



All India IDBI Officers' Association

1st Floor, IDBI Tower, Cuffe Parade, Mumbai - 400 005

(Registration No. ALC - KARYASAN - 17-10311)

website : www.aiidbioa.net (Affiliated to AIBOA)



Correspondence Address : All India IDBI Officers' Association, c/o IDBI Bank, Main Road, GUDIVADA - 521 301, Krishna Dist., A.P.

Correspondence Address: All India IDBI Officers' Association, c/o IDBI Bank, 3rd Floor, Mission Road, Bengaluru - 560027

Bengaluru,

April 04, 2022.

To

The Managing Director & Chief Executive Officer,
IDBI Bank,
Head Office, IDBI Tower,
Mumbai – 400005.

Respected Sir,

Sub:- Request to arrange for opt-in link in current promotion process for those Officers who had not been issued such opt-in link due to completion of eight (8) attempts – Reg.

Ref:- Bank's Circular No.IDBI Bank/2021-22/644/HR/HR-113 dated January 31, 2022.

With reference to the above, it has come to our notice that some of our Officers were **not provided** with opt-in link in **current** promotion process for the simple reason that the Officers had exhausted **eight (8) attempts** even though they are otherwise eligible for current promotion process. Such Officers have been contributing for the all round business growth of the Bank for more than ten (10) years. Few of such Officers have been successfully handling **Branch Head role** for the last three years while some of them are having **fifteen** (15) years / **twenty** (20) years of service left.

2. On account of ever growing Organization requirements, our Bank had **recruited** Officers in **large** numbers from **2008** to **2012** in Grade 'A', 'B' and 'C'. The aspirations of those Officers are also high in terms of career progression. But due to various factors, the expansion in the Organization had almost come to a standstill after 2014. Having completed minimum eligible service required for promotion, most of them could not succeed in the promotion process as the numbers of vacancies were not in commensurate with the numbers in recruitment process. For **various reasons**, the Officers working in Branch roles were having disadvantage position in promotion process when compared to the Officers working in Non-Branch roles/Power Centres. **Neither** any weightage in terms of service rendered in Branch roles/Branch Head role was considered by the Bank in the promotion process **nor** any vacancies are earmarked basing on the number of years completed in Branch roles/Branch Head role. **More** Financial risk as well as Business risk



All India IDBI Officers' Association

1st Floor, IDBI Tower, Cuffe Parade, Mumbai - 400 005

(Registration No. ALC - KARYASAN - 17-10311)

website : www.aiidbioa.net (Affiliated to AIBOA)



Correspondence Address : All India IDBI Officers' Association, c/o IDBI Bank, Main Road, GUDIVADA - 521 301, Krishna Dist., A.P.

has been carried by the Officers in Branch roles however rewards in terms of promotion are taken by the Officers in non-Branch roles.

3. If the Bank undertakes an analysis for the number of Officers promoted with service in Branch roles and non-Branch roles, it will be clearly evident that the Officers working in Branch roles never had their pie.

4. **Even today** many Officers working in Grade 'C' and 'D' in non-Branch roles have NOT completed minimum period of three years of Branch Head role in their entire service in the Bank even after getting promoted. **On the other hand**, many Officers in Grade 'A', 'B' and 'C' have been working in **Branch roles** for more than ten (10) long years continuously and are **still** working in Branch roles without getting an equal opportunity to work in other Verticals of the Bank.

5. In this background, the Bank should provide suitable opportunities to all the Officers for participating in promotion process by removing the **draconian** clause of eight (8) attempts. It is also understood that other Banks are not having such a draconian clause in their promotion policy.

6. **Sir**, during your period only the Bank has turned the corner and the Officers should also be suitably rewarded for their contribution in the all round growth of the Bank. We **respectfully** request your goodselves for **removal** of the eight (8) attempts clause and provide opportunity for all the Bank Officers to ensure that their spirit and zeal remains high.

We look forward for your kind intervention in the matter and provide opt-in link in **current** promotion process for those Officers who had not been issued such opt-in link due to completion of eight (8) attempts for which kind of act we shall be ever thankful.

Thanking you,

Yours faithfully,

Vithal Koteswara Rao A.V.
GENERAL SECRETARY

Copy to

Shri Samuel Joseph Jebaraj, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.

Shri Suresh K. Khatanhar, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.