

प्रधान कार्यालय: मणिपाल 576 104 (कर्नाटक)  
Head Office: Manipal-576104(Karnataka)  
संगठन एवं पद्धति प्रभाग  
ORGANISATION & METHODS DIVISION



Circular No.030-2017-BC-PD-04-IRD

Date: 23-01-2017

**PERMANENT UTILITY  
POLICY FOR PROMOTION FROM CLERICAL CADRE TO OFFICER CADRE IN JMGS-1**

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Attention of Branches/Offices is drawn to circular No.024-2014-BC-PD-06-IRD dated 28.01.2014 circulating the Memorandum of Settlement dated 25-1-2014 signed with Syndicate Bank Employees' Union in the matter of Policy for Promotion from Clerical Cadre to Officer cadre in JMGS-1.

In partial modification of the Clause 9.4 of the settlement dated 25.01.2014, a Settlement has been signed under Section 2(p) and Section 18(1) of the Industrial Disputes Act, 1947 on 06.01.2017 in the matter of Policy for Promotion from Clerical Cadre to Officer cadre in JMGS-1. A copy of the Settlement dated 06.01.2017 containing the revision / modification to the Policy for promotion from Clerical cadre to Officer Cadre in JMGS-1 is appended as **Annexure**, for information.

Head of the Branches / Offices are advised to circulate this Circular among the Employees in the Branch / Office, besides displaying a copy of the same on the Notice Board of the Branch / Office.

Clarifications required, if any, to this circular may be sought from **PERSONNEL DEPARTMENT-INDUSTRIAL RELATIONS DIVISION** at Head Office, Manipal through respective RO, as per extant guidelines.

EGTEV:YRTGA:YRUBR  
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(GOPINATH T IYER)  
GENERAL MANAGER (P)

## ANNEXURE

**POLICY FOR PROMOTION FROM CLERICAL CADRE TO OFFICER CADRE  
IN JMGS – I**

**MEMORANDUM OF SETTLEMENT UNDER SECTION 2 (P) AND SECTION 18(1) OF ID ACT, 1947 BETWEEN THE REPRESENTATIVES OF MANAGEMENT OF SYNDICATEBANK AND THE REPRESENTATIVES OF SYNDICATE BANK EMPLOYEES' UNION AT CORPORATE OFFICE, BANGALORE ON FRIDAY, THE 6<sup>th</sup> January 2017.**

**PRESENT**

	For and on behalf of the Management of Syndicate Bank		For and on behalf of the Workmen represented by Syndicate Bank Employees' Union
1	<b>SRI GOPINATH T IYER GENERAL MANAGER (P)</b>	1	<b>SRI J.P. SHARMA PRESIDENT</b>
2	<b>SRI RAMANANDA NAYAK DY.GENERAL MANAGER (P)</b>	2	<b>SRI S K SANGTANI GENERAL SECRETARY</b>
3	<b>SRI RAMACHANDRA BHAT ASST.GENERAL MANAGER (P)</b>	3	<b>SRI SYED IQBAL DY.GENERAL SECRETARY</b>
4	<b>SRI VENKATESH H C ASST.GENERAL MANAGER (P)</b>	4	<b>SRI JAGADEESHA SHETTY DY.GENERAL SECRETARY</b>
5	<b>SRI M PARDHA SARADHI CHIEF MANAGER (IR)</b>		

**WHEREAS**, the parties had entered into a settlement under the ID Act on 25.01.2014 in respect of Policy for Promotion from Clerical Cadre to Officer Cadre in JMGS-1.

**WHEREAS**, the above settlement provided for the review of the policy by the Parties as and when necessary.

**WHEREAS**, it is felt that certain modification/s to the above policy are necessary.

Therefore, the parties felt the need to arrive at an understanding for modification of the Clause 9.4 by way of amendment to the said settlement dated 25-01-2014.

**WHEREAS**, the clause 9.4 reads as under:

“9.4: An employee who has been punished for “Gross Misconduct” under the provisions of the Bi-partite Settlement shall not be eligible for participation in the Promotion Process **for a period of 24 months** from the date of infliction of Punishment as at the date of reckoning the eligibility”.

**WHEREAS**, both the parties have agreed to modify the said clause as:

“9.4 : An employee who has been punished for “Gross Misconduct” under the provisions of the Bi-partite Settlement shall not be eligible for participation in the Promotion Process **for a period of 12 months** from the date of infliction of Punishment or till the rigor of punishment is in force whichever is earlier, as at the date of reckoning the eligibility”.

**Signed on this Friday, the 6<sup>th</sup> January 2017**

	<b>For and on behalf of the Management of Syndicate Bank</b>		<b>For and on behalf of the Workmen represented by Syndicate Bank Employees' Union</b>
1	Sd/- SRI GOPINATH T IYER GENERAL MANAGER (P)	1	Sd/- Sri J.P. SHARMA PRESIDENT
2	Sd/- SRI RAMANANDA NAYAK DY.GENERAL MANAGER.(P)	2	Sd/- Sri S K SANGTANI GENERAL SECRETARY
3	Sd/- SRI RAMACHANDRA BHAT ASST.GENERAL MANAGER(P)	3	Sd/- SRI SYED IQBAL DY.GENERAL SECRETARY
4	Sd/- SRI VENKATESH H C ASST.GENERAL MANAGER(P)	4	Sd/- SRI JAGADEESHA SHETTY DY.GENERAL SECRETARY
5	Sd/- SRI M PARDHA SARADHI CHIEF MANAGER-(IR)		
<b>6</b>	<b>WITNESSES:</b>		
	Sd/- (SHANKAR LAL) AGM,CO, BENGALURU		Sd/- (D ARUN KUMAR) SECRETARY, SBEU

**Copies to:**

1. The Secretary to the Government of India, Ministry of Labour, New Delhi
2. The Chief Labour Commissioner (Central), New Delhi
3. The RLCC (C), Bangalore/Hyderabad/Mumbai/Chennai/Delhi/Kolkata
4. The ALC (C), Mangalore/Bangalore

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