**Circular No.34/14** **Date: -12/12/2014**

Please Circulate To All Members

**PROMOTIONAL EXAMS FOR SCALE – II, III**

We reproduce here below the text of AISBOF’s Circular No.147/14 dt.11/12/2014 on the above subject for information of our members.

**With greetings,**

**(Shankerbhai Patel)**

General Secretary

**No. 6517/98/14 Date:11/12/2014**

To,

**The Deputy Managing Director & CDO,**

State Bank of India,

Corporate Centre,

Madame Cama Road,

**MUMBAI - 400 021.**

Dear Sir,

**TEXT**

We understand that the Promotional exams for the Promotion year 2015 – 16 are being conducted during the month of January, 2015. Many of the officers are raising queries as they are unaware of the details of the examination. It is therefore presumed that the AARF marks/Report of March 2014 are being reckoned for the performance appraisal for the exams. There are quite a number of officers who could not qualify for the 2014–15 promotion process due to the lower marking in ‘one out of the four year marking period’ policy.

**2.** Now if we are conducting the promotion exams for the year 2015–16 on the same annual appraisal report it would work out to the disadvantage to such officers, as their current year’s performance, which is more relevant for the promotion year does not get reckoned and is unfair. For eg., if the marks scored by an officer in his first year of the best of four years is bad, then a good performance appraisal of the current year would put him in a better position to qualify for promotion. Therefore we are of the view that the examination for the year 2015-16 should be conducted after the annual performance appraisal as on 31st March, 2015 is completed.

**3.** Alternatively, the exams if conducted in January, 2015, may be treated as supplementary exams for the current year i.e., 2014-15 itself and another exam for the year 2015-16 may be conducted after April 2015. This would help in resolving the issue of staff shortage to some extent.

**4.** Moreover, the conduct of exams of 2015-16 in January would depend on the opting out/opting in, and refusal of promotion letters of 1st April, 2014. As per extant instructions officers are required to give a fresh opt out/opt in letters as on 1st April 2015 or in any case before any promotion process. Not obtaining the fresh mandate will again leads to confusion and anomalies.

**5.** Apart from the above, there is question of whether the fresh candidates/batch of officers as on 01.04.2015 are included or not. Else it would be disadvantage to this entire batch.

**6.** Also the issue of completion of mandatory semi urban/rural /operational assignment etc., before 31st March, 2015 has to be taken into consideration.

**7.** In view of the above, we reiterate our demand that whenever there are any changes in the extant policies procedure or timing of the exams concerning officers, especially in respect of their career, transfers, promotions etc., discussions with us will help in streamlining the process and avoid confusion and ambiguity. We request you to issue necessary clarifications and consider the above mentioned points along with any other issues that may crop up for the benefit of the officers concerned, so as to enable them in the right earnest and prepare well for the examinations. Please treat the matter as urgent.

Thanking you,

Yours faithfully,



**(Y.SUDARSHAN)**

**GENERAL SECRETARY**