

CIRCULAR NO. **09** /2022

DATE : 21.01.2022

TO,
ALL MEMBERS

PROMOTION POLICY FOR THE YEAR 2022-23

We reproduce hereunder the text of the **AISBOF Circular No. 09** dated 21.01.2022, the contents of which are self-explicit.

With warm greetings,

(Ajit Kumar Mishra)
GENERAL SECRETARY

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

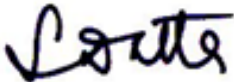
TEXT

PROMOTION POLICY FOR THE YEAR 2022-23

We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,



(Soumya Datta)
General Secretary

No. 6517/04/22

21.01.2022

The Deputy Managing Director (HR) & CDO,
State Bank of India,
Corporate Centre,
Madame Cama Road,
Mumbai – 400 021

Dear Sir,

PROMOTION POLICY FOR THE YEAR 2022-23

We refer to the eCirculars - No.CDO/P&HRD/9/2021-22 and CDO/P&HRD/92/2021-22 dated 21.01.2022 (today) revising the Promotion Policies for MMGS II/III, and SMGS IV/V respectively, wherein certain changes have been made in the eligibility criteria to the existing policy.

02. In this context, we note that that the number of years of service in the present grade (as on the date of eligibility) has been extended from 2 years six months to 3 years for MMGS-III. Consequently, in every Circle over hundreds of candidates, who had been issued hall tickets for the ensuing examination scheduled on 23rd January'22 have been "disqualified". Similar changes have been made for SMGS IV and V officers. Many of the 'ineligible' candidates have been preparing for months for their career advancement despite several constraints in these trying times of the Covid 19 third wave. While we understand the rationale for changes in the policies, our expectation is that the announcement and implementation of any policy has to be well in advance after proper discussion. The sudden announcement at the 'eleventh hour' has caused widespread angst and resentment amongst the 'ineligible' candidates, which we feel is humiliating and unwarranted. This would also demotivate thousands of bright officers, who have been instrumental in fostering the growth and development of our esteemed institution.

03. Secondly, we also like to draw your kind attention to the fact that virtually the entire batch of PO & TO 2016 were confirmed in MMGS-II grade in January 2019 and are subsequently eligible for appearing for the ensuing examination for MMGS-III scheduled on 23rd January'22. However, it is a matter of irony that officers of PO 2014 and PO 2015 batch confirmed as Scale-I and promoted to scale II on 25th April 2019 have been rendered ineligible for promotion to MMGS-III in the current promotion year. This would also have an irreversible effect on the career prospects of both the senior batches in future.

04. Thirdly, the eligible officers have been listed under three categories for depending on status regarding completion of mandatory assignments. There are several officers who were not eligible for promotion till yesterday and now they stand eligible due to the

introduction of list B and list C. Here, it is important to note that mandatory pre-promotion training has also not been conducted for some of these newly eligible candidates as they prepare to appear for written examinations. Also, other 'newly eligible' candidates will not have any time to prepare for the examination which will be injustice to them.

All these aspects may pose a risk of likely litigations on the entire promotion exercise.

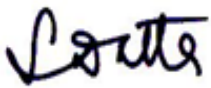
05. Apparently, this last moment decision has been taken without giving serious thought to several implications it would have on the career of the concerned officers as well as its negative impact on the morale of entire work force of the Bank.

We, therefore, urge upon your good office to revisit the decision and defer its implementation for the current promotion year (PY 2022-23).

Please treat the matter as most urgent.

With best regards,

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Soumya Datta', written in a cursive style.

(Soumya Datta)
General Secretary