



STATE BANK OF INDIA OFFICERS' ASSOCIATION (LUCKNOW CIRCLE)

Registered Under Trade Union Act 1926 Registration No. 9488 (U.P.)
(Affiliated to ALL INDIA STATE BANK OFFICERS' FEDERATION)

8th Floor, State Bank of India, Administrative Building, SBI LHO, Moti Mahal Marg, Hazratganj, Lucknow - 226 001

CIRCULAR NO.2022/22

DATE : - 04.07.2022

To All Members

We reproduce hereunder the text of AISBOF Circular no. 45 dated 29.06.2022 on the captioned subjects, the contents of which are self-explanatory for information of the members.

(PAWAN KUMAR)
GENERAL SECRETARY

PROMOTIONAL POLICY- RECKONING OPERATIONAL ASSIGNMENTS FOR JMGS-I OFFICERS 'DURING PROBATION' FOR THE PURPOSE OF PROMOTION ELIGIBILITY

We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,
Sd/-
(Soumya Datta)
General Secretary

TEXT OF AISBOF Letter No. 6517/24/22 Date: 28.06.2022 addressed to the Deputy Managing Director (HR) & Corporate Development Officer, State Bank of India, Madame Cama Road, Mumbai- 400 021

Dear Sir,

PROMOTIONAL POLICY- RECKONING OPERATIONAL ASSIGNMENTS FOR JMGS-I OFFICERS 'DURING PROBATION' FOR THE PURPOSE OF PROMOTION ELIGIBILITY

We understand that Corporate Centre has advised all the Circles that the "operational assignment during the 'probation period' of JMGS-I officers is not to be considered for calculation of mandatory assignment for the purpose of promotion eligibility".

2. The extant Promotion Policy vide Circular No. CDO/P&HRD-CM/91/2021 - 22 dated 21.01.2022 and the Annexure thereto, do not stipulate any such exclusion as is clear from Paragraph 5(d) of the Circular. Further, in terms of Para 5 (a) of the above circular, Service Eligibility Criteria states that "a) The service eligibility criteria, including probation period in the existing grade, for promotion to the grades of MMGS-II & MMGS-III as on the date of eligibility, will be as under....". Further, in consonance with Annexure-II, Page 13 of the guidelines, the revised Promotion Policy stipulates the number of years of service and not the number of years of confirmed service. The circular states that even the officers posted in Administrative Offices/CPC will also be reckoned for the purpose of a mandatory assignment.

3. The revised promotion policy does specifically include the period on probation for the purpose of arriving at "service eligibility criteria". It is pertinent to point out that the concept of a probation period of one year for JMGS-I officers exists on paper only since time immemorial. Unlike POs/TOs, no separate assessment test is conducted for their confirmation. In fact, no confirmation letter is issued to them on completion of one year from the date of promotion. Further, newly promoted JMGS are immediately assigned roles in a permanent capacity as Branch Manager, Field Officer, Assistant Manager (Branch Operations), Joint custodian (cash) in currency chest branches, processing officers at CPCs et al with applicable discretionary powers in full. The majority of them are given measurable roles in CDS and all are awarded grades under CDS during the year. There has been no differentiation between a confirmed and a JMGS-I officer 'on probation as far as shouldering of responsibility of the assignment is concerned. Under these circumstances, excluding the probation period for the JMGS-I cadre for the purpose of calculation of mandatory assignment for the promotion exercise is not only inappropriate but also will deprive them of career progression (delaying eligibility). The spirit and motivation of these officers will definitely get diminished in the mire of the bank's promotion policy.

4. In view of the foregoing, we would request you to revisit the issue with a pragmatic view and issue necessary instructions to all the Circles to reckon the assignment done during probation while calculating the eligibility for promotion to the grades of MMGS II and III.

With regards

Yours sincerely,

Sd/-

(SOUMYA DATTA)

GENERAL SECRETARY