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स्टेट बैंक ऑफ इण्डिया ऑफिसर्स एसोसियेशन
State Bank of India Officers' Association (Patna Circle)

All Letters to be
Addressed to the
General Secretary

Regd. No. 1872 of 1975
(REGISTERED UNDER TRADE UNION ACT - 1926)

State Bank Building
West Gandhi Maidan
Patna - 800 001

CIRCULAR NO. **15**/2016 DATE : 17.06.2016

TO,
ALL MEMBERS

CAREER DEVELOPMENT SCHEME (CDS)

We reproduce hereunder the text of the **AISBOF Circular No. 76** dated 17.06.2016, contents of which are self-explicit.

With warm greetings,

(Ghanshyam Pd. Srivastava)
GENERAL SECRETARY

OUR UNITY : ZINDABAD-ZINDABAD
S.B.I.O.A. : ZINDABAD-ZINDABAD

Text

CAREER DEVELOPMENT SCHEME (CDS)

As you are aware, the CDS Scores of individual officers has created lot of apprehension in the minds of all. The very low scores of officers who have performed extremely well, the scores of 'Zero' in many instances, including top executives of the Bank, the discrepancies in the KRA's, deputation of officers to different branches, allotment on non-specific work not mapped by KRA's, issues related to RMRO's/CRE's, inconsistency and seasonal nature of returns from Agri advances etc., vis-à-vis equal distribution of budgets are some among the many issues that have led to the confusion and low scores.

2. In this connection, we had a detailed discussion with our Chairman, DMD & CDO, CGM(HR) and GM(HR) at Corporate Centre on 8th, 9th & 10th June, 2016 and during the discussions we have been assured by the top management of our Bank that there will be no discrepancies or heart burns for any of the officers in the Bank. After we took up the issues, we are informed that, now, an AGM (CDS), is designated in every circle to look after all the discrepancies of the officers of the respective circle, with regard to CDS scores.

3. In this connection we request all our members to represent their grievances to AGM (CDS) posted at respective LHO immediately and have their grievances redressed. This has to be done urgently.

4. Further in order to mitigate the problems and take care of discrepancies, the CGM of the Circle is empowered to rectify the performance assessment of upto 3% of the total officers in the Circle, over

and above the rectification done by AGM (CDS) of the circle. In this connection we request you to represent to CGM of the Circle also, through the circle Association, all such instances of discrepancies which could not be rectified by the AGM (CDS) of the Circle.

5. We have been advised and assured that after completion of grading on the basis of percentile of marks for all the officers, no officer will be in grade "C" as per CDS manual, for this year.

6. There are two cohorts namely "Measurable" and "Non-Measurable". It has come to light that officers under the 'non measurable' cohorts are usually given high marks/full marks leading to heart burn amongst the officers under measurable cohorts, whose scores are extracted directly from the system/CBS. Therefore in order to provide more weightage to officers under measurable budgets, it has been decided to rate 30% of such officers under "AAA" as compared to officers in 'non measurable' cohorts which will be around 25%.

7. After the Cohorts are identified and mapped officer wise, the marks attained by each officer will be converted to percentile and gradation will be done, based on which the officers' performance is assessed. We have been assured that when the grades are awarded, if there are still discrepancies then such issues would be rectified immediately.

8. We therefore request all the members to represent their grievances to the Circle AGM(CDS) & get the redressal done wherever it is beyond the discretion of the AGM (CDS), we should represent to Circle CGM for more corrections and redressals of un-resolved grievances of upto 3% of the total officer members of the circle.

9. The top Management at the Corporate Centre have assured us that there will be no injustice or heart burns to any of the performers as compared to previous year's performance. Moreover for this year's promotions since 3 out of 4 years scores or 4 out of 5 years score will be reckoned, the CDS scores may not have a direct impact on promotions. But low scores of this year will affect the next year's promotions. Hence it is our endeavor to ensure that proper scoring is done, commensurate to the performances.

10. We are still in the process of pursuing all the issues pertaining to CDS continuously and to resolve the matter, at the earliest. We shall review the entire issue, once the grades appear, and shall take up these issues further.

11. If there are still issues involved, which cannot be resolved and are detrimental to the officer's career, then we shall review the same and demand that the whole CDS/KRA System be reviewed.

With greetings,



(Y.SUDARSHAN)
GENERAL SECRETARY