



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)
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Registered Office: 22, Rajaji Salai, Chennai- 600 001



**CIRCULAR NO. 23
TO ALL OUR AFFILIATES**

DATE: 01.04.2024

REVIEW OF PROMOTION POLICIES FOR GENERAL CADRE OFFICERS

We refer to our letter no. 6517/42/23, dated 22.08.2023, addressed to the DMD (HR) & CDO, and discussions held in the subsequent Central Negotiating Council (CNC) meetings. In these correspondences and meetings, we emphasized the need to address the growing concern regarding the fast-track promotions leading to numerous officers attaining higher scales at a relatively young age, potentially resulting in a bottleneck in senior positions in the near future.

2. Recognizing the accelerated pace of promotions and its implications on the age profile of officers, as well as the potential frustration and disappointment experienced by those who exhaust their promotion chances early, we recommended either relaxing or abolishing the restriction on the number of promotion chances, or introducing six additional opportunities through the Seniority Channel.

3. We are pleased to inform that following our representations and discussions, the promotion policy has undergone a thorough review, and our demands have been positively acknowledged by the Management. Specifically, the restriction on the number of chances for promotions has been removed, with the condition of 2 years of residual service. Furthermore, the cooling period of 2 years after availing 4 chances for scale 4 and 5 has been eliminated. These guidelines will be applicable from the Promotion Year 2025-26 onwards.

4. We deeply appreciate the Management's consideration and understanding in addressing the concerns raised by our members. These revisions not only cater to the needs of our workforce but also significantly contribute to advancing a fairer and more transparent promotion process within our esteemed organization.

#OurUnityLongLive

With greetings,

**(Deepak Kumar Sharma)
General Secretary**

At the Service of Members for more than 5 Decades

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