

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

(Registered under Trade Unions Act 1926-Regd. No. 6908)

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IP No. 500077

Circular No. 49/2019

Date : 16.05.2019

To All Members (Please Circulate)

We reproduce hereunder the Letter No. 6180/29/19 dated 16.05.2019 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:

Dear Comrades,

FEEDBACK ON CAREER DEVELOPMENT SYSTEM: (CDS) – SURVEY

You are aware that CDS has been introduced in the Bank in the year 2014 -2015 as a tool for measuring performance of the Officers, to grade them on various parameters and also to incentivize. CDS not only plays an important role in the performance appraisal and motivation but also has huge ramification on career progression of the Officer. Recently, Bank has completed CDS exercise for the year 2018-19 and launched the exercise for the ensuing year 2019-20.

2. While CDS is proclaimed to be a transparent, objective oriented exercise to assess the performance of the officers, responses and comments / complains received, indicate that implementation of CDS has caused more pain, anguish, uncertainty and unhappiness than otherwise. We have also observed its opaqueness, inconsistencies, aberrations and that majority of our officers are not aware as to how CDS works. We have always voiced our concern against the forced ranking, which has led to severe resentment and dissatisfaction amongst the rank and file. While many of our suggestions have been accepted and the scheme has been modified many times, the discontent amongst the officers have not been addressed in entirety.

3. Perceiving the prevailing dissatisfaction among officers about CDS, in our pursuit to have realistic and factual response, we have launched a survey on CDS today. We request all our affiliates/members to actively participate and ensure submission of honest feedback. This will help us in knowing the depth of awareness of Officers, gaps, areas of concerns, deficiencies in CDS and possible solutions also, so that we can take up with the Bank for necessary modifications and even for a suitable replacement, in the effort to find an appraisal system suitable to the current times and the requirement of the Bank and its officers.

4. We urge upon our affiliates to give wide scale publicity to elicit substantial response from our members for a meaningful assessment. The link for submitting the Survey response is appended;

<https://forms.gle/JwVNBwsrwaxqNKa36>

The link will be available till **31.05.2019**. Please ensure active participation as this will enable and empower us with your valuable suggestions/feedback.

With greetings,

Comradely yours,

Soumya Datta
General Secretary

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