

# THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

Regd.Office: Bank of India Bldgs., 70-80, M.G.Road, Mumbai – 400 023.



**OFFICE OF THE GENERAL SECRETARY,**  
C/o Bank Of India, Parliament Street Br.  
PTI Bldg., 4 Parliament Street,  
New Delhi – 1100 001.  
Phone:011-23719431, Fax :011-23719431  
Resi: 011-23822211  
E-mail: [fboioa@yahoo.co.in](mailto:fboioa@yahoo.co.in).



Circular No. 2012/12

Dated:04/05/2012

**Dear Comrades,**

We reproduce hereunder Circular No. 2012/05 issued by Com. Harvinder Singh, General Secretary of All India Nationalised Banks' Officers' Associations for your information:

**QUOTE:**

Dear Comrades,

## **Promotion Policy in PSBs- Relaxations Allowed by the Government**

You are well aware that the Govt. had issued common guidelines for promotion in Public Sector Banks on 05.12.2011, which were revised vide notification dt. 14.03.12 in suppression of earlier guidelines. After going through the guidelines of Govt., it was felt that the instructions were not congenial to regular promotion process, The new uniform guidelines issued by the Govt. resulted in non availability of candidates in all scales. Our members in various Banks were finding the various criteria like completion of rural/semi urban postings as pre requisite, APR marks etc. a road block in the promotion process and have been representing to us. Though the relaxation for the requirement of Rural Posting, exposure of Branch Managership was given at the first stage till 2015, Government was not agreeable to giving relaxation in Appraisal Marks.

Our Federation took up the issue with Govt. in writing as well as through various oral follow- ups. Many of our Constituents represented to their Management and also by raising the issue in their respective Boards. The managements of Public Sector Banks also took up the issue with the Govt. We are pleased to inform that our persistent and continuous follow up has yielded positive results. Govt. has agreed to our view point and logical representation and relaxed the eligibility criteria of promotion policy. The revised instructions are appended here below, for your information.

## **Relaxations Allowed**

- (i) The Zone of considerations for promotion should be generally 3 times the number of anticipated vacancies. However, in case these many officers are not available; the zone of consideration shall be at least two times the number of likely vacancies. For this purpose, the Board of Directors of the Bank may further relax minimum eligibility in length of service by upto six months over and above one year already provided in the guidelines dated 14.3.2012. The relaxation beyond one year in eligibility shall be granted only to the extent that officers at two times the number of vacancies become eligible.
- (ii) Vacant positions must be filled subject to the suitability of officers within the zone of consideration as per the Guidelines.
- (iii) All officers who are eligible on the cut-off date of experience requirement would be included in the zone of consideration.

- (iv) The officers against whom disciplinary proceedings are in process would be considered in addition to the requirement of zone of consideration as mentioned at (i) above and the recommendations in respect of such officers shall be kept in sealed cover.
- (v) The requirement of minimum 75% marks in APAR in each of the year under consideration would be relaxed to the extent of 60% marks APAR in each year for only those scales where passing of an examination by IBPS is mandatory for promotion.
- (vi) The condition of not granting the benefit of relaxation in minimum experience at two successive levels of promotions in Scale-III and above, as prescribed at para 5(iv) of the guidelines dated 14.3.2012 stands withdrawn.

The provisions regarding reservations/concessions, etc, in respect of promotion of SC/ST employees and any other category of employees have been kept unchanged. The above relaxations are however subject to approval of the Board of Directors of the respective Banks.

The Govt. has also issued following guidelines in respect of Promotions/Transfers in PSBs subject to the approval of the respective Boards:

- 1) The process for promotion for the vacancies during the year must be completed before June of that year.
- 2) All transfer orders should be issued by June every year. However, transfer on promotion can be done after June as and when these become due.
- 3) Any transfer of officers after June, even on administrative exigencies, except on promotion, would require prior approval of the Board of Directors.
- 4) For promotion during the year APAR upto the previous year must be taken into account. The banks must put in place a system in which APARs are completed in time and are available for the process of promotion.
- 5) In case exams are to be conducted for promotion at any level, the same should also be held in time so that the promotion process got completed in time.

Comrades, we are happy that your federation has once again proved that we are always at the forefronts in taking up the problems of the members and in mitigating the hardships faced by them on various issues from time to time. With our unity and solidarity, I am confident that we would achieve success on all fronts of common interest to our members.

**UNQUOTE**

*With warm greetings,*

Yours comradely,



**(HARVINDER SINGH)**  
**GENERAL SECRETARY**