

THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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TO OUR ALL UNITS / MEMBERS

Dear Comrades,

ALL THE BEST FOR YOUR CAREER PROGRESSION ! **BE THE BEST JUDGE FOR YOUR OWN DESTINY**

Comrades, we are once again amidst the process of promotions and transfers and take pride that our Bank is one of those few banks which is undertaking the promotion process on a regular basis and has a clearly defined promotion and transfer policy in vogue.

The results for promotion from Clerical to JMG-I has already been announced, whereby, 1238 candidates were successful and have already been advised their place of postings. We convey our heartiest congratulations to the successful candidates and wish them all success for future endeavors. Here, we would like to advise that the promotion in this category has taken place as per the agreement made with the Award Staff Union and the Management. We wish to clarify that the postings given to the successful candidates are decided purely on the basis of their preference strictly as per the merit. We have been receiving a lot of representations and would like to specify that the postings so decided cannot be changed as it is being done exclusively on the basis of promotion policy adopted by the Bank. Any change in that will have legal implications and therefore change in posting can neither be recommended by us nor would be considered by the Bank.

Promotions process from Scale I to II and onwards have also commenced. We wish all the success to the members aspiring for promotions in their endeavour. At the same time, we feel duty bound to remind all our members to go through the promotion and transfer policy presently in vogue in our Bank, before taking a decision to apply for the promotion. The policies are drafted with due consultation with the Federation and is very clearly documented and transparent. The postings after the promotion depend on the requirements of various Zones for different scales, members' rural/ semi urban exposure (mandatory as per Government's guidelines), availability of rural/semi urban branches in the Zone, the length of their stay in the Zone etc. Unfortunately, despite advises well in advance not only through circulars but from various platforms by the Federation leaders as well as local Units' leaders is often not heeded and instead of taking a balanced view, members often resort to representations. With these clarifications, we hope that our members would take careful decisions regarding their career progression vis. a vis. their personal/ family circumstances.

Apart from transfers upon promotions, transfer on administrative grounds also take place on these laid out policies only. Though we try to minimize these transfers to the best extent possible, yet it cannot completely be ruled out. Often our members request for a particular place / branch or even department. Here also, let us clarify that the postings are decided keeping so many factors in view like, requirement of Zone/ branch, scale, exposure, work experience of the member. We are sure our members are mature enough to understand our limitations in representing the cases and asking the Management to deviate from well defined policies. While discussing about promotion and transfers, we also take an opportunity to advise our lady comrades that our Bank is already adopting a policy of not transferring them on administrative grounds, acceding their request of transfer to the place of their spouse, transfer on promotion to nearest available Zone and retransfer to Home Zone after two years. Thus the Government's guidelines for giving them convenient postings are already in vogue in our Bank since past many years.

We once again appeal to our members not to represent for retention in the same Zone /choice postings in case of transfer upon promotion which will not be entertained by the Management and not to represent in case of administrative transfers, unless and until there are very compelling and compassionate grounds pertaining to self, Spouse or children, for doing so.

With warm greeting,

Comradely yours,

A handwritten signature in black ink, appearing to read 'Harvinder Singh', with a horizontal line underneath.

(HARVINDER SINGH)

GENERAL SECRETARY