



Karnataka Bank Officers' Organisation (Regd.)

Regd. Office: Mangalore (D.K.)
(Affiliated to AIBOA)

Somayaji House, II Floor, Bunts Hostel Road, Mangalore - 575 003

Ph: (O) 2443358, Fax: 0824-2443698, President: 2222217 (R), Gen. Secretary: 2491322 (R) E-mail: kboo@rediffmail.com

Circular No. 14/2019

August 23, 2019

Dear Comrades,

PROMOTION EXERCISE 2018-19

Members were informed about the issue of non-filling up of declared vacancies in the year 2018-19 through our various circulars. Also vide our Circular No. 10/2019 dated 18th July 2019, we have apprised the members about the four meetings held by our Negotiating Committee with the Management Committee on 08-04-2019, 10-04-2019, 04-06-2019 and 06-07-2019 and our earnest efforts and constructive suggestions put forth by the Organisation with sound logic and reasoning to resolve the issue of unfilled vacancies of the year 2018-19 but the issue could not be resolved.

That being the case, we have received a letter from the Management regarding the above said issue. We reproduce here under the text of the Management's letter No.HO.HR&IR/KBOO/1387/2019-20 dated 02-08-2019 for the information of the members.

Dear Sir,

Re: Promotion Exercise 2018-19 and other related issues

A reference is invited to our letter **HO.HR&IR/KBOO/3766/2018-19 dt 05-02-2019**, wherein a platform is created to have a meaningful and transparent exchange of views to resolve the issues if any, pertaining to Officers fraternity, by forming a special Management Committee under the Chairmanship of COO and General Manager, HR&IR as member, with following agenda;

- > **Suggestions for the fine tuning the MOU of promotion.**
- > **Suggestions/guidelines for placement/transfer policies.**
- > **Suggestions on conducting the lateral recruitment across Scale II, III and IV cadres.**
- > **Suggestions on Performance Based Incentives.**
- > **Any other matter related to betterment of Officer fraternity.**

It was also intended to have back to back meetings so as to have an early amicable settlement.

The Said committee so far had four meetings on 08-04-2019, 10-04-2019, 04-06-2019 and 06-07-2019, and as per the proceedings it is observed that you have had not come out with any concrete suggestions on any of the enlisted agenda items but rather kept on insisting for filling up of unfilled vacancies under scale III and IV from among the candidates found unsuitable in the regular promotion exercise 2018-19, which was negated by us on all occasions referred above.

Hence, it is a matter of deep concern to note that you failed to represent the cause of Officers' fraternity even though a special platform is provided to you so as to address the issue comprehensively. In view of the above, we are left with no other options, but to take the things forward, considering the requirement and development of the Bank and its Officers and accordingly you are informed as follows:

1. As per 12(vi) of MOU dt 26-12-2012, the current year vacancies under Scale II, III & IV are notified as **130, 56 and 29** respectively inclusive of unfilled vacancies of **11 and 21** (pertaining to the year 2018-19) under Scale III and IV respectively.
2. All the eligible candidates including those found unsuitable for promotion during 2018-19 may submit their willingness as per the timeline to be prescribed by HR&IR Dept.
3. The unfilled vacancies, if any, after conducting the internal promotion exercise as per MOU dt 26-12-2012, may have to be filled up through lateral recruitment and in that process all the otherwise eligible internal candidates across the cadre may also apply.

We also confirm having conveyed the above to you and your President when both of you called on us on 29th July, 2019.

This is for your kind information.

Yours faithfully,

Sd/-

Mahabaleshwara M S
MANAGNG DIRECTOR & CEO

We have replied to the above said letter of the Management vide our letter dated 21-8-2019. We reproduce here under the excerpts of our letter No. KBOO/77/2019 dated 21-08-2019 addressed to the Managing Director for the information and guidance of our members.

Dear Sir,

Re: Promotion Exercise 2018-19

Ref: Your letter No.HO.HR&IR/KBOO/1387/2019-20 dated 02-8-2019

We refer to your above letter and write to state as follows:

Besides setting forth, in our reply dated 19-02-2019, our position vis-a-vis your preceding letter dated 05-02-2019, our Negotiating Committee had earnestly participated in the four meetings on 8-4-2019, 10-04-2019, 4-6-2019 and 06-07-2019 and put forth some constructive suggestions backed by sound logic and reasoning to resolve the issue and every time we were told that they would refer the matter to the higher ups and come back. That being the case, it is now unfair to accuse the Organisation for the unresolved issue of filling up the unfilled vacancies under Scale III and IV which we reject since it does not reflect the facts of the case and hence unwarranted.

Regarding the 5 issues listed in your letter which were tabled for discussion, we desire to set the record straight. We had requested the Management vide our letter dated 19-02-2019 to

come out with their suggestions/proposals on the above said issues so that we could respond to the issues after discussing the same in our internal forums. We observe that no concrete proposals have come from the Management side till date on any one of the issues. Therefore, it is unfair on the part of the Management to observe that we have not given any concrete proposals/suggestions on the listed agenda.

You are aware that while the proceedings so far traversed have been in respect of Promotion Exercise 2018-19, we have to bear in mind that the whole process has to be governed under the provisions of the MOU dated 26-12-2012 which is still in force.

Further, regarding para No. 2 of your letter, we have to state that as per the MOU in force all the candidates who fulfil the eligibility criteria including the unsuccessful candidates of the previous year are also otherwise eligible to apply for the promotion exercise in the succeeding years. Therefore, we feel that your observation is superfluous.

Regarding, para No. 3 of your letter under reference which suggests the possibility of filling up the vacancies through lateral recruitment would violate the terms of MOU dated 26-12-2012 and as such we are not agreeable to the proposal of the Management in this respect. Hence, please note that the notified vacancies under various categories as per your above letter shall have to be filled up from amongst the eligible candidates who appear for the interview.

Nevertheless, concerned equally as we are with the requirement and development of the Bank, we are open to discuss the modalities of filling up the declared vacancies in general cadre in future. Therefore, we request you to urgently convene a meeting to discuss the above issue so as to arrive at a mutually agreeable understanding of the matter in the best interest of the Bank as well as the officers.

Yours faithfully,
Sd/-
(K.Raghava)
General Secretary

We note to inform the developments to our members in the matter.

With warm greetings,

Yours comradely
Sd/-
K.RAGHAVA
GENERAL SECRETARY

ALL INDIA BANK OFFICERS' ASSOCIATION	...	...	...	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION	...	...	...	ZINDABAD
OFFICERS - WORKMEN UNITY	...	...	...	ZINDABAD