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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. 11 /2020

DATE : 14.01.2020

TO,
ALL MEMBERS

Promotion to JMGS-I Cadre
Relaxation sought in Reversion Policy

We reproduce hereunder the text of the **AISBOF Circular No. 11** dated 14.01.2020, 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 to JMGS-I Cadre
Relaxation sought in Reversion Policy

We have sent a communication to the DMD (HR) & CDO, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,

(Soumya Datta)
General Secretary

The Deputy Managing Director(HR) & CDO
State Bank of India
Corporate Centre,
Madam Cama Road
Mumbai 400 041

Dear Sir,

Promotion to JMGS-I Cadre
Relaxation sought in Reversion Policy

We draw your kind attention to the instances where an employee on promotion to the officers cadre in JMGS-I , seek reversion to the clerical cadre and the Bank considers the request, at its discretion, on the merits of the case. Normally, such cases are few and far between and the compelling reasons for such requests are either medical, familial or social responsibilities faced by the staff at that point of time. Under the extant instructions of the Bank (HR Volume II, Chapter IV, 4.10) they are debarred from being eligible for further out-of-cadre promotions, in their career:

“After reversion to clerical cadre, such employees will be debarred from out-of-cadre promotion and will also not be eligible to be considered for officiating chances outside their cadre. The reasons for such deterrents for who seek reversion is that they spoil the chances of their batch mates from promotion who appear with them and after reversion, resulting in some vacancies remaining unfilled until new promotion exercise takes place causing dislocation of work and shortage of officers”

2. Of late, there has been a surge in the numbers of such reversion cases. Now, it may be more than a possibility that such employee would have overcome the constraints faced by them for those who seeking reversion, in the normal course of life and some of them may indeed be willing and ready to accept promotion after the lapse of some time. But, the present policy does not permit this. We are of the view that, with the ever changing and fast pace of life that we experience nowadays, a personal decision based on inconvenience of temporary nature should not prove to be a restrictive factor for someone who is genuinely willing to reconsider it and start anew instead of stagnating in the same position for the rest of one's career.

3. Information available on public domain indicates that there are several organizations (e.g. Make My Trip, Sapient Nitro, Apollo Hospital Enterprises, Ford Motor, JK Tyres etc.) which attempt to woo-back the separated employees (often termed as boomerang employees). A survey by a HR agency indicates that 76% of HR officials said that they are likely to hire the “boomerang employees” as a better value proposition. Many organizations pursue the staff,who have left them for good, to come back, as they manage to fit better with the cultural ethos and milieu of the organization. Under these circumstances, it would be befitting that Bank should also revisit the Reversion Policy.

4. It is also our suggestion that, considering the lukewarm response of the clerical cadre to opt for promotions and the accumulation of unfilled vacancies, it would be in best interest of the Bank as well as the staff that the present debarment/reversion policy be reviewed urgently in this regard by limiting the cooling period to say, 5 years. This will not only give one more option and encouragement to such staff to pursue the career within the Bank with a renewed commitment, but will also enable the Bank to harness the internal human resources optimally and augment numbers, which is the dire need of the hour. We will be thankful if you undertake an early review of the policy, on the basis of our inputs.

With regards,

Yours sincerely



Soumya Datta
General Secretary