

F.No.4/11/1/2011-IR
Government of India
Ministry of Finance
Department of Financial Services

Jeevan Deep, IIIrd Floor,
Parliament Street, New Delhi
Dated the May 3, 2012

To
CEOs of all Public Sector Banks.

Subject: **Promotion policy in PSBs.**

Sir,

I am directed to refer to this Department's letter of even number dated 14.3.2012 issued in suppression of earlier guidelines dated 5.12.2011 on the above subject and to say that several references received PSBs seeking relaxations/clarifications in the guidelines have been examined in this Department.

2. In view of the difficulties being experienced by PSBs regarding non-availability of the requisite number of officers in zone for consideration, due to different profile of officers in Banks, APAR marks, cut-off date, etc, it has been decided that the following relaxations could be allowed by the Bank, as one time measure, for the promotion process for the year 2012-13:-

- (i) The Zone of considerations for promotion should be generally 3 times the number of anticipated vacancies. However, in case these many officers are not available; the zone of consideration shall be at least two times the number of likely vacancies. For this purpose, the Board of Directors of the Bank may further relax minimum eligibility in length of service by upto six months over and above one year already provided in the guidelines dated 14.3.2012. The relaxation beyond one year in eligibility shall be granted only to the extent that officers at two times the number of vacancies become eligible.
- (ii) Vacant positions must be filled subject to the suitability of officers within the zone of consideration as per the Guidelines.
- (iii) All officers who are eligible on the cut-off date of experience requirement would be included in the zone of consideration.
- (iv) The officers against whom disciplinary proceedings are in process would be considered in addition to the requirement of zone of consideration as mentioned at (i) above and the recommendations in respect of such officers shall be kept in sealed cover.
- (v) The requirement of minimum 75% marks in APAR in each of the year under consideration would be relaxed to the extent of 60% marks APAR in each year for only those scales where passing of an examination by IBPS is mandatory for promotion.
- (vi) The condition of not granting the benefit of relaxation in minimum experience at two successive levels of promotions in Scale-III and above, as prescribed at para 5(iv) of the guidelines dated 14.3.2012 stands withdrawn.

2. The provisions regarding reservations/concessions, etc, in respect of promotion of SC/ST employees and any other category of employees be followed as per the extant Guidelines in the matter.

3. All Banks are requested to obtain the approval of the Board of Directors for the above at the next meeting and to take action accordingly.
4. This issues with the approval of Secretary, DFS.

Yours faithfully,

(Manish Kumar)
Under Secretary to the Government of India

Copy to:-

1. All Govt. Nominee Directors.
2. NIC Cell for placing on the website