

## PROMOTIONAL POLICY

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Dear Comrades, Congratulations to you all. Our Federation has made it once again. Comrades are aware that due to the hardwork and unparalleled leadership of our leaders like Com. Krishan Lal, UCO Bank's Management had called our Federation a majority workmen organization for signing a promotion policy. The todays promotion policy came into shape with the draftings made by our old stalwarts like Com. Krishan Lal, who always worked for the well being of his comrades. Hitherto fore all the promotion policies were signed by Negotiating committee. The Unique feature of this promotion policy is that it has been signed by all the office bearers of AIUCBEF, including undersigned and Com. R K Walia. It is also another achievement that earlier promotion policies were signed by only General Secretary, but this time General Secretary as well as President of UCBEU (NZ) have signed it. This coincides with the Celebration of 50th Year(Golden Jubilee) of AIUCBEF. We reproduce hereunder the text of the circular issued by AIUCBEF on the signing of promotion policy:

"Promotion Policy for all the section of workmen staff has been signed today bringing in substantial and qualitative improvements. We proudly recall the journey of our All India Federation which has entered into 50th year "Golden Jubilee" this year. It was in the year 1963, All India Uco Bank Employees Federation came into existence uniting all the state units under one platform in Uco Bank. The very necessity for forming the All India body was felt by our elders and founding fathers due to the ongoing exploitation by the then Management. In its first All India Conference at Delhi in 1965, a very significant decision was taken through a resolution to fight against the unilateral and discriminative approach of the Management in promoting the employees. Promotions were at the sweet will and pleasure of the Management. Favoritism and nepotism were the order of the day in granting promotions. First conference of the Federation Resolved to fight and the struggle was a prolonged one lasting for two years. Unable to stand to the determined fight, Management climbed down from its rigidity and started discussions with the Federation. Guided by the legendary leaders of AIBEA Com.Parwana, Com.Prabatkhar and Com.Tarakshwar Chakrobarty, negotiations were held for nearly two years and On 9th December 1968 FIRST PROMOTION POLICY was signed to which Com.Tarak was one of the Signatories. Bringing more improvements, SECOND PROMOTION POLICY was signed on 31st March, 1975. It was again in the year 1979, with a large number of recruitment both into clerical and Substaff cadre, coupled with rapid expansion of branches, need was felt to bring qualitative changes in the policy. Amidst discussions, Federation had to confront some new challenges, this time from within due to disruptive elements. Forces inimical to AIBEA parted company with Federation and formed a separate union under some political compulsions. The Management too was seen to be succumbing to the pressure of the new union and thus the Third Promotion Policy was able to be signed, establishing the supremacy of the Federation on 1st September,1981 which particularly benefitted a large number of Substaff comrades for their promotion to Clerical Cadre. Fourth Promotion Policy was signed on 13th April, 1988 with significant changes in the promotion process coupled with the introduction of Technology in the Banking system. 24 long years have passed since signing the 4th Promotion Policy. But in between many changes were required to be made keeping the changing competitive and technological environment in the Banking Industry. 16th July, 2012 will be yet another milestone in the History of our Federation. In the Back ground of pressure built up by the recommendations of the Khandelwal Committee as per which the Banks are directed to ensure - 50 % of the Vacancies in JM Scale I to be through Direct Recruitment, - Promotions to be linked to Productivity, - Promotions to be based on Performance Appraisal System - Discouraging suggestions in promotions of Substaff etc Our Federation could successfully bring out a Policy, resisting all the above but at the same time keeping both the interest of the

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 by firming up the guidelines as part of the Promotion Policy , giving a go bye to adhocism. Special Provision for elevation of Matriculate (and above ) sweepers , 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 , Consequential elevation of part time sweepers to higher scale wages , Comrades , thus All India Uco Bank Employeesâ€™™ Federation has once again set the trend in the Industry by Securing qualitative improvements in the Career Progression of workmen at a time when Federation is celebrating it Golden Jubilee. Congratulations once again to all , Red Salutes to you, Comradely Yours I P Midha President**