

STATE BANK OF INDIA OFFICERS' ASSOCIATION



(BENGAL CIRCLE)

(Registered under Trade Unions Act 1921-Regd. No. 6908)

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Circular No. 20/2015

Date : 23.09.2015

To All Member (Please Circulate)

We reproduce hereunder the Circular No. 107 dated 22.09.2015 issued by General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,


Soumya Datta
(General Secretary)

TO ALL OUR AFFILIATES/MEMBERS:

CAREER DEVELOPMENT SCHEME (CDS): EVALUATION OF PERFORMANCE THROUGH KEY RESULT AREA (KRA)

We have to-day sent a communication to the Management on the captioned subject. A copy of the same is enclosed for information.

2. All our members/affiliates are requested to await further developments in this regard.

With greetings,

Sd/-

Y.SUDARSHAN
GENERAL SECRETARY

Soumya Datta
General Secretary
Mobile : 9830044737

State Bank of India officers' Association
(BENGAL CIRCLE)

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No.6180/54/15

DATE: 22.09.2015

To,
The Deputy Managing Director & CDO,
State Bank of India,
Corporate Centre,
Madame Cama Road,
MUMBAI - 400 021.

Dear Sir,

**CAREER DEVELOPMENT SCHEME (CDS): EVALUATION OF
PERFORMANCE THROUGH KEY RESULT AREA (KRA)**

We wish to bring to your kind notice that the Bank has recently introduced the concept of Key Result Area (KRA), which an officer is required to pick from a Library of KRA's for the purpose of evaluation of his performance under the new Career Development Scheme. It is a fact that an officer is graded and placed in AAA, AA or A etc., based on his achieving the targets under the area picked by him. In a highly competitive environment where the officers are required to perform well, within the 'Cohort', to be graded higher up, he has to give his best.

2. You are also aware that since the last year the Government has been introducing various developmental schemes to be routed through the Banks, like the Jandhan Yojana, the Pradhan Mantri Jeevan Suraksha Yojana, Pradhan Mantri Jeevan Bima Yojana, Atal Pension Yojana, Sukanya Yojana, Aadhaar Card linkage etc. All our officers were required to bestow all their time in achieving extremely high targets at a very short span of time. We are also proud that the State Bank of India topped the achievement parameters and figures. Almost round the year various such target oriented, time bound schemes engaged the time and efforts of all our officers, who had to set aside many of their seat/desk/assignment related areas to achieve the same. Now another new scheme of MUDRA has been introduced and we understand that again the officers would be pressurized to achieve the targets in a short time.

3. While we appreciate the efforts of the Government and the support of the Bank and all of us to such socio-economic developmental schemes, we also wish to place before you that this will affect their achieving of targets under the Key Result Areas (KRA's) selected by them, and place them at a disadvantageous position vis-à-vis their KRA.

4. We understand that again pressure is being exerted by all the controllers across the country to call officers on all Sundays and holidays to achieve such targets. The officers have not yet completed the task of 'Deduplication' and another new scheme of MUDRA is introduced.

5. Under circumstances we request you to instruct the concerned department to make suitable modifications/provision/relaxations in the KRA, so as to ensure that the officers overall performance is not affected, as this is a serious issue will affect the career of the officers. We request that there needs to be a relook into the system of KRA's or performance evaluation under the CDS as many more such developmental schemes are on the anvil on an ongoing basis.

Thanking you,

Yours faithfully,

Sd/-
Y.SUDARSHAN
GENERAL SECRETARY

Soumya Datta
General Secretary
Mobile : 9830044737