

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:011-23730096, Tel/fax :011-23719431
E-mail: fboioa.sectt@yahoo.com



Circular No. 2017/15

Date: 03.03.2017

Dear Comrades,

INITIATION OF PROMOTION PROCESS **VARIOUS EXEMPTIONS APPROVED BY THE BANK'S BOARD** **IN ITS MEETING HELD ON 02.03.2017**

We had been receiving representations from our members about their ineligibility in the ensuing promotion process due to certain stringent conditions in the Promotion Policy. Though these conditions were based on Government guidelines/duly deliberated process to groom our Officers to take up higher positions in the Bank, its implementation could not be ensured due to systematic deficiencies.

Considering the genuineness of the representations and to save the precious minimum one year in the Promotion Process, the issues were taken up by your Organisation with the Management. A detailed Board Note was put up in the Board meeting held on 02.03.2017. After due deliberations on the issue, the Bank's Board was kind enough to appreciate the issue in its entirety and decided as under:

1. The requirement of experience of working as Branch Head/working in Administrative Office for promotion from Scale IV to Scale V, Scale V to Scale VI and from Scale VI to Scale VII has been removed; and
2. The requirement of rural/semi urban exposure for Officers recruited directly in Scale III and Specialist Officers who were converted as General Banking Officers in Scale III has also been relaxed for promotion from Scale III to Scale IV.

On our taking up further, it has been decided by the Head Office that:

- i. Officers in Scale III, who are otherwise eligible for promotion to Scale IV but whose rural/semi urban service is short by a period upto six months, would also be provisionally made eligible for promotion to Scale IV, subject to the condition that the promotion will be effective only after completion of remaining period of six months of rural/semi urban service; and
- ii. Officers in Scale IV, who are eligible for promotion to Scale V, but have not completed Branch Manager's exposure, shall also be provisionally considered for promotion and their applications will be invited.

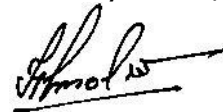
Head Office has issued Circular Ref No. HO:HR:IR:I-583 in this regard. All Officers, who have been made eligible due to the Board decision/Head Office deciding to call applications provisionally, are advised to submit their applications immediately i.e. latest by 4.00 p.m., today.

Comrades, though our Federation is always vigilant and alive to the issues of members, it is also our endeavour to guide on these sensitive issues. Though we are able to secure these relaxations with our persuasive efforts this time, members must endeavour to complete their rural/semi urban postings in their own interest. We have also demanded from the Management that any mandatory requirement in the Promotion Policy must be ensured through administrative measures and HRMS can be used for the purpose. We hope that we will be able to secure a permanent solution to these problems through continuous discussions with the Management.

I would also like to take this opportunity to exhort our membership once again to make best of their efforts in turning around our Bank to such a strong position so that we can once again feel proud of working in the 'numero uno' Institution of the Banking Industry. You will appreciate that the Bank Management has been very kind and considerate in dealing with the issues of its employees all through the difficult times. Therefore, it also becomes our bounded duty to provide leverage to our considerate Management for considering more welfare measures for its work force.

Thanking you,

Comradely Yours,

A handwritten signature in black ink, appearing to read 'Harvinder Singh', with a horizontal line extending to the right from the end of the signature.

(HARVINDER SINGH)
GENERAL SECRETARY