



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.

To

Bengaluru,
May 27, 2022.

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

Respected Sir,

Sub:- Request for **FULL DISCLOSURE** of recently concluded promotion process – Reg.,

- Ref:- (i) Office Order No.234 dated May 21, 2022.
(ii) Office Order No.236 dated May 21, 2022.
(iii) Office Order No.210 dated May 11, 2022.
(iv) Our Letter dated July 09, 2021 to the Bank.

With reference to the above, we are **sorry** to note that the Bank had NOT published the Final Assessment Sheet mentioned under **Clause 7.03** of extant Promotion Policy for the promotion process to Grade 'B', 'C' and 'D' concluded in **July, 2021** even though the same has been requested by the Officers' Body of the Bank, i.e., "All India IDBI Officers' Association" vide the above referred letter dated July 09, 2021 in order to provide proper understanding to the unsuccessful candidates in which factor/s they were lagging behind for the sake of promotion process.

2. Also, the Bank has **not clarified** till now how the five **Grades** (PG1, PG2, PG3, PG4 and PG5) under i-PACE mechanism are converted into **absolute marks** for factoring the same under the factor of "APAR/i-PACE" for promotion process which keeps the Officers appearing in promotion process in **dark**.

3. This time also the Officers' Body of the Bank, i.e., "All India IDBI Officers' Association" has been receiving **large number of representations** from Officers in Grade 'A', 'B' and 'C' across the Country expressing their **concern and displeasure** the way the recently concluded promotion process denied the opportunity of promotion to next higher Grade to well deserving Officers.

4. To elaborate, keeping the **same** CGM - Zonal Head and General Manager – Sr. RH in the Interview Committee for promotion process to Grade 'B' and 'C' itself **violates** the **Clause 4.03.07** of extant Promotion Policy dated January 31, 2022 enumerated below

Role of Interview Committee

4.03.07 The Interview Committee shall evaluate and award marks to the candidates based on personal interviews. The profile of the candidate (as recorded in HRMS) shall be made available to the Interview Committee. The scores of the candidates under other parameters as defined in the Policy viz., APAR/ i-PACE, JAIIB/ CAIIB (wherever applicable), Written Test (for promotions upto Gr. D, except in case of seniority channel). Psychometric test (for promotions to Gr. E & above) and overall service record, shall not be disclosed to the Interview Committee.



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as the CGM and/or the GM are aware of the scores of the candidates under other parameters as defined in the Promotion Policy viz., APAR/i-PACE; JAIIB/CAIIB, written test and overall service record which may lead to **biased** approach.

5. Some of the Branch Heads with **unblemished** service record with Very Good APAR rating and PG1 rating under i-PACE mechanism, written test marks 70 and above and also having CAIIB qualification are **unable** to understand the **REAL REASON** for their non-promotion. **Same** is the case with many other Officers working in Branch roles / Non-Branch roles.

6. It is observed that under **Fast Track** Channel – Promotion to **Grade 'B'**, the number of Officers qualified in written test are Seventy Three (73) which is well within the number of vacancies declared under that Channel. However, vide the above referred Officer Order No.234, only Fifty Four (54) candidates have been promoted under that Channel out of Seventy Three (73) qualified in written test.

7. In order to know the **ACTUAL REASON** by the unsuccessful candidates for their non-promotion, the Bank has to arrange for **FULL DISCLOSURE** of marks of **ALL** participants under each factor for promotion viz., APAR/i-PACE, JAIIB/CAIIB, Mobility, Disciplinary Attributes, Leave Record, Interview and Written Test so that the unsuccessful candidates will be in a position to know the factor/s in which they are lacking in terms of promotion process and can try to concentrate on such factor/s for promotion in future.

8. In other words, the **Final assessment sheet** comprising pre-assigned scores towards APAR/i-PACE, JAIIB/CAIIB, Written Test, Interview and overall service record furnished to the Promoting Authority under **Clause 7.03** of extant Promotion Policy for recently concluded promotion process to Grade 'B', 'C' and 'D' should be published by way of Head Office Circular on immediate basis so that unsuccessful candidates will come to a conclusion whether to raise grievance for their non-promotion or not.

9. **Waitlist** for promotion to "Grade 'D' and above" has been published by the Bank as per **Clause 9.01** of extant Promotion Policy. **However**, waitlist for promotion to Grade 'C' and 'B' has NOT been published by the Bank **even though** there is a provision for the same as per **Clause 8.02** of extant Promotion Policy. It is requested to publish the same at least now on immediate basis.

Kindly arrange for the details as request above to provide clarity and to maintain transparency in the promotion process.

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 Kishinchand Khatanhar, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.