



Karnataka Bank Officers' Organisation (Regd.)

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

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



President: Mob.: 99863 99626, E-mail: manjunath.kboomlr@gmail.com Website: www.kboo.in
General Secretary: Mob.: 76765 37553, E-mail: suresha.kboo@gmail.com Phone (O): 0824-4064985

CIRCULAR No. 15/2026

READ AND CIRCULATE

September 29, 2026

Dear Comrades,

- ❖ **MANAGEMENT'S UNILATERAL DECISION ON PROMOTION EXERCISE**
 - **AN ATTACK ON THE BILATERAL PROMOTION POLICY**
- ❖ **MANAGEMENT'S UNILATERAL PROMOTION GUIDELINES**
 - **AN ATTACK ON THE BILATERALLY DISCUSSED GUIDELINES FRAMED IN THE INTEREST OF MEMBERS**
- ❖ **COMRADES, UNILATERALISM HAS BEEN UNLEASHED**
 - **BE PREPARED FOR STRUGGLE AND ORGANISATIONAL ACTION**

Members are aware that promotions in our Bank have, **for more than four decades**, been governed by a **bilaterally discussed Promotion Policy/MOU**. The policy has been reviewed and refined from time to time, taking into account both the interests of the Bank and the career aspirations of our members. **It has functioned effectively over the years, enabling thousands of officers to secure promotions through a transparent and mutually agreed process.**

However, on 31-12-2025, the Management **abruptly issued a Notice of Termination** to the Promotion Policy MOU dated 26-12-2012, thereby attempting to **dismantle a time-tested bilateral mechanism**. **This unilateral action was highly provocative, contrary to the spirit of healthy industrial relations, and detrimental to the legitimate interests of our members.**

At that point of time, during Q3 and Q4 of FY 2025-26, the Bank was passing through a crucial phase of transition and growth, supported wholeheartedly by the dedication and commitment of the workforce. Despite the highest level of provocation from the Management, KBOO, as a responsible and mature trade union, exercised restraint and continued to pursue a bilateral resolution through discussions on reviewing the Promotion Policy MOU.

Unfortunately, our sincere efforts did not yield the desired outcome. Instead of engaging in meaningful discussions on the promotion policy, **the Management sought to justify recruitment under the CTC model, which was strongly opposed by KBOO**. Now, the Management has declared vacancies in Scale II, III and IV and has **simultaneously introduced a set of promotion guidelines unilaterally**, communicating the same through HR & IR Circular GF (38)/33/2026-27 dated 23-09-2026.

The Management's unilateral action is unacceptable. It is not only against the interests of officers but is also detrimental to the long-term interests of the Bank. More importantly, it reflects a disturbing departure from the established culture of bilateralism and **sets a dangerous precedent for unilateral interference in all mutually negotiated MOUs and settlements**. Such a trend, **if left unchallenged, can adversely affect the service conditions, career progression, and rights of employees.**

Further, we also draw your attention to some of the **important deviations** contained in the above circular issued by the Management. For the benefit of members, a **comparative analysis of certain key provisions** is furnished below to demonstrate how the unilateral guidelines are contrary to the interests of officers.

Promotion Parameters	As our MOU dated 26-12-2012	As per HR & IR Circular dated 23-09-2026	Remarks
Fitment on Promotion	Fitment of salary on promotion from one Scale to another scale as per the Guidelines of IBA from time to time	Fitment on promotion will be carried out as per extant guidelines	NO clarity on IBA Salary Scale guidelines – the extant guidelines may change unilaterally as required by the Management under unilateral mechanism.
Filling up Declared Vacancies	At present declared Vacancies shall be filled up fully	The Management reserves the right to fill up the declared vacancies for the FY as per administrative requirement	Subjectivity – There is provision for filling less vacancies in the name of “unsuitable” – It is against the interest of the officers
Fast Track eligibility	No Cut-off Mark in written test – Order of highest mark	The Cut-off Mark as decided by the Management	Subjectivity – It will Change according to the Management – No uniformity
Weightage Factors	Mark for Service is 15 to Scale II & III and 10 for Scale IV,	Mark for Service is 10 for all Scale,	Service mark is reduced for Scale II & III against our proposal to increase it. Less weightage for service
Weightage Factors	Past Performance (KRA) is 30 for Scale II Fast track, 45 for Scale II (seniority), 35 for Scale III and 30 for Scale IV	Past Performance (KRA) is 20 for Scale II Fast track, 30 for Scale II (seniority), Scale III and Scale IV respectively	Your performance weightage is given least weightage which is against the interest of officers
Weightage Factors	Potential (Interview) Mark is 30 for Scale II (Fast track & Seniority), 40 for Scale III, 50 for Scale IV	Potential (Interview) Mark is 50 for Scale II (Fast track & Seniority), Scale III, and Scale IV	Subjectivity – Interview mark is increased against our proposal of decreasing – This leads to subjectivity and favouritism. It is against the interest of the members.
Appeals	At present if officer not promoted-aggrieved Officer can prefer APPEAL to the Board of Directors	This clause is not provided	It is against the principles of natural justice – It shows the lack of transparency and fairness in promotion exercise
The above are only a few examples. There are several other deviations between the Promotion Policy MOU dated 26-12-2012 and the unilateral guidelines issued by the Management.			

