



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.43

DATE: 28.04.2012

TO ALL AFFILIATES / MEMBERS:

APAR FORMAT FOR OFFICERS OF PUBLIC SECTOR BANKS

It is noticed that, under self-appraisal format of APAR designed by the Government of India, Ministry of Finance for all Public Sector Banks (except SBI and its Associates), a clause on details of participation in strike/agitation call of Union/Association has been included. The intention of the clause is to de-unionise the officers forming Unions/Associations, enrolling as members and participation in agitation/ strike to express their anguish against unilateral actions on service conditions by Management/Govt. Inclusion of this clause in the highlights of performance and outstanding achievements on budgeted goals conveys a wrong message, creating a fear psychosis in the minds of officers. Participation in agitation/strike by the members of the Union/Association in legitimate trade union activity, is a natural phenomenon. No other authority can restrict exercise of fundamental rights, enshrined in the Constitution of India.

2. Hence, we have today sent a letter to the Secretary, Department of Financial Services, Ministry of Finance, Government of India, New Delhi for removal of the contentious clause from the self appraisal format. A copy of the communication is enclosed.

3. We are awaiting positive response from the Ministry and will share it as and when received.

With greetings,

A handwritten signature in black ink, appearing to be 'G.D. NADAF', written in a cursive style.

(G.D.NADAF)
GENERAL SECRETARY



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

No. 1452/97/12

Date:

27.04.2012

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,

APAR FORMATS FOR OFFICERS OF PUBLIC SECTOR BANKS.

We invite your kind attention to Government of India, Ministry of Finance, Department of Financial Services letter F.No.9/5/2009-IR dated 23.03.2012 on APAR Formats for officers of Public Sector Banks.

2. One of the items to be highlighted by the appraisee, along with outstanding achievements, during the year under review is, details of his/her participation in strike /agitation called by Union / Association during the period under review.

3. We feel that, inclusion of details of participation in strike /agitation called by Union /Association, in self appraisal of the candidate conveys a wrong message that, notwithstanding the outstanding achievements, he/she may be deprived of the legitimate promotion on account of joining in the agitational programme. This

may lead to deunionisation of officers, which will be against the constitutional provision on fundamental rights granted to every citizen to form Union and Association.

4. The management is supposed to maintain details of strike participation of every employee / officer. The participation in agitation /strike by an official as a member of the Union / Association, as a collective action, should not be criteria for suitability to promotion. Under the provision of 'no pay for no work', salary and allowances of employee /officer concerned, would have been deducted for the strike observed by them.

5. Hence, we request your good self to arrange to remove the relevant clause on strike /agitation from the Self Appraisal format in Annual Performance Review and to advise the Banks accordingly.

With greetings

Yours faithfully



(G.D.NADAF)
GENERAL SECRETARY

Copy to: The Chairman, Indian Banks' Association for information and necessary action.

The Chairman
Indian Bankers Association

World Trade Centre Complex,
Centre1, 6th Floor, Cuffe Parade,
MUMBAI – 400 005.