



**Association of Officers of UCO Bank**  
(Registered under the Indian Trade Unions Act, 1926)  
Affiliated to All India Federation of UCO Bank Officers (AIFUCBO)  
An Affiliate of All India Bank Officers Association (AIBOA)

Circular No. 121/2018-21

June 2<sup>nd</sup>, 2020

**TO ALL THE MEMBERS**

**Subject: Poor marks being awarded in Suri Zone to a number of officers including Branch Heads**

We reproduce hereunder the full text of letter no. AIBOA/HO/2020-21/10 dated June 2, 2020 issued by Com. Mahesh Gupta, General Secretary, All India Federation of UCO Bank Officers addressed to The Executive Director, Head Office on the captioned subject for information of all concerned.

Comradely Yours,

Yours truly,

**Ajoy Kumar Mondal**  
**General Secretary**

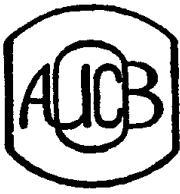
**Quote**

The Executive Director  
Head Office

Sir,

**Subject: Poor marks being awarded in Suri Zone to a number of officers including Branch Heads**

We would like to bring it to your notice that a lot of officers are aggrieved in Suri Zone because of extremely poor marks awarded by Zonal Management in this years' Annual Performance Appraisal Report despite stellar performance in almost all the parameters throughout the year. It is a well known fact that officers of Suri Zone have performed exceptionally and on their behalf the Zonal Managers, over the years have received praise not only from the top management but also, from peers and colleagues from all over India. This is further established by the fact that from 2013 to 2020 out of the last four Zonal Managers who led this Zone, three were promoted to the post of DGM after joining this Zone as an AGM. This speaks volumes about the immense potential this Zone holds and the continuous hard work and dedicated efforts of the officers of Suri Zone which has materialized in steady career progression for its management.

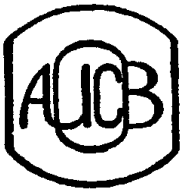


We have summarized the data that we have gathered so far from the assessment of the individual Performance Appraisal reports and we are presenting them below for your ready reference:

- Integrity and honesty/ emotional strength - **(option 3) Not watched the officer's work for sufficient time to form a definite judgment but nothing adverse has been reported to me about the officer** ----> The officer is either honest or dishonest. There was no need to go for option 3 and reduce the marks of an officer from 2 to 0.5 as both the reporting authority and the officer concerned are posted in the Zone for three years. Moreover, if there is doubt regarding the integrity and honesty of the officer then how he or she was posted as a BH or Advance Incharge?
- Decision Making/Administrative Skill - **No proper deployment of staff, No quick decision** - ->

How did the reporting authority come to the conclusion that staff were not deployed properly in the branch. If staff was not deployed properly then how has the branch achieved good marks in its **BUSINESS DIMENSIONS** (which was system awarded). In today's banking scenario can any Branch Head / Officer survive without making quick decisions and having adequate job knowledge? Surprisingly all the officers including the Branch Heads and the REs have got good marks in "**Responsiveness to Corporate concerns**" (which was again system awarded) then the question arises - How without proper deployment of staff and without quick decision making did the officer succeed in being responsive to corporate concerns.

- Willingness to assume responsibilities - **lending power utilized judiciously however no proper coordination among staff for achieving business goals.** ---> Statements such as these are highly contradictory in nature.
- Inspection and Audit : **Risk rating not improved.** ---> This is a very generic comment which was attributed to almost all the officers whether there were any recent RBIA or concurrent Audits concluded in the branch or not. Such comments show that the reporting authority was just copy pasting the comments without even bothering about fact checking.
- Quick Mortality Cases: **Quick Mortality Cases observed.** ---> If quick mortality cases were observed then why SAR was not raised? Why disciplinary proceedings were not initiated by the appropriate authority against the erring official? The reality is that there were no quick mortality cases in most of the branches, and yet, such baseless and false comment was slapped by the reporting authority. This again shows that, to the reporting authority it was only a copy and paste exercise without verification of actual facts.



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Apart from the above mentioned comments we have found loopholes in the marking patterns also.

These loopholes may be described as below:

1. Absolutely no weightage was given to the marks awarded by the Branch Heads in most of the cases and the reviewing authority as well as the accepting authority reduced the marks without assigning proper reasons.
2. The Zonal Manager in the capacity of Reviewing authority or accepting authority has made no comments while reducing the marks of an officer.
3. In most of the cases even though the marks in Business Dimensions was good the overall marks awarded in qualitative aspects was so low that the officer was awarded not even 70% marks which damaged his/her chances for promotion.
4. In many cases the marks awarded by the reporting/ reviewing authority hovered very close to the threshold marks of 70% with some getting only 70, 71, 72 or 73 which indicated that the reporting authority was punishing the officer by pulling down his/her three years average as well as trying to save his own skin from any scrutiny by not awarding less than 70% marks. This is a very fine trick but, we observed it anyway.
5. Marks awarded as per "system awarded parameters" are fair but, the anomalies begin only in those sections where there was human intervention.

Sir, the concept of performance appraisal is dynamic and it should be a process through which an officer gets an insight into his strengths and weaknesses which in turn should enable him to perform better and produce better productivity for the organization. A proper performance appraisal of an officer requires 360 degree feedback from all members of the team and as far as this year's performance appraisal of Suri Zone is concerned it is far from effective rather, it is demoralizing and punishing.

With Regards,

(Mahesh Gupta)

General Secretary

CC to The General Manager, HRM

**Unquote**