

CIRCULAR NO. 63 /2023

DATE : 24.08.2023

TO,  
ALL MEMBERS

**SUGGESTIONS FOR ENHANCEMENT OF PROMOTION POLICY**

We reproduce hereunder the text of the **AISBOF Circular No. 63** dated 24.08.2023, the contents of which are self-explicit.

*With warm greetings,*

(Amaresh Vikramaditya)  
**GENERAL SECRETARY**

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

**TEXT**

**SUGGESTIONS FOR ENHANCEMENT OF PROMOTION POLICY**

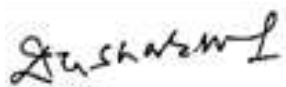
We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for your information.

**#OurUnityLongLive**

With greetings

Yours comradely,



**(Deepak Kumar Sharma)**

**General Secretary**

The Deputy Managing Director (HR) &  
Corporate Development Officer  
State Bank of India  
Corporate Centre,  
Madame Cama Road,  
Mumbai - 400021

Respected Sir,

**SUGGESTIONS FOR ENHANCEMENT OF PROMOTION POLICY**

We are writing to present a set of suggestions aimed at refining our existing promotion policy. These suggestions have been developed through careful consideration of various aspects and are intended to promote fairness, transparency, and employee satisfaction within the organization.

- 1. Revision of Promotional Appraisals Form (PAF) and CDS Discretionary Score Alignment:** To ensure an objective and comprehensive evaluation for promotions, we propose reconsidering the use of the Promotional Appraisals Form (PAF). Instead, we recommend calculating an average Discretionary score from the annual CDS appraisals over the past five years. This approach would incorporate inputs from multiple reporting and reviewing authorities, minimizing potential biases associated with a single exercise like PAF. We also recommend reviewing and potentially aligning the parameters of the Discretionary Score with those used in the PAF to maintain consistency.
- 2. Flexible Approach to Branch Manager Assignments:** As part of optimizing our workforce and skill utilization, we suggest reevaluating the current mandatory requirement of assigning officers as Branch Managers for two years in Scale 3 or 4 incumbent branches. To better align with individual skills and organizational objectives, we propose introducing a choice-based system. Officers could opt for assignments as either Branch Managers or Relationship Managers in Small and Medium Enterprises (SMEs) for a four-year period. Within this timeframe, officers can serve as a Branch Manager for two years in any scale incumbency while also having the opportunity to gain valuable experience as Relationship Managers. This approach would allow officers to gain valuable experience in both roles, contributing to their personal growth and overall effectiveness. Further, this change would not only provide an opportunity to retain officers with specialized expertise in high-value credit but also alleviate unnecessary transfer-related expenses.

3. **Enhanced Transparency in Inter Circle or Corporate Centre Transfers:** Transparency is essential in facilitating informed decision-making among our officers. In this regard, we recommend declaring the criteria for inter circle or corporate centre transfers for SMGS IV and V positions when announcing the promotion schedule. Providing this information proactively empowers officers to align their career aspirations with potential transfer opportunities, thus contributing to better planning and overall job satisfaction.
4. **Introduction of Six Additional Chances under the Seniority Channel:** Acknowledging the accelerated pace of promotions in recent years and its impact on officer age profiles, we propose introducing six additional chances of promotion under the seniority channel. By allowing officers more opportunities to advance, this adjustment can mitigate frustration and disappointment among officers who exhaust their promotion chances early. This change will serve to strengthen our organization by fostering a sense of fairness and upward mobility.

We believe that implementing these suggestions could lead to a more equitable and dynamic promotion policy that aligns with our organization's values and objectives. We appreciate your consideration of these recommendations and look forward to the opportunity to discuss them further. Your support in shaping our promotion policy for the betterment of our employees and the organization is greatly valued.

Thank you for your time and attention.

Yours sincerely,

Sd/-

**(Deepak K Sharma)**

**General Secretary**