Comrades, we cannot remain silent spectators to this serious development. **We must oppose this dangerous trend through strong organisational unity and collective action. The issue before us is not merely about a promotion exercise; it concerns the very principle of bilateralism, which has been the cornerstone of harmonious industrial relations in our Bank.**

Therefore, **we have strongly protested the arbitrary action of the Management** in deviating from the existing Promotion Policy MOU and imposing revised promotion guidelines unilaterally. Accordingly, through our letter bearing OR No. 388/2026 dated 25-09-2026, **we have demanded the immediate withdrawal of the unilateral promotion guidelines and urged the Management to conduct the promotion exercise strictly on the basis of bilaterally discussed and mutually agreed guidelines.**

We reproduce below the letter submitted to the **Managing Director & CEO** for the information of all members.

Dear Sir,

- Sub: 1. Our strong protest against non-declaration of Scale-wise Promotions for FY 2026-27 under the existing Promotion MOU**
- 2. Our Strong opposition to the unilateral modification, deletion and imposition of promotion guidelines detrimental to the interests of the officers' community**
- Demand for immediate withdrawal**

- Ref: 1. HO/HR&IR/KBOO/2286/2025-26 dated 31-12-2025**
- 2. HO/HR&IR/KBOO/2800/2025-26 dated 16-01-2026**
- 3. KBOO/OR No. 24/2026 dated 17-01-2026**
- 4. KBOO/OR No. 330/2026 dated 04-08-2026**

5. KBOO/OR No. 373/2026 dated 18-09-2026

6. HO/HR&IR/KBOO/1762/2026-27 dated 21-09-2026

We draw your kind attention to the letter cited under Reference No. 2, wherein the Management had categorically stated that, ***“in the interest of maintaining industrial harmony and ensuring smooth operations, the Bank, at its discretion, will continue to follow the existing process relating to the promotion exercise as a goodwill gesture until a new understanding is reached between the Bank and KBOO as early as possible.”*** Further, during various bilateral discussions held thereafter, the Management had repeatedly assured the Organisation that the promotion exercise for the current year would be conducted in accordance with the existing Promotion MOU.

2. We are, therefore, deeply disappointed, seriously concerned and constrained to record our strongest protest against the communication issued by the Management vide Reference No. 6 dated 21-09-2026, received by us on 22-09-2026. While the said communication declares vacancies under Scale II, III and IV, it conspicuously fails to confirm that the promotion exercise will be conducted in accordance with the existing Promotion MOU and the well-established promotion process followed by the Bank for several years.

3. The aforesaid action constitutes a **clear departure from the assurances repeatedly extended by the Management both through its written communication and during bilateral discussions.** Such unilateral deviation from the prevailing and time-tested promotion framework is **wholly unacceptable, contrary to the spirit of mutual trust and understanding, and has generated widespread apprehension, uncertainty and resentment among officers aspiring for career progression.** The Organisation, therefore, **registers its strongest protest against this arbitrary and unilateral approach of the Management.**

4. We have also carefully examined the promotion guidelines enclosed with the aforesaid communication and are **constrained to observe that several provisions lack transparency, objectivity and adequate safeguards necessary to ensure fairness in the promotion and assessment process.** The proposed framework departs substantially from the principles and practices that have governed promotions in the Bank for more than **four decades** and raises serious concerns relating to **transparency, consistency, accountability, natural justice and equal opportunity for all eligible officers.**

