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Institution and the aspirations of the rank and file . In the midst of attempts aimed at to frustrate the promotions from Substaff cadre to Clerical cadre, With the continued design both by the Management and some quarters to wipe out the Cadre of Special Assistants, 5th Promotion Policy has been shaped by the Federation ensuring there in beneficial provisions to all section of the workmen - Part time Sweepers, peons and Clerical staff and at the same time keeping intact the fundamental provisions with regard to promotions and Functional allowance posts . Discussions with the management commenced as early as in 2009 when the Management proposed both directly and indirectly seeking to stop promotions from Substaff cadre who are not matriculates , seeking to abolish the posts of Special Assistants, seeking to introduce unhealthy provisions for promotions. But due to our strong resistance the discussions were halted in between. With the renewed efforts from the management, particularly after the Government's directive to implement Khandelwal Committee recommendations, discussions were resumed in 2011. Protracted discussions were held and the negotiating team of the Federation ably and efficiently dealt with all the proposals and as a result 5th Promotion Policy was signed TODAY at 130 PM . All Officebearers of the Federation were the signatories to the policy . It gives us immense satisfaction that a separate chapter laying down guidelines for periodical promotion/elevation of Full time and part time sweepers could be brought in which so far was not made available in the history of our Bank. **HIGHLIGHTS OF THE 5th PROMOTION POLICY:** **PROMOTIONS:** **CLERICAL TO J M SCALE I** Direct Recruitment Quota restricted to 35% of the total vacancies , Eligibility TO Participate in the Merit-cum Seniority Channel:- minimum service reduced to 2 years for Graduates - This will enable the new generation clerical staff who have joined the Bank in 2008/2009 to avail the promotional opportunities, One more chance to all those who are permanently debarred for promotion under previous settlement, Enabling provision to fill up the unfilled vacancies in seniority channel from the empanelled candidates( who could not be promoted due to their inter-se seniority ) under Merit cum seniority channel, Those acquiring qualification in chartered accountancy(CA) and cost accountancy (AICWA) shall be promoted taking in to account of the position obtaining in March and September of the Calendar year which was hitherto an annual exercise, Provision regarding recovery of TA/DA on Reversion deleted, **SUBSTAFF TO CLERICAL** 35% of the Vacancies arising out of promotions and natural wastages in Clerical cadre shall be apportioned for Substaff promotions , Substaff upon acquiring Degree need not wait for any promotional process. Promotions shall be given on the basis of position obtaining in March and September of the calendar year, Written test will be conducted by the Bank or by a reputed agency instead of IBPS Vacancies remaining unfilled in seniority channel shall be filled from the empanelled candidates under Merit list , Commitment for filling up the vacancies that will remain unfilled even after the above through direct recruitment , One more chance to all those who are permanently debarred for promotion under the previous settlement. Above all promotional avenues (to clerical) for Matriculate (and above) Sweepers introduced for the first time. They need not wait for conversion as peons to be eligible for promotion to clerical cadre. **SPECIAL PAY POSTS:** All existing seniority regions retained despite persistent demand from the management to redefine them, All special pay posts "Shall be filled from time to time, Those selected for the special pay posts shall be relieved with in 30 days of the date of selection or atleast payment of allowance shall commence as against existing provision of payment of allowance only from the date of undertaking the new assignment , - that is to say -Effective date made certain, Filling up of the posts that become vacant on account of Dismissals, Compulsory retirement or otherwise guaranteed a significant improvement. All those who are permanently debarred for being eligible to functional allowance posts shall have one more chance, Employees selected for the posts of SWO-B through the enlarged seniority Region are now eligible for request transfer with in the same Region with out having to surrender the allowance/post. **OFFICIATING:** Officiating in positions of Branch Head and Assistant Branch Head codified to discourage forceful arrangement for a prolonged period, Grant of Entertainment expenses and Conveyance expenses applicable to Officers guaranteed to all those who are required to officiate as BH/ABH, **SWEEPERS:** It is a matter of pride to all of us that for the first

time We have been able to bring out a policy for career progression of our Part Time and Full Time sweeper comrades. It is unique achievement as the interest of this category of employees is now well protected byÂ firming up the guidelines as part of the Promotion PolicyÂ , giving a go bye to adhocism. Ã~Â Â Â Â Â Special ProvisionÂ for elevation of Matriculate (and above ) sweepers , Ã~Â Â Â Â Â Periodical up-gradation of both Full Time and Part Time Sweepers to Peons is ensured by apportioning 35% of the vacancies arising in Substaff cadre on account of promotions (to clerical) and natural wastages , Ã~Â Â Â Â Â Consequential elevation of part time sweepers to higher scale wages , Comrades , thus All India Uco Bank Employeesâ€™™ Federation has once againÂ set the trend in the Industry by Securing qualitative improvements in the Career Progression of workmenÂ at a time when Federation is celebrating it Golden Jubilee. Congratulations once again to all , Red Salutes to you, Comradely Yours Â Â I P Midha President</font