

THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Circular No. 2012/10

Dated:10/04/2012

Dear Comrades,

GUIDELINES FOR PROMOTION IN PUBLIC SECTOR BANKS

We append the text of communication bearing No.1410/90/12 dated 07th April, 2012, sent by General Secretary of AIBOC to Shri. D.K. Mittal, Secretary, Department of Financial Services, Ministry of Finance, Government of India on the captioned matter. The contents of the communication are self explicit.

QUOTE

No.1410/90/12
Sri. D.K. Mittal,
Secretary,
Department of Financial Services,
Ministry of Finance, Government of India,
Jeevandeep, III Floor, Parliament Street,
NEW DELHI -110 001.

Date: 07.04.2012

Respected Sir,

GUIDELINES FOR PROMOTION IN PUBIC SECTOR BANKS

We had addressed a letter to the Hon'ble Finance Minister, Government of India vide our letter No.1410/02/12 dated 03.01.2012, wherein we had given our views on the guidelines issued by the Ministry for promotions, requirements of minimum experience, mandatory semi-urban service etc. A copy of the letter addressed to the Hon'ble Finance Minister is enclosed for your perusal. We have for reference your guidelines under notification No.F/No/4/11/1/2011/IR dated 14.03.2012. We are glad that some of the suggestions made by us have been accepted by you and the above guidelines are issued in supersession of the earlier guidelines.

2. We appreciate your decision to consider the requirement of rural /semi –urban posting or experience as Branch or Regional Head etc; can be applied prospectively. We observe that, the stipulation, of minimum 75% marks in APAR for each of the years of service for promotion under merit channel/fast track has been retained. We suggested that the total of 225 marks in three years out of the previous four years should be the criteria, instead of 75% marks per year.

3. Further, promotion policy upto Scale III is a product of bipartite agreement between the management and the Associations. Hence, Associations should have been taken into confidence, before implementing revised guidelines on promotion policy in the Banks.

4. It is observed that, the reporting standard differs from Bank to Bank. In some Banks, the Reporting Authorities will be liberal in giving marks for performance, but in other banks, even for similar performance, the Reporting Authorities may be conservative. The criteria of minimum of 75% marks per year for promotion are now prescribed. Therefore, it is suggested to consider overall marks for the previous 3 years instead of minimum of 75% marks each year for the purpose of eligibility for promotions. However, the condition of minimum of 75% marks each year may be implemented from prospective date, as in the case of rural service.

5. Please consider our suggestions in the interest of equity and justice.

UNQUOTE

DENIAL OF 2ND OPTION ON PENSION

We reproduce hereunder the text of communication of UFBU addressed to IBA which is self-explicit.

No.1367/7/12

8TH April, 2012

The Chairman,

The Indian Banks' Association,
World Trade Centre Complex,
Centre 1, 6th Floor, Cuffe Parade,
MUMBAI – 400 005.

Dear Sir,

DENIAL OF 2ND OPTION ON PENSION

You are aware that, based on the understandings reached between the IBA and UFBU, one more option for pension was made available to all existing CPF optees as well as to those who retired from 1993/95, onwards, subject to certain terms and conditions. During the course of discussions on the modalities for arriving at additional cost on 2nd option on pension and parameters to be communicated to the common actuaries, to arrive at cost of 2nd option, it was decided that,

All existing CPF optees, serving and retired be provided with one more option to Pension.

Those retired from 1993/95, onwards under superannuation or otherwise shall also be given an opportunity to opt for pension in lieu of provident fund.

Those even with less than 20 years pensionable service, who were considered for Special VRS during 2001, shall also be considered for 2nd option on pension.

Out of Rs 6000/- crores additional cost on 2nd option, estimated by the common actuaries, CPF optees on rolls as on 27.04.2010, to contribute Rs. 1800/- crores, and to opt for pension in lieu of Provident Fund.

All those retired earlier to 27.04.2010, to refund 156% of PF with interest if any received at the time of retirement.

Any clarification or dispute shall be resolved by the IBA in consultation with Unions/Associations

2. Unfortunately, at the time of implementation of the above understandings, the following aberrations have crept in.

a. Those retired on superannuation or under VRS on or after signing of the understandings by the UFBU at IBA on 27.04.2010, and before issue of instructions from individual Banks, are made ineligible for the 2nd option on Pension

b. Those who retired under VRS as per Officers Service Rules or Resigned or Compulsorily retired after completion of pensionable service are also made ineligible for the option.

3. In this connection, we draw your kind attention to the following, which were part of the said understandings.

i) We demanded 2nd option on Pension to all those who have retired on superannuation or otherwise like VRS, Resignees & Compulsory Retirees after putting in 20 years of pensionable service, in lieu of provident fund.

While calculating the additional cost on 2nd option, all categories of retirees viz., VRS, Spl. VRS, Compulsory Retirees etc., were taken in to account by the IBA and accordingly data was provided to the common actuaries to arrive at the additional cost.

The additional cost of Rs. 6000/- crores arrived at by the actuaries include, existing CPF optees and all types of Retirees, from 1993/95, including those pension optees, opted for Special VRS with minimum of 15 years service, who were given benefit of 5 years notional service to make them eligible for pension.

Therefore, denial of the legitimate benefit to the above mentioned retired CPF optees, amounts to violation of the understandings reached between the UFBU and IBA on 27.04.2010. This had lead to avoidable legal cases filed by the affected parties.

The issue came up for discussion at UFBU meeting held on 21-03-2012 at Mangalore, and it was decided to take up the matter with the IBA for resolution of the long pending issue on priority. The UFBU also felt that, IBA should have consulted Unions/Associations, before deciding to deny the offer to retirees of certain categories as, these directions do not conform to the understandings reached on 27.04.2010. We, therefore request you to review your decision and implement the understandings in right perspective.

Please treat the matter as most urgent.

UNQUOTE

With warm greetings,

Yours faithfully,



(HARVINDER SINGH)
GENERAL SECRETARY