



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. 146/2018-21

January 8th, 2021

TO ALL THE MEMBERS

Ref: Promotion Process adopted by the Bank

We reproduce hereunder the full text of Federation letter no. AIBOA/MD/2020-21/52 dated 8th January, 2021 issued by Com. Mahesh Gupta, General Secretary, All India Federation of UCO Bank Officers addressed to Managing Director & CEO of our Bank on the captioned subject for information of all concerned.

Comradely Yours,

Yours truly,

Ajoy Kumar Mondal
General Secretary

Quote

The Managing Director & CEO

Head Office

Kolkata

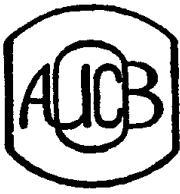
Respected Sir,

Re:- Promotion Process adopted by the Bank

Yearly promotion process in any organisation motivates its employees/officers to get a chance to rise in the organisation. Such motivations are required, especially in organisations passing through a difficult phase. We all are working hard at various levels and sacrificing our family life in a mission to attain our past glory. During such testing environment, when news of privatisation is coming now and then; we found that Bank is not following a uniform policy for promotion during last couple of years causing huge distress in employees/officers, particularly in those who are working at branches. Some of such anomalies are:

1. Though Bank is following strict guidelines while establishing cut-off date by 31st March of every year, but failed to complete the process within stipulated time.

For example, in the year 2018, Bank has issued the notification for promotion process on 17.02.2018 and process was completed on 05.05.2018 (after almost 2.5 months). This caused one year delay in eligibility of promoted officers in next promotion process i.e. 2021. If Bank can follow cutoff date as 31st March then either Bank should complete promotion process within time or may give notional effect of promotion w.e.f 31st March. Then, this will allow



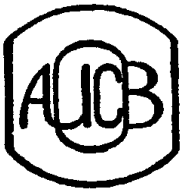
Association of Officers of UCO Bank
(Registered under the Indian Trade Unions Act, 1926)
Affiliated to All India Federation of UCO Bank Officers (AIFUCBO)
An Affiliate of All India Bank Officers Association (AIBOA)

new promotes to participate in next promotion process without losing any year and exercising the discretionary power of MD & CEO will also reduced.

2. It has been also observed that Bank is waiving requirement of Branch Head Tenure without any proper justification. This is again causing de-motivation amongst officers working in Branches. Even this year, Bank has waived Branch Head tenure for Scale III to IV and IV to V Scale promotion process. However, Batch of Officers promoted in the year 2018 was not given a chance to participate in promotion process because Bank failed to complete the promotion process within 31st March. We would also like to inform you about past instances where Bank has completed promotion process after 31st March but given notional effect from 31st March. Hence arbitrary and inconsistent guidelines of the Bank followed over last few years are against the natural justice and fair play.
3. We have observed during earlier promotion processes that Bank did not fulfill the post promotion obligation for new promotes having no/less Branch Head experience or Rural exposure. This approach is causing negative growth for both sides i.e. officers continued to work at administrative offices even after promotion and people working as Branch Head without getting promotion and only utilised for generating profitability amidst challenging business situations. Those, who continued working at Administrative offices, will fundamentally lack in experience of field functionaries and those, who worked as Branches may feel that despite toiling hard, they are not getting proper chance to rise in the career ladder.
4. We also observed that Bank is not following any consistent method for vacancy count in various scales. Like, last year Bank has declared 5 vacancies in each scale of Specialist Officer – IT. But, this year no vacancy has been declared for promotion from Scale 3 to Scale 4, though there are 24 eligible candidates in Scale – 3. It appears that Bank has failed to foresee the requirement of resources even for next year. Contrary to this, Bank has declared 7 vacancies in Scale VII where only 22 DGMs have completed two years service in Scale – VI and after considering two years remaining active services, count will further reduced. Hence, at one instance Bank is even not considering 1:24 ratio and on the other hand Bank is declaring vacancies in 1:2 ratio. If Bank would have followed a method to declare vacancies then this shouldn't be happened.

Sir, these are some of the anomalies, which require your kind attention as these issues may cause de-motivation in work force and being a Head of the family, you must ensure that every member of your family gets a uniform and fair chance in their professional elevation. Hence, we once again request you to kindly allow Officers promoted in the year 2018 in the ensuing promotion process. We also request that Bank should adopt a uniform approach for upcoming Promotion process regarding:

1. Cutoff date and promotion effective dates.



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)

2. Applicability of Branch Head tenure.

Further, we request that Bank should have a system in place so that all the Officers should be posted as Branch Head at least for requisite number of years without any exception. This approach will excel them in decision making process which is more needed for administrative skill and also reduce any discrimination of Officers posted at branches over large number of years continually even out of their domiciled zone in expectation of unbiased and impartial HR Practices in Public Sector Organisation.

With Regards,

Sd/-

(Mahesh Gupta)

General Secretary

Unquote