



Karnataka Bank Officers' Organisation (Regd.)

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

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Circular No.23/2015

READ AND CIRCULATE

December 31, 2015

Dear Comrades,

DEMAND FOR DISCLOSURE OF PERFORMANCE APPRAISAL MARKS TO THE OFFICER

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Members are aware that Self-Appraisal Reports are being submitted by the officers annually to the Head Office with a view to assess/evaluate the performance of each officer by the Management. At present, the system of evaluating the performance of the officer is opaque and the concerned officer is not informed of the marks allotted to him by the Management based on the Self-Appraisal reports submitted and the appraisal made thereon. Consequently, the concerned officer is totally unaware where exactly he stands with regard to his performance in the eye of the Management.

Moreover, the said officer is also deprived of an opportunity to introspect on his performance as rated by the Management and to show improvements therein. Further, as per the terms of the Promotion Policy agreement, important weightage is given to Performance Appraisal marks under the Past Performance category. As such, it is very important for the aspiring candidate to know where exactly he stands in the promotion exercise.

In the present era of transparency, it is imperative to disclose the Performance Appraisal marks to the concerned officer so that he can always strive to show better performance so as to come to the expectations of the Management. The Supreme Court and several High Courts in their judgements have upheld these contentions and have also upheld the prayer of the aggrieved officer for a right to appeal against the marks allotted.

The said issue has come up for discussion in the recent Get-togethers held, as many members have raised the issue. Accordingly, we have placed a demand with the Management for the disclosure of the Performance Appraisal marks to the concerned officer well in advance and the concerned officer may be given the right of appeal against the marks allotted to him. In this connection we have addressed a letter dated 31-12-2015 to the Managing Director and we are reproducing the excerpts of the same for the information of our members.

Dear Sir,

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

At present, the past performance of the officers are being evaluated by the management on the basis of their Self-Appraisal Reports submitted annually through the reporting officer and there is no system of informing the performance appraisal marks allotted, to the concerned officer. As such, the system in vogue is opaque wherein the concerned officer does not know where exactly he stands viz a viz his performance in the eye of the Management. Moreover, it denies him an opportunity to re-assess his performance objectively and to show better performance from the level where he was placed.

Further, one of the important weightage factors adopted for promotion of an officer is the past performance marks allotted by the Management based on the Self-Appraisal Reports received annually through his/her Reporting Officer. Such being the case, it is imperative for the concerned officer to be informed of his Performance Appraisal marks so as to know where exactly he was placed in the promotion exercise.

In this connection, there are several judgements coming from the Supreme Court and the High Courts upholding the disclosure of the Performance Appraisal marks to the concerned officer and also pronouncing his right of appeal against the marks allotted to him.

In the present era of transparency, it is imperative that the officer should know where exactly he stands as regards his performance as evaluated by the Management, so that he can always have the opportunity to improve his performance.

Under the circumstances, we place a demand for disclosure of the Performance Appraisal marks to the concerned officer from the current year itself with an opportunity to prefer an appeal against the marks allotted.

We request your goodselfs to invite us for a discussion in the matter at the earliest so as to arrive at an amicable understanding.

With regards,

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


We note to inform the members developments in this regard.

COM. SHREEDHARA JOIS, OUR VICE-PRESIDENT AWARDED DOCTORATE: We are very happy to inform that Com. Shreedhara Jois K.S., Vice-President of our Organisation has been awarded a Ph.D. Degree on his thesis- "Liberalisation of Banking Sector - A case study of Commercial Banks in Karnataka" by the Kuvempu University, Shivamogga, a creditable achievement and a befitting reward for his painstaking work of more than 6 years. At a function held at the Union office, Mangaluru on the 7th December, 2015, the Office-bearers and Committee members in Head Quarters heartily congratulated and felicitated him and shared the great joy and happiness of the moment.

WELCOME NEW YEAR – 2016

KBOO extends season's greetings and best wishes to all its members, well-wishers, colleagues and their family A VERY HAPPY AND PROSPEROUS NEW YEAR.

With New Year greetings,

Yours comradely,

(K. RAGHAVA)
GENERAL SECRETARY

