

## Advisory on Transfer-Posting of Divyang Employees

HO HRM MPTP <HOHRM.MPTP@ucobank.co.in>

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To: All HRM Dept of Zonal Offices <zohrm.all@ucobank.co.in>

महोदय/महोदया,  
Sir/Madam,

Inter-Zonal Rotational Transfers are an important part of the Annual Transfer Exercise aimed at complying with the Sensitive Posts guidelines of CVC and Business process modality for driving growth.

Amidst this exercise, sometimes Bank receives representations from Divyang employees regarding contravention of Government guidelines in their posting by Zonal Offices.

In this context, we are mentioning below the relevant government guidelines, issued from time to time, in subject matter:

1. **No. 36035/3/2013-Estt(Res) dated 31.03.2014 issued by DoP&T** – It states that firstly, divyang employees may be exempted from rotational transfer and allowed to continue in the same job where they would have achieved the desired performance. Secondly, the O.M provides that at the time of transfer/promotion, preference in place of posting may be given to the Persons with Disabilities subject to administrative constraints.
2. **No. 42011/3/2014-Estt.(Res) dated 06.06.2014 issued by DoP&T** – This OM states that considering the challenges faced by the caregiver of a divyang employee, caregiver of a divyang child may be exempted from routine transfer/rotational transfer.
3. **No. 42011/3/2014-Estt(RR) dated 08.10.2018 issued by DoP&T** – This OM lays down that a government employee who serves as the main caregiver of a dependent daughter/son/parents/spouse/brother/sister may be exempted from the exercise of routine transfer.

**All Zonal HRM Department are advised to follow the government guidelines issued from time to time in this regard, not just limited to above mentioned OMs and ensure their compliance.**

सादर/Regards,

शक्ति कुमार सिंह / Shakti Kumar Singh

सहायक महाप्रबंधक / Assistant General Manager

मानव संसाधन प्रबंधन विभाग / Human Resource Management Department

प्रधान कार्यालय यूको बैंक / Head Office UCO Bank