



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

CIRCULAR NO.49

DATE: 04.05.2012

TO ALL AFFILIATES/MEMBERS:

GUIDELINES FOR PROMOTION IN PUBLIC SECTOR BANKS

The Government of India had issued guidelines on promotions, requirements of minimum experience, mandatory rural/semi-urban service etc.

2. The guidelines earlier had inter alia suggested that minimum of marks in APAR for each year of service should be 75%. Though we had suggested that the total of 225 marks in three years out of the previous four years marks should be considered for the purpose of eligibility for promotion, subsequently we came to know that in some of the Banks the average marks per year obtained by the candidates was in the range of 50 to 60% and the number of candidates in some Banks are very less. Hence, we have made a suggestion to the Government to extend relaxation in this area and reduce the marks to 50% or 60%.

3. We are glad to inform that, Government has accepted our suggestion and the requirement of minimum 75% marks is relaxed to 60% marks in APAR in each year. The relaxation is subject to the condition that the candidates for scale promotions should pass an examination conducted by IPBS.

4. We are also happy to inform you that the condition of not granting the benefit of relaxation in minimum experience of two successive levels of promotions in Scale - III and above stands withdrawn.

5. The relaxations are permitted as a one-time measure for the promotion process for the year 2012 – 13.

The relaxations are permitted due to our relentless efforts and this should meet the hopes and aspirations of the officers in the Banking Industry.

6. We reproduce here below the revised Govt. guidelines, for your information.

“(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 atleast 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 14.03.2012. 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 extend 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 14.04.2012 stands withdrawn.
- (vii)** The provisions regarding reservations/concessions, etc., in respect of promotion of SC/ST employees and any other category of employees be followed as per the extant Guidelines in the matter.”

7. All our affiliates/members to take note of the revised guidelines.

With greetings,



(G.D.NADAF)
GENERAL SECRETARY