5. The Organisation firmly believes that any policy, procedure or guideline governing promotions and career advancement cannot be **altered, modified or replaced unilaterally by the Management.** Any change having a direct bearing on the career prospects of officers must necessarily emerge through **meaningful bilateral discussions and mutual agreement.** The **unilateral introduction, modification or deletion of provisions not only undermines the long-standing tradition of bilateralism in the Bank but also creates scope for subjectivity, inconsistency, favouritism, discrimination and avoidable dissatisfaction among deserving and meritorious officers seeking career advancement through a fair and transparent process.**

6. Promotions are not merely an administrative exercise; they are **intrinsically linked to employee motivation, morale, career aspirations, organisational commitment and the development of future leadership within the Bank.** Any action that erodes confidence in the fairness, transparency and objectivity of the promotion process is bound to have far-reaching adverse consequences on employee morale, productivity and institutional harmony.

7. In the circumstances, we **strongly urge the Management to honour its assurances and conduct the promotion exercise for FY 2026-27 strictly in accordance with the prevailing Promotion MOU and the established promotion process followed hitherto.** Alternatively, any changes proposed to the existing promotion framework for the current year's promotion exercise should be implemented only **after comprehensive bilateral discussions and mutual agreement between the Management and the Organisation, duly recorded and endorsed by both parties.**

8. We further call upon the Management to **immediately withdraw the unilateral promotion guidelines and desist from pursuing any unilateral approach in matters affecting the career progression of officers.** The Organisation reiterates that **any future promotion policy or framework must be evolved only through meaningful bilateral discussions, ensuring transparency, objectivity, fairness, and equal opportunity for all eligible officers.**

9. We earnestly hope that the Management will reconsider its present stand and withdraw the proposed promotion guidelines, **which have generated serious concern, dissatisfaction and unrest among the officer fraternity.** The Management should adopt a pragmatic and constructive approach by preserving the long-standing tradition of bilateralism, which has been the hallmark of healthy industrial relations in our Bank. **The officers of the Bank deserve a promotion process that is transparent, fair, objective, credible and free from arbitrariness. Such a process can be ensured only through meaningful bilateralism and mutual understanding, and not through unilateral decision-making.**

10. We wish to place on record that the Organisation views the unilateral promotion guidelines and the departure from the existing Promotion MOU with utmost seriousness. In the event the Management proceeds with the implementation of the unilateral promotion guidelines without addressing the concerns raised by the Organisation and without engaging in meaningful bilateral discussions, **the Organisation will be constrained to consider and initiate appropriate organisational programmes and trade union actions to protect the legitimate interests, career prospects and service rights of the officers. The entire responsibility for any deterioration in the existing industrial relations climate and its consequences shall rest solely with the Management.**

11. We trust that the Management will take immediate corrective measures in the larger interest of preserving harmonious industrial relations, maintaining the confidence and morale of officers, safeguarding their legitimate career aspirations and upholding the long-established culture of bilateralism in the Bank.

We look forward to your immediate and favourable response.

Yours faithfully,
Sd/-

(Suresha Hegde S)
GENERAL SECRETARY

CC: The General Secretary, All India Bank Officers' Association, Chennai – for information.

COMRADES, AN INJURY TO ONE IS AN INJURY TO ALL.

- ✓ LET US DEFEND THE PROUD TRADITION OF BILATERALISM IN OUR BANK.
- ✓ LET US PROTECT OUR HARD-EARNED RIGHTS, SERVICE CONDITIONS AND CAREER OPPORTUNITIES.
- ✓ LET US REMAIN ALERT, UNITED AND ORGANISED.
- ✓ LET US STRENGTHEN OUR UNITY AND PREPARE FOR COLLECTIVE ORGANISATIONAL ACTION TO DEFEND OUR LEGITIMATE RIGHTS AND INTERESTS.
- ✓ UNITY IS OUR STRENGTH. ORGANISATION IS OUR POWER. STRUGGLE IS OUR PATH.

UNITED WE STAND. UNITED WE STRUGGLE. UNITED WE SHALL SUCCEED.

With fighting greetings,

Yours comradely,



(Suresha Hegde S.)
GENERAL SECRETARY

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