



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.2015-9

Dated : 14th July, 2015.

To,

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

Subject: Discriminatory Transfer Posting of SC/ST Officers and Employees in ESIC.

Regarding: Agenda Item Number - 2 of Minutes of Executive Committee Meeting of All India ESIC SC/ST Officers' and Employees' Federation held on 4th May, 2015 in Auditorium of Dr. Baba Saheb Ambedkar Institute of Social Sciences, MHOW, MP.

Respected Sir,

With due regard, I would like to bring to your kind attention on my letter bearing File No. AIESIC.SC/ST.FED. 2015-2 dated 04th June, 2015 along with which I have submitted minutes of the First Meeting of our newly elected Executive Body of All India ESIC SC/ST Officers' and Employees' Federation which was held on 04th May, 2015.

In this regard, I would like to invite your kind attention on Agenda Item Number - 2 of the minutes of the meeting extract of which is as follows for your kind consideration please.

Agenda Item Number - 2

"Transfer Posting Policy:- There was large scale discontentment in members regarding transfer policy on following grounds.

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- A. The Jr. Most persons are being displaced. As SC/ST category officers/employees are always junior most they are always subjected to frequent extreme transfers. As the members of SC/ST category has to face extreme posting with every promotion of his life and the counter part General category members are bestowed with convenient posting with every promotion of his life.
- B. Repatriation of officers who have completed tenure posting of three years :- It is also observed that there are many instances where the General Category officers were repatriated to their requested destination in abnormally short period i.e. within 1 to 2 years without completing tenure of posting i.e. 3 years. Whereas there are innumerable cases where the Officers belonging to SC/ST category has not been considered for repatriation even after completion of tenure posting of 3 years.
- C) Representation to SC/ST in Transfer fairness Committee :- ESIC has not given any representation to SC/ST in Transfer fairness Committee as a result the interest of employees and officers of this community are being ignored.
- D. Immunity from transfer and posting to key functionaries :- The key functionaries of affiliated association and federation should be given convenient posting so that they could not only do their official duties but also look after the welfare activities of employees and officers of their respective associations.”

In view of above, you are requested to kindly look into our genuine demands so that free, fair, just and equitable working environment should prevail for all. Following action are requested for creating just and equitable environment for all :

1. In view of above, you are requested to implement free, fair and just policy of first come first go in cases of posting of all employees and officers.
2. You are requested to repatriate all Employees and Officers who have completed out posting tenure of 3 years within their own Zone.
3. In case of those Employees and Officers who are posted out of their Zone against the transfer policy should be repatriated back on completion of service of one and half year.
4. In order to adjust these persons, vacancies should be created by sending those persons who have enjoyed home posting for longest period on first come first go basis.
5. You are requested to include Secretary General of our Federation as member of Transfer Fairness Committee to represent interest of its members.

6. To include General Secretaries of Regional SC/ST Welfare Association as member of Regional Transfer Fairness Committee to represent interest of their members.

Yours faithfully,



(Heera Singh)
Secretary General