

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

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

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Circular No. 144/2021

Date : 30.09.2021

### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 78 dated 21.09.2021 issued by the General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,

**Shubhajyoti Chattopadhyay**  
(General Secretary)

**RECONSIDERATION OF ELIGIBILITY OF JMGS OFFICERS of 2020**  
**BATCH/SPECIALIST OFFICERS ON PROBATION**  
**UNDER PERFORMANCE LINKED INCENTIVE (PLI)**  
**BASED ON CDS GRADING FOR FY 2020-21**

We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,

**(Soumya Datta)**  
**General Secretary**

No.7508/33/21

20.09.2021

The Deputy Managing Director (HR) & CDO,  
State Bank of India,  
Corporate Centre,  
Madame Cama Road,  
Mumbai – 400 021.

Dear Sir,

**RECONSIDERATION OF ELIGIBILITY OF JMGS OFFICERS of 2020**  
**BATCH/SPECIALIST OFFICERS ON PROBATION**  
**UNDER PERFORMANCE LINKED INCENTIVE (PLI)**  
**BASED ON CDS GRADING FOR FY 2020-21**

With reference to the above, we wish to draw your attention to eCircular No. CDO/P&HRD-PM/36/2021-22 dated 30<sup>th</sup> July 2021 and eCircular no. CDO/P&HRD-PM/49/2017-18 dated 12<sup>th</sup> October 2017 highlighting salient features for payment of PLI as per eligibility and exclusions.

2. In this regard we have received representations from the JMGS-I batch of 2020 officers as well as from Specialist Officers on probation that despite having been assigned roles in CDS (Measurable/Non-Measurable) and having received grading scores of 'AAA' and 'AA', they have not been paid PLI. It is likely that they have been considered as officers on probation and subsequently excluded from payment of PLI.

3. The Circular No.CDO/P&HRD-PM/36/2021-22 dated 30.07.2021 has not excluded Officers JMGS-I from payment of the said incentive, considering the following:

All the JMGS immediately after their promotion are being assigned roles in permanent capacity such as Branch Manager, Field Officer, Manager (Branch Operations) etc. with applicable discretionary powers in full. Neither are they subjected to any assessment, nor are they given any letter of confirmation after expiry of 'probation' period. Similarly, Specialist Officers who have been appointed are also assigned specific roles and have received CDS Grades.

4. Taking into consideration points mentioned above, we request you to arrange for payment of PLI to eligible officers of JMGS-I and Specialist Officers on probation during their 'probation' period.

With best regards,

Yours sincerely

**(Soumya Datta)**  
**General Secretary**

**Shubhajyoti Chattopadhyay**

General Secretary  
Mobile : 9434551152