



ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION

PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI - 110002.

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(Regd.No. S/27858 of 1995)

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F.No. AIESIC.SC/ST.FED. 2015-5.

Dated 17th June, 2015.

To,

The Director General,
Employees' State Insurance Corporation,
Panchdeep Bhawan,
CIG Road, New Delhi -110002.

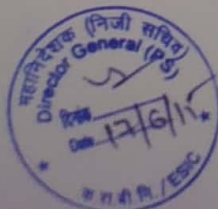
Subject: Representation regarding violation of transfer and posting policy of ESIC with respect to officers of Group A - Case of Shri Tri Rattan, Assistant Director (OL), SRO, Okhla.

Respected Sir,

With due regard, I would like to bring to your kind knowledge the transfer/posting case of Shri Tri Rattan, Assistant Director (OL), SRO, Okhla who has recently been promoted to the post of Deputy Director (OL) RO, West Bengal vide Office Order No. 107 of 2015 dated 02-06-2015 under file No. A-33/13/DD (OL)/2014/E-I enclosed as Annexure - A.

In this regard, I am enclosing representation of Shri Tri Rattan, AD (OL) dated 03-06-2015 and 04-06-2015 enclosed as Annexure - B and Annexure - C in which he have indicated his personal problems on the basis of which he has sought compassionate posting in NCR of Delhi.

Further to above, I would like to invite your kind attention on Transfer Posting Policy of ESIC with respect to Group 'A' and Group 'B' Officers working in Administration Side a copy of which is enclosed as Annexure - D. It has been observed that the Management has been unfair to members of SC/ST and allocated posting by violating norms as laid down in transfer policy. Following gross violation of transfer policy was observed :



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1. All the 4 officers who have been allocated posting vide above Office Order has completed their tenure of three years in present place of posting and hence were liable for transfer. However, three of the officers have been transferred and one has been adjusted in present place of posting.
2. While transferring officer to distant location the policy of first come first go policy was not followed. As a result officer who has got longest stay in NCR and was never subject to uncomfortable transfer earlier was again adjusted in NCR. Whereas officers who had already completed tenure of 8 to 10 years in uncomfortable postings are again made subject to uncomfortable posting.
3. The management has followed 4th guideline of transfer policy with respect to all General Category Officers whereas the same was not followed in the case of Shri Tri Rattan, AD (OL) who was neither adjusted in NCR nor in North Zone consisting of States of J & K, H.P., Punjab, Chandigarh, Haryana, Uttaranchal, Delhi & U.P.
4. The management has followed 7th guideline of transfer policy with respect to only three officers whereas one officer was kept out of ambit of this guideline.
5. The management has ignored following facts also which could have also been considered while deciding the posting of our member :
 - i) ESIC Hqrs Office has got sanctioned post of Director (OL), Joint Director (OL), Deputy Director (OL) and Assistant Director (OL) out of all these posts only one post of Deputy Director (OL) is filled and rest are still vacant in Headquarters Office. Hence, three Sr. Most officers are required in Headquarters Office. Only one officer is posted in headquarters office against these three posts. The man who is posted here is Sr. Most and will become Joint Director (OL) and Director (OL) in due course and will remain in NCR for whole of his service career.
 - ii) The posts of AD (OL) of Regional Office, Delhi, Regional Office, Faridabad, Director (Medical) Delhi and National Training Academy, Dwarka are also vacant.

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The matter was brought to the notice of Sr. Officers personally who have clearly shown their inability to follow transfer policy. The matter was also discussed personally with the then Director General, Shri Anil Aggarwal also who assured to examine the case but has not taken any cognizance of these gross violations. We have made sufficient efforts to seek justice but the grievance redressal mechanism of ESIC which has totally collapsed.

Before raising these issues before other grievance redressal forums, I would again like to take this opportunity to seek justice for our member through your good office.

In view of above facts, I humbly submit before your good-self to kindly be considerate on grievance of our aggrieved member and adjust him in NCR of Delhi.

Yours faithfully,

(Heera Singh)
Secretary General

Enclosed: as above.