



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, 3rd Floor, Mission Road, Bengaluru - 560 027

Help Line Number : 022-6655 3439 / 77009 71036

To

Bengaluru,
July 22, 2024.

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

Respected Sir,

Sub:- Requesting to sort out the concerns in the extant Promotion Policy - Reg.,

Ref:- (i) H.O. Circular No.IDBI Bank/2023-24/550/HR/HR-70 dated December 29, 2023
(ii) Our Letters dated May 27, 2022, January 05, 2023 and December 14, 2023 to the Bank

In further reference to the above, the Officers' Body of the Bank, i.e., "All India IDBI Officers' Association" **respectfully** submits the below mentioned **viewpoints** expressed by the members of the Association for your kind consideration in order to sort out the **concerns** in the extant Promotion Policy:

1. Some kind of **weightage/marks** to be offered in the promotion process to next Higher Grade of 'B', 'C' and 'D' to the Officers who completed **three (3) years of Branch Head role in RBG** in their previous service in IDBI Bank. This initiative will **not only** boost the morale of the Officers who had taken higher responsibility with multi-tasking **but also** encourage the other Officers to take higher responsibility of RBG Branch Head role in order to get extra mileage in the promotion process to next Higher Grade.
2. The percentage (%) of identified vacancies earmarked under **Seniority Channel** of General Banking to be increased **from 15% to 20%** for promotion to Grade 'B' and 'C' as with every passing year of promotion, the number of candidates remained unsuccessful are increasing not because of their un-deservingness for promotion but due to availability of very less vacancies when compared with large number of aspirants.
3. **Seniority** Channel of General Banking to be **introduced** for **promotion to Grade 'D'** by earmarking 20% of the identified vacancies to support the Officers who had completed more than 10 years in Grade 'C' and remained unsuccessful in promotion process not because of their un-deservingness but due to availability of very less vacancies when compared with large number of aspirants.
4. The **numerical gap** between PG1 and the remaining Performance Grades while giving Rank Equivalent Scores (out of 100) **to be reduced**, as detailed below, in order to **contain** the **adverse** impact of **serious drawbacks** of **i-PACE** mechanism in promotion process:

PG	Existing		PROPOSED	
	Rank Equivalent Scores (out of 100)	Numerical Gap with PG1	Rank Equivalent Scores (out of 100)	Numerical Gap with PG1



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PG1	100	N.A.	100	N.A.
PG2	90	10	95	5
PG3	75	25	90	10
PG4	55	45	85	15
PG5	30	70	80	20

5. To **avoid multiple punishments**, the EOLNC marked for strike action should not be counted/considered, as the case may be, under Clause No.3.03, 7.03 and 12.02 of the Promotion Policy as the Bank had **already** implemented punishment for strike action with “**no work – no salary**”. This request to be implemented by changing the respective clauses of the extant Promotion Policy accordingly in order to **ensure fair treatment** to the Officers working in the Bank.
6. In order to provide more **clarity** and **transparency**, the Bank should publish **qualifying cut-off marks** under Seniority/Merit Channel at **each stage** of qualifying for **interview** and/or for **final** stage of promotion.
7. In order to know the **ACTUAL REASON** for non-promotion, the Bank has to provide marks of **various** factors for promotion viz., APAR/i-PACE, JAIIB/CAIIB, Mobility, Disciplinary Attributes, Leave Record, Interview so that the unsuccessful candidate will be in a position to know the factor/s in which he/she is lacking in terms of promotion process and can try to concentrate on such factor/s for promotion in future.
8. **Waitlist** for promotion to “Grade ‘D’ and above” is being published by the Bank as per **Clause 9.01** of extant Promotion Policy. **However**, waitlist for promotion to Grade ‘B’ and ‘C’ is NOT being published by the Bank **even though** there is a provision for the same as per **Clause 8.02** of extant Promotion Policy. Waitlist for promotion to Grade ‘C’ and ‘B’ also to be published for more **clarity** and **transparency**.

We **respectfully** request your good selves to consider the foregoing and arrange for release of the amended/new Promotion Policy on or before August 31, 2024 in order to provide sufficient time to the aspirants.

Thanking you,

Yours faithfully,

Vithal Koteswara Rao A.V.
GENERAL SECRETARY

Copy to

- 1) Shri Jayakumar S. Pillai, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.
- 2) Shri Sumit Phakka, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.