



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, President: 9449571317, Gen. Secretary: 9449051322 Website: www.kboo.in

Circular No. 25/2016

November 23, 2016

Dear Comrades,

OUR DEMAND FOR DISCLOSURE OF PERFORMANCE APPRAISAL MARKS TO THE OFFICERS CONCEDED !!

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Members were informed vide our Circular No. 23/2015 dated 31-12-2015 regarding our demand for disclosure of Performance Appraisal marks to the officers. The main issues/ points that we raised in our demand are that the present system of performance appraisal is an opaque one wherein the concerned officer is not being informed of the marks allotted to him by the management, thereby the officer is deprived of an opportunity to introspect on his performance as rated by the management. Secondly, as per the promotion policy agreement, important weightage is given for performance appraisal marks under the past performance category. As such, aspiring candidate for promotion would not be knowing where exactly he stands in the promotion exercise. We also demanded a right of appeal to the officer against the marks allotted to him, in consonance with the principle of natural justice.

In this connection, we are happy to inform that the Management has decided to disclose the performance appraisal marks, confirmed by the concerned authority to the officers upto Scale III through HRMS from current year onwards. We thank the Managing Director for conceding to our just demand. We reproduce here under the excerpts of the letter No. HO/HR&IR/KBOO/4822/2016-2017 dated 22-11-2016 received from the Management for the information of the members:

The General Secretary,
Karnataka Bank Officers' Organisation
Somayaji House, II Floor, Bunts Hostel Road
Mangaluru - 575 003

Dear Sir,

Sub: Demand for disclosure of Performance Appraisal marks to the officers

Ref: Your letter No. KBOO/80/2015 dated 31-12-2015

In the matter, it has been decided to disclose the performance appraisal marks, confirmed by the concerned authority to the officers upto Scale III through HRMS from current year (i.e. for the period ending 31-03-2016) onwards.

A provision also has been made to make an appeal by the appraise officer, if he is not satisfied with the rating awarded.

This is for your kind information.

Thanking you,

Yours faithfully,

Sd/- **(Jayarama Bhat P)**
Managing Director & CEO

LFC – ONE MORE OPTION TO CHOOSE SCHEME ‘A’ OR ‘B’ – EXTENTION OF TIME: As per the discussion held between the Management and KBOO, it has been mutually agreed to extend the last date to choose the LFC Scheme ‘A’ or ‘B’ upto 30-11-2016 , as a special case. We reproduce hereunder the excerpts of the letter No. HO/HR&IR/KBOO/4798/2016-2017 dated 21-11-2016 received from the Management for the information and guidance of the members:

The General Secretary,
Karnataka Bank Officers’ Organisation
Somayaji House, II Floor, Bunts Hostel Road
Mangaluru - 575 003

Dear Sir,

Sub: LFC – One more option to choose Scheme ‘A’ or ‘B’ –for officers –Extension of time.

Ref: Memorandum of Understanding dated 13-10-2016

This has reference to our discussion on the subject. As mutually agreed, the last date for officers(Scale I to III) to exercise the option to choose one of the two schemes, viz. Scheme ‘A’ and Scheme ‘B’ of LFC is extended upto 30-11-2016, as a special case.

Yours faithfully,
Sd/-(**Manjunatha Bhat B K**)
Deputy General Manager

All the concerned members are called upon to note the extension of time and act accordingly.

With warm greetings,

Yours comradely,
Sd/-
(K. RAGHAVA)
GENERAL SECRETARY

AIBOA - AIBEA	...	...	...	ZINDABAD
KBOO - KBEA	...	...	...	ZINDABAD
OFFICERS - WORKMEN UNITY	...	...	...	ZINDABAD