation as mentioned hereinabove are not relaxed or diluted in any manner.

xvi) In banks which are parties to this Settlement where bank level settlements/policies on transfer or deployment of workmen exist which provide for transferability of employees over a larger geographical area, such bank level settlements on transfer or deployment shall remain operative.

(Schedule VI of BPS dated 02.06.2005)

This industry level agreement on mobility deals only with transfer of employees from surplus to deficit areas, if any. This is in continuation of Clause 32 of 7th Bipartite Settlement, which provided for Bank level agreements on deployment of staff from surplus to deficit areas. In this agreement we have evolved some industry level norms for deployment of

employees from surplus to deficit areas. Hence this Settlement does not cover any other case of mobility like rotational transfers, general transfers, periodical transfers, request transfers, mutual transfers, etc. These norms are only applicable to Clerical employees and not for sub-staff.

a) If there is surplus staff in a centre, an employee can be deployed to a deficit centre anywhere within the District.

b) If vacancies are not there within the District, deployment can be up to a maximum distance of 100 Kms.

c) In such an event, the emoluments will be protected (i.e. same HRA, CCA drawn at a higher centre will be continued even at a lower centre).

d) Additional compensation will be paid at Rs. 400 per month.

e) Repatriation to original centre after 2 years from difficult centers & 3 years from other centers.

f) If after this 2/3 years, immediate vacancy is not available for repatriation, employee may go to another nearby center by giving 3 options. But still the compensation of Rs. 400 will continue till repatriated to this original centre.

g) Ladies above 55 years & gents above 56 years will not be disturbed on deployment.

h) If in a contingency, adequate number is not available, the same day be relaxed up to 58 years.

i) For physically handicapped employees, there will be no deployment as per Government guidelines.

j) Parents of mentally handicapped/spastic children & employees with serious ailments will not be disturbed on deployment unless equivalent medical facilities are available at the deployed centre.

k) For North East State, Bank level norms can be worked out within the above norms.

Where there is no settlement in a Bank on deployment from surplus to deficit, or where the norms are less than the above, the Industry level norms i.e. Clause (a) to (k) will apply. If the distance is less, it will be upgraded to District/100 Kms. If facilities like compensation, protection of emoluments, repatriation are not presently available in a particular bank level agreement on deployment from surplus to deficit, the same will be extended in that Bank. Where the existing norms in any Bank are more than this, the same will continue. Other Bank level agreements/policies on other types of transfers will continue as it is.