

(c) and (d). The proposal is at a preliminary stage and as such, it is not possible to assess the likely World Bank assistance at present.

[*Translation*]

Policy on Transfer of Employees of Central Water Commission

9004. SHRI HARISH RAWAT: Will the Minister of WATER RESOURCES be pleased to state:

(a) whether there is any policy regarding transfer of employees of the Central Water Commission;

(b) if so, the details thereof;

(c) whether any complaints have been received about the working of this transfer policy; and

(d) if so, the action taken thereon?

THE MINISTER OF STATE IN THE MINISTRY OF WATER RESOURCES (SHRI MANUBHAI KOTADIA): (a) Yes, Sir.

(b) The transfer policy of Central Water Commission has been framed to ensure harmonising the essential needs of the organisation and the interest of the employees. The policy was reviewed by the Commission in consultation with the office bearers of the Staff Associations and the revised transfer policy was issued by Central Water Commission in September, 1989 for Group C and D employees and in December, 1989 for Group A and B employees. The salient points, inter-alia, of the transfer policy are given under:—

(i) Transfer from one station to another by and large are kept to the minimum possible.

(ii) Group 'A' and 'B' personnel are normally liable for transfer anywhere in India. Group 'C' and 'D' personnel should not normally be transferred except to meet the administrative contingencies;

(iii) When transfer of an employee from one station to another is inescapable, then the same should be done in a just and equitable manner, keeping in view factors like the employee with the longest continuous stay at a place;

(iv) Employees due for retirement on superannuation within a period of two years in case of Group 'A' and 'B' and 5 years in case of Group 'C' and 'D' shall not normally be transferred;

(v) As far as possible transfers are effected in March/April to avoid the disruption of educational schedule of the children of the employees;

(vi) Requests for posting to a station where the employees spouse, in Government service is posted, should be accommodated to the extent possible;

(vii) Female employees will not normally be posted to non-family stations;

(viii) Applications of request for posting/transfer of the employees are to be noted in a register and considered in a fair, just and equitable manner.

(c) and (d) While reviewing the transfer policy, some objections were received from some of the Staff Associations which were duly considered by the Commission while finalising the revised transfer policy.