



Canara Bank Officers' Union[Regd.]
[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]
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To

**THE MANAGING DIRECTOR & CEO
CANARA BANK, HR WING
HEAD OFFICE
112 J C ROAD
BANGALORE 560 001**

Dear Sir

Sub: Officers recruited under Specialist officer category

Ref: Our letter CBOU/16/2019 DTD 11.11.2019 & HO Circular 454/2020 dated 15.06.2020

A Very good morning. Our union wishes to place before the management, our view points on the contents of the above referred circular by which it has been made to understand that any specialist officer recruited in any specialised field shall continue in that field till their promotion as SMG Scale –IV until the bank takes a call on conversion of specialist officers to Generalist officers at appropriate time based on the administrative requirements.

We also understand from the contents of the circular that the need for releasing such an advisory has arisen since number of representations are being received from specialist officers particularly from marketing officers to convert them as generalist officers.

Our union is confident that such representations from marketing officers are purely out of their interest, involvement in getting familiarised with the nuances of branch banking, such as preparation of credit reports, risk rating analysis, assessment of working capital limit, handling pension, death claims etc which they have gone through theoretically only for preparing themselves for promotion process. Handling the portfolios in real terms is their will and wish which the union sincerely feels that it need not be considered as indiscipline as mentioned in the referred circular.

When a specialist officer who is continuously kept away from the general banking field till they reach Scale 4, it will create lack of confidence in their mind when they are posted to a VLB to handle men and business. Due to this, there is every possibility for a deficient decision making which will be detrimental to the individual and the institution.

Besides the above, our union wishes to state that keeping the specialist officers in the specialised field till they reach scale IV speaks against the Long Term Promotion Policy announced by the bank.

The following are the contents available in Page No 9 to 12 of the annexure to H O MEMO NO. 69/2018 DATED 13.12.2018 which deals with the LONG TERM POLICY FOR PROMOTION TO MMG SCALE-II, MMG SCALE-III & SMG SCALE-IV

9. NORMS FOR PROMOTION FROM MMG SCALE-III TO SMG SCALE-IV (FOR ALL OFFICERS INCLUDING SPECIALIST OFFICERS)

(i) c) For the promotion process w. e. f 01.04.2020, branch experience of minimum of two years shall be required for considering for promotion from Scale-III to IV

(iii) d) The methodology of evaluation of potential will be by way of Interview. The interview will carry 100 marks for promotion to SMG Scale IV. The marks will be awarded by assessing the potential of the candidate. The potential

here means the competency of the concerned Officer to take Senior Management responsibilities and will be evaluated by a Committee nominated by the Bank for the purpose.

11. The Officer employees who have not completed the requisite Branch Head Service of 3 years shall on promotion to MMG Scale-III be posted to head Branches.

12. GENERAL PROVISIONS

d) The officers recruited under Specialists Category, it shall be mandatory that prior to joining the main stream cadre, such officers should necessarily remain in the specialized cadre for at least five completed years of service. Thereafter, the Officer should gain experience of at least two years in field operations. There will be exemption from posting to rural areas for these officers.

Sir, it is not out of context to mention that job rotation, mandatory change of branch once in three years as per CVC guidelines and mandatory rural/semi urban service as a post promotion condition stipulated by DFS are the tools through which a bank employee is transformed as versatile with absolute confidence to handle various spheres of banking activities, besides vigilance angle. Our union requests the administration that the specialist officers should not be deprived of such an opportunity till they reach Scale IV. Sir, our union feels that since the Long term Promotion Policy does not speak about separate vacancies for specialist officers as well as the pattern of examination, interview or APAR, and Ranking are common for both the generalist and the specialist officers, keeping the promoted specialist officers away from branch banking, branch head experience and rural/semi urban service deprive them an opportunity to be an integral part of our whole system.

Hence, our union requests the bank to revisit the contents of the above referred circular, restricting the movement of the specialist officers to generalist cadre till they reach Scale 4 and requests not to treat such representations of specialist officers, particularly marketing officers as an act of indiscipline. Union is hopeful that the necessary advisory will be issued in this regard at the earliest.

Thanking you

Yours faithfully



H VINOD KUMAR
GENERAL SECRETARY