



## ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 3427/Delhi)

State Bank Buildings, St. Mark's Road, Bangalore – 560 001

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CIRCULAR NO. 39  
09.04.2012

Date:

### **TO ALL AFFILIATES/MEMBERS:**

#### GUIDELINES FOR PROMOTION IN PUBLIC SECTOR BANKS

We append the text of communication bearing No.1410/90/12 dated 07<sup>th</sup> April, 2012, sent 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.

2. We will keep you posted with the developments in the matter.

With regards.

(G.D.NADAF)  
GENERAL SECRETARY

TEXT

**No.1410/90/12**

**Date: 07.04.2012**

To,  
**Sri. D.K. Mittal,**  
Secretary,  
Department of Financial Services,  
Ministry of Finance, Government of India,  
Jeevandeep, III Floor, Parliament Street,  
**NEW DELHI -110 001.**

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.

Thanking you Sir.

Yours faithfully  
SD/-  
**(G.D.NADAF)**  
**GENERAL SECRETARY**