



Karnataka Bank Officers' Organisation (Regd.)

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

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Circular No. 35/2018

December 5, 2018

Dear Comrades,

- ❖ **WE PROTEST THE NON-FILLING OF DECLARED VACANCIES IN SCALE III AND IV**
- ❖ **MANAGEMENT VIOLATES THE SANCTITY OF PROMOTION POLICY AGREEMENT**
- ❖ **BIPARTISM MECHANISM BYPASSED BY THE MANAGEMENT IN OUR BANK**
- ❖ **OFFICER COMMUNITY DISCRIMINATED BY DENIAL OF PROMOTIONAL OPPORTUNITIES**

1. We are shocked to receive a letter from the Management on 30-11-2018 informing us that they have promoted 59 candidates for Scale III against a declared vacancy of 70 and 19 candidates for Scale IV against a declared vacancy of 40 due to non-availability of adequate number of suitable candidates.
2. **We also learn that 121 candidates participated in the promotion exercise for Scale III against the declared vacancy of 70 and 72 candidates participated for Scale IV against the declared vacancy of 40 with a ratio of 1 (vacancy): 1.72 (candidates) and 1 (vacancy): 1.8 (candidates) respectively.**
3. **Comrades, it is clear from the above that the Management has not filled up 11 vacancies in Scale III and 21 vacancies in Scale IV out of the declared vacancies for the year 2018-19.**
4. **Comrades, it is a gross violation of the sanctity of the Promotion Policy Agreement dated 26-12-2012 by the Management which nowhere mentions about the non-filling of declared vacancies in a year. Hence the stand of the Management and the reasons furnished for non-filling up of the declared vacancies in Scale III and IV are unacceptable.**
5. Moreover, by this act, the Management also violated the Bipartism principles practised so far in our Bank.
6. **Further, the above move by the Management is highly discriminatory in nature against the officer community who has contributed immensely for the growth and development of our dear Institution unmindful of the unbearable work pressure, personal health and family life.**

7. We also learn that many of the so called “unsuitable candidates” have secured Good and Very Good ratings from the Management for the current year based on their Performance Appraisal Reports including MD Club memberships. Moreover, many of them are managing branches with a turnover of 150 to 400 crores with a credit portfolio of more than 50 crores.
8. **Besides, non-filling up of declared vacancies amounts to denial of legitimate promotional opportunities to the concerned eligible officers. This will not only affect the morale of the concerned officers who have been deprived of the promotions but also affects the morale of the entire officer community at large and will surely demotivate them further which is not at all good in the interest of our dear Bank.**
9. Under the circumstances, taking into account the seriousness of the matter, we have addressed a letter to the Managing Director lodging our strong protest for non-filling up of the declared vacancies in Scale III and IV and urged the Management to take urgent remedial measures to fill up the vacancies expeditiously.
10. We furnish here under the excerpts of our letter No. KBOO/117/2018 dated 03-12-2018 addressed to the Managing Director for your reference.

Dear Sir,

Re: Non-filling of declared vacancies in Scale III and Scale IV in the promotion of officers for the year 2018-19 – Gross violation of the Promotion Policy Agreement

Ref: HR& IR Dept. letter No. HO.HR&IR/KBOO/2845/2018-19 dated 29-11-2018

With shock and disbelief we received the above letter under reference wherein the Management while enclosing the list of successful candidates for promotion to Scale III and IV, informed that they have selected 59 Managers for promotion to Scale III and 19 Senior Managers for promotion to Scale IV against the declared vacancies of 70 and 40 for the current year due to non-availability of adequate number of suitable candidates.

From the above communication it is clear that the Management has not filled up 11 vacancies in Scale III and 21 vacancies in Scale IV out of the declared vacancies for the current year 2018-19.

We also learn that 121 candidates participated in the promotion exercise for Scale III against the declared vacancy of 70 and 72 candidates participated for Scale IV against the declared vacancy of 40 with a ratio of 1 (vacancy) : 1.72 (candidates) and 1 (vacancy): 1.8 (candidates) respectively.

In this connection we refer to the Promotion Policy Agreement dated 26-12-2012 entered into between the Management and the Organisation which nowhere mentions about the non-filling of declared vacancies in a year and as such the reason furnished by the Management as above for non-filling of the declared vacancies in Scale III and IV is unacceptable.

We are also of the considered opinion that the above said attitude of the Management is nothing but a gross violation of the sanctity of the Promotion Policy Agreement entered into between the Management and the Organisation and a violation of the principles of Bipartism mechanism practiced so far in our Bank.

Further, the above act of the Management is highly discriminatory against the officer community who are contributing immensely for the growth and prosperity of our Institution unmindful of the unbearable work pressure and also by sacrificing their family life. The arbitrary manner in which the declared vacancies are not filled up will surely result in frustration, demotivation and demoralizing the officer community which is not in the best interest of our dear Bank.

Under the circumstances we lodge our strong protest for non-filling up of decaled vacancies in Scale III and IV for the current year and urge the Management to take urgent remedial steps to fill up the remaining vacancies in Scale III and IV and to honour the Bipartism mechanism practiced so far in our Bank. Please invite us for a discussion in the above matter without further loss of time.

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

We note to inform you the developments in this regard.

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