



# 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, 3<sup>rd</sup> Floor, Mission Road, Bengaluru - 560027

Bengaluru,  
April 12, 2022.

To

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

Respected Sir,

Sub:- Request for change in current process for promotion to Grade to 'D' (General Stream) – Reg.

- Ref:- (i) Ticker communication dated March 21, 2022 by GM – HRD (NK)  
(ii) Ticker communication dated March 09, 2022 by GM – HRD (NK)  
(iii) Bank's Circular No.IDBI Bank/2021-22/644/HR/HR-113 dated January 31, 2022  
(iv) Bank's Circular No.IDBI Bank/2020-21/630/HR/HR-105 dated March 10, 2021

With reference to the above, we wish to inform your goodselves that the Officers' Body of the Bank, i.e., "All India IDBI Officers' Association" has been receiving representations from the Officers in Grade 'C' particularly having more/all KRAs under **measurable** category and had appeared for the written test on April 09, 2022 under the current process for promotion to Grade 'D' about the difficulties being faced by them on account of change in the promotion process.

2. As per the Circular dated March 10, 2021, a **Psychometric Test** for 15 marks is **one of the factors** for promotion to Grade 'D' but **NOT** a factor for elimination process as a pre-requisite.

3. As per the Circular dated January 31, 2022, the process for promotion to Grade 'D' has been **changed** by introducing a Written Test (**WT**) for 25 marks instead of Psychometric Test for 15 marks **without** mentioning the details of pattern and syllabus for the newly introduced WT keeping the candidates in darkness. It was also mentioned in the Circular that the **Minimum** qualifying marks in the WT shall be **40%** for Seniority cum Merit Channel in case of promotion to Grade 'D' making it a factor for elimination process as a pre-requisite. The pattern and syllabus of the WT was communicated **only** on March 09, 2022 vide the ticker communication **again** keeping the candidates in darkness **without** announcing the date of the



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WT. The date of the WT test i.e., April 09, 2022 was announced on March 21, 2022 **only** vide the ticker communication giving **just 18 days time** for preparation for the newly introduced WT.

4. The Officers who are working in Branch Head / Centre Head role at present could not find sufficient time to prepare well as they were constrained to concentrate on their individual measurable KRAs for the Quarter Four (**Q4**) of F.Y. 2021-22 which are system driven and it was **just 8 days time** for them for preparation for the newly introduced WT i.e., from April 01, 2022 to April 08, 2022.

5. It will be **unfair** on the part of the Bank to make the **newly introduced WT** as a factor for **elimination** process as a **pre-requisite** in the promotion process for the following reasons:

- (a) the Officers for the promotion to Grade 'D' are having more than fifteen (15) years of Banking experience and some of them had completed three years of Branch Head / Centre Head role.
- (b) the WT was introduced **instead of** Psychometric Test which is part of various factors for promotion process but NOT a factor for elimination process as a pre-requisite.
- (c) the time given for preparation for the newly introduced WT is **very short** particularly for those Officers who are in Branch Head / Centre Head role.

6. Hence, the Bank should not deny the opportunity for promotion to Grade 'D' just because of getting lesser marks in the WT **rather** the Bank should consider **all the factors** before finalizing the results by making the newly introduced WT as **one of the factors** for promotion process but NOT as a pre-requisite.

We look forward for your kind intervention in the matter and provide fair opportunity to the Officers in Grade 'C' 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.