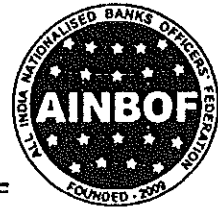




# All India Indian Bank Officers' Association

(Affiliated to AINBOF & AIBOC ❖ Recognised by the Management)

New No. 22, Mooker Nallamuthu Street, Chennai - 600 001.



The Chairman & Managing Director  
Indian Bank  
Corporate Office  
254-60, Avvai Shanmugam Salai,  
Royapettah,  
Chennai - 600 014

Date: 07 06 2012

Dear Sir,

Sub: Promotion Policy Process for Scale.II to III – reg

Ref: HRM Circular No.30/2012-13 dated 05 06 2012

\*\* \*\* \*

We draw the kind attention of the Chairman & Managing Director to the Circular cited above wherein the minimum experience criteria for Scale.I to II has been mentioned as 2 years and for Scale.II to III it is mentioned as 3 years. It appears that the minimum experience criteria for Scale II to III has been mentioned as 3 years on the ground that sufficient candidates are available. In this regard, we would like to impress upon the Chairman & Managing Director that earlier the Promotion Process was conducted by inviting the candidates to apply for the promotion. But during the last promotion process, since the response by way of applications was poor, call letters were sent to all the eligible candidates. Even then due to age factor and various other reasons, the response was not to the desired extent. When such is the factual position, since there are candidates eagerly willing to take up the promotions and they would become eligible if the minimum experience criteria is relaxed by one year as it has been done for other scale promotions, there would not be any frustration or discrimination. This fact should not be disregarded as promotion process is fundamentally a process of building the future management of the Bank. It would not be out of context to mention here that on account of the present decision of the Management in insisting on the

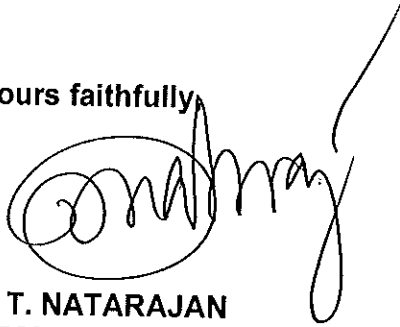
1

minimum experience criteria as 3 years for Scale.II to III alone, many candidates who have appeared for the last promotion process but could not succeed are now denied even the chance of appearing for the promotion process. It has resulted in a dichotomy situation of last year eligible candidates being denied of the eligibility this year and this has created lot of frustration and disappointment.

In view of the above, we request the Chairman & Managing Director to kindly intervene in the matter and do the needful for relaxing the minimum experience criteria as 2 years for Scale II to III promotions also and thus prevent the frustration and disappointment among this category of officers.

With Kind regards,

Yours faithfully,

A handwritten signature in black ink, appearing to read 'T. T. Natarajan', is written over a circular stamp. The signature is fluid and cursive, with a long vertical stroke extending upwards from the right side.

**T. T. NATARAJAN**  
**SECRETARY GENERAL**

Copy to: The Executive Directors, Indian Bank, Chennai  
The General Manager (HRM) Indian Bank, Corporate Office, Chennai.  
The Deputy General Manager (HRM) Indian Bank, Corporate Office,  
Chennai.