



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,
December 14, 2023.

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

“FOR IMMEDIATE and URGENT ATTENTION”

Respected Sir,

Sub:- Requesting to sort out the concerns with respect to the current promotion process - Reg.,
Ref:- (1) H.O. Circular No.IDBI Bank/2023-24/511/HR/HR/61 dated December 02, 2023
(2) Our Letters dated April 04, 2022 and January 05, 2023 to the Bank
(3) Notification F. No.9/5/2009-IR (Pt) II dated April 10, 2020 by DFS, MoF, Gol

While the Officers' Body of the Bank, i.e., “All India IDBI Officers' Association” **thanks** your goodselves for (1) removal of “restrictive clause of lapse of eight (8) attempts” from the Promotion Policy and (2) increasing the percentage of identified vacancies earmarked under Seniority Channel of General Banking from 10% to 15%, it submits the following **concerns** expressed by the members of the Association for your kind intervention and **sorting out** the same **on immediate and urgent basis**:

- 1. Serious drawbacks of i-PACE mechanism:** The modified approach of considering the factor of i-PACE alone for shortlisting candidates for promotion from Grade ‘C’ to ‘D’ and Grade ‘D’ to ‘E’ is not in the larger interest of the Officers. i-PACE categorizes Officers into fixed and forced percentages, potentially leading to situations where competent and hardworking Officers find themselves unfairly rated in comparison to their peers. As already pointed out and brought before your goodselves on earlier occasions since 2019, there are lot of **short comings** and **serious drawbacks** in i-PACE being implemented in the Bank. By taking this as the benchmark for shortlisting @1:4, lot of Officers who are competent but are otherwise deprived of i-PACE ratings should not lose out the opportunity for getting the promotion to next level. We would like to propose a reconsideration of the Promotion Policy, exploring alternative assessment methods that can better recognize and reward individual contributions while fostering a positive work environment. This could potentially include a more personalized evaluation process that takes into account the unique skills and achievements of each Officer. It is also brought to your kind notice that even at the middle of December, 2023 barely 3 months before completion of current Financial Year 2023-24, KRAs under i-PACE are not allocated to many Officers in many Departments. With this background, it is not at all fair to have an assessment under so called i-PACE and judging the caliber of Officers. This exercise will only demotivate the Officers further and performance of the Officers may fall down drastically thereby pulling down the growth of the Bank. A thoughtful consideration from your goodselves in this regard is **needed** to achieve a fair and equitable promotion policy.
- 2. DFS notification on account of COVID-19 pandemic:** In 2019, the promotion process had been started in December month itself and the final list of Officers – promotion to Grade ‘B’ had been published on **January 21, 2020**. **However**, due to **COVID-19 pandemic** since March, 2020, the posting on promotion got **much delayed** and the same was communicated on June 30, 2020 making the promotion w.e.f. **June**



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01, 2020. Ideally, the date of effect of promotion should have been **April 01, 2020** as the final list was already published on January 21, 2020 itself. **In a similar situation**, vide the above referred Notification dated April 10, 2020, DFS, MoF, GoI communicated that the Banks may permit the date of effect of promotion for reckoning "seniority and length of experience for qualifying for promotion in future" as 01.04.2020. The Officers who got promoted to Grade 'B' in January, 2020 for P.Y. 2020-21 are not called for current promotion process under merit channel treating their service length as 3 years and 10 months only as on April 01, 2024. Their service length is short by 2 months from the eligibility criteria of 4 years as the promotion effective date is considered as June 01, 2020 instead of April 01, 2020. In view of the above referred Notification dated April 10, 2020 from DFS and **to avoid unfair treatment**, we **respectfully** request your good selves to arrange to **consider** the candidature of all the Officers promoted to Grade 'B' in January, 2020 for the current promotion process and **arrange for opt-in Link** for the promotion process to Grade 'C' under Merit channel **on immediate basis**.

3. Cut-off date for eligibility for promotion and Effective date of promotion: While the cut-off date to fulfill the service and other eligibility criteria for promotion to next higher Grade is always considered as "**April 01**" of the Promotion Year as per the Promotion Policy of the Bank, actual date for promotion was always after "April 01" and it was neither completed before "April 01" nor it was made w.e.f. "April 01" of the Promotion Year effectively increasing the wait period by "one more year" in order to complete the minimum period of service in the present Grade and to become eligible for promotion process to next Higher Grade. **For example**, the minimum period of service in the present Grade for promotion to Grade 'C' under Merit Channel is "4 years". **However**, because of this **anomaly** in the Cut-off date for eligibility for promotion and Effective date of promotion, the Officer in Grade 'B' need to wait one more year to become eligible for promotion to Grade 'C', effectively making the minimum period of Service in the present Grade as "5 years" which is totally demotivating the Officers. We **respectfully** request your good selves to resolve this critical issue in the interest of the Officers as well as the Bank.

4. Multiple punishments on account of marking EOLNC for participation in Strike: 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 starting from the current promotion process in order to **ensure fair treatment** to the Officers working in the Bank.

Thanking you,

Yours faithfully,

Vithal Koteswara Rao A.V.
GENERAL SECRETARY

Copy to

- 1) Shri Suresh K. Khatanhar, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.
- 2) Shri Jayakuma S. Pillai, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.