

AIUCBDEWA/CIR/2021-24/37

Date – 04/02/2024

To
MD & CEO
UCO BANK ,Head Office
Kolkata

Subject : Request for Direction to controlling offices to Adherence of Preferable Transfer & Posting of Divyangjan Employees & Employees with Divyangjan Dependents, During Annual Transfer Exercise 2024 as per guidelines.

Respected Sir ,

We hope this letter finds you in good health and high spirits. Refer to the Circular no CHO/POS/13/2023-24 DT 02.02.2024 Regarding Annual Transfer Exercise 2024 we are writing to bring to your attention a matter of utmost importance concerning the equitable transfer and posting of Divyangjan employees and employees with Divyangjan dependents in our esteemed bank, in accordance with the Government of India guidelines as per the Rights of Persons with Disabilities (RPWD) Act 2016 in upcoming 2024 .

As you are well aware, the Government of India has issued guidelines in accordance with the Rights of Persons with Disabilities (RPWD) Act, 2016, which stress the importance of providing equal opportunities and support to Divyangjan employees. In line with the government's commitment to inclusivity, it is imperative for us, as a responsible organization, to ensure the implementation of these guidelines.

The annual transfer exercise for the year 2023-24 has recently commenced, and we would like to draw your attention to the difficulties faced by our Divyangjan employees in day to day life as well as during such transitions. It is crucial for us to acknowledge and address these challenges in a manner consistent with the spirit of the RPWD Act, 2016, and the equal opportunity policy for Divyangjan within our bank.

Therefore, We kindly request your intervention and guidance to instruct the Human Resource Management (HRM) Department and all controlling offices to strictly adhere to the Government of India guidelines during the Annual Transfer Exercise (ATE) 2024. Furthermore, we wish to draw your attention to the extension of preferential posting to Executives also within the Divyangjan community. This includes taking into consideration the specific needs and preferences of our Divyangjan employees, as well as those with Divyangjan dependents, to ensure a smooth and accommodating transfer process.

By adhering to these guidelines, ensuring compliance with these guidelines, our bank not only



Cell : 87908 52888, 97748 40641
**ALL INDIA UCO BANK DIVYANGJAN EMPLOYEES
WELFARE ASSOCIATION (AIUCBDEWA)**

Regd. No. 113 / 2023

Plot No. LIG-2-254, UDA Colony, Rajiv Nagar, Near Central Ayurved,
Payakapuram, Vijayawada-520015

upholds the principles of social justice but also sets an example for inclusivity in the corporate sector. This, in turn, will contribute to the overall success and positive reputation of UCO BANK.

We appreciate your time and attention to this matter and trust that your leadership will pave the way for a more inclusive and Divyangjan employee-friendly transfer process.

With sincere appreciation,

For ALL INDIA UCO BANK DIVYANGJAN
EMPLOYEES WELFARE ASSOCIATION

Subhrangshu Bhakta Chowdhury
General Secretary

Subhrangshu Bhakta Chowdhury

General Secretary

For ALL INDIA UCO BANK DIVYANGJAN
EMPLOYEES WELFARE ASSOCIATION

A. Sreenu
President
Akkisetty Sreenivasulu
President

Akkisetty Sreenivasulu

President

(All India Divyangjan Employees Welfare Association)

Copy to :

- 1 Executive Director's for information
- 2.GM,HRM for information
- 3.All Zonal Managers for Information.

- Encl : 1. Office memorandum No. 36035/3/20 13-Estt(Res) dt 14th feb 2014 by GOI.
2.Office memorandum No. AB 14017/16/2002-Estt.(RR) dt 13th march 2002 by GOI
3. Office memorandum No F. No. 42011/3/2014-Estt.(Res) dt8th October 2018
4. Equal Opportunity policy 2022-23 for Divyangjan Employees