



# Union Bank Officers Association (Kerala State)



Affiliated to AIUBOF & AIBOC, Reg. No. 124/87 (Re-Reg. No. TU19457)

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Letter No: UBOAKS/114/2025

17<sup>th</sup> May 2025

To,  
The General Secretary  
All India Union Bank Officers Federation

Comrade,

**Subject: Exemption of Officers with Benchmark Disabilities from Mandatory Semi-Urban / Rural Postings under Transfer Policy**

We are writing this to formally bring to your attention the challenges faced by officers with benchmark disabilities concerning the mandatory requirement of semi-urban/rural postings as stipulated in the Bank's transfer policy, now enforced through the Union Parivar.

As per *Section 20 of the Rights of Persons with Disabilities Act, 2016 (RPwD Act)*, no government establishment shall discriminate against any person with disability in any matter relating to employment. Furthermore, every establishment is mandated to provide reasonable accommodation and an accessible, barrier-free environment to employees with disabilities.

The current enforcement mechanism within the Union Parivar system, which restricts the continuation of officers in urban/metro branches without completion of semi-urban/rural tenure, inadvertently places officers with disabilities at a disadvantage. Many semi-urban and rural branches lack adequate medical facilities, accessible infrastructure, and other necessary accommodations, thereby impeding the ability of disabled officers to perform their duties effectively and safely.

Notably, the Bank's own Transfer Policy *SC 8546 dated 24th February 2025, Clause 10.2.1*, acknowledges these challenges and provides that physically challenged officers receiving conveyance allowance as per government guidelines would normally be exempted from routine periodical transfers outside their station, subject to administrative exigencies. The clause further states that such officers would not normally be transferred, even on promotion, if a vacancy exists in any of the

offices/branches/towns/cities. When the transfer of physically challenged officers becomes inevitable on promotion or otherwise, to a place other than their original place of appointment due to non-availability of vacancy, it would be ensured that such officers are kept nearest to their original place of posting and, in any case, not transferred to far-off or remote places.

In light of the above, and to ensure compliance with the RPwD Act and the Bank's internal policies, I request the following:

1. Introduce a provision within the "Union Parivar" to exempt officers with benchmark disabilities from the mandatory semi-urban/rural posting requirement.
2. Amend the Standard Operating Procedures (SOPs) to reflect this exemption, ensuring that disabled officers can be assigned roles within their current geographical locations without compromising their career progression or violating Central Vigilance Commission (CVC) guidelines.

We trust that this representation will be duly escalated by the Federation to the Central Office Human Resources Department, thereby facilitating the requisite amendments to the systems, procedures, and checks within the Union Parivar HRMS platform. Such modifications are imperative to ensure that officers with benchmark disabilities receive the necessary support and accommodations in alignment with statutory mandates and the Bank's commitment to inclusivity.

Regards

A handwritten signature in black ink, appearing to read 'Sreenath Induchoodan', enclosed within a faint rectangular border.

Sreenath Induchoodan