

All India Bank of Baroda Officers' Association

(Central Office)

Registered Under Indian Trade Unions Act, 1926 & Recognised by Bank

(Affiliated to INTUC-INBOC)



CIRCULAR TO MEMBERS NO.18 OF 2018

13th July,2018

Dear Members,

RE: Job Families and Career Path Scheme

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Our Bank, vide its Circular No:HO/BR/110/111 dated 3rd July,2018, has designed a specific career path for Officers from Scale:I to Scale:IV, in India, under the above Scheme i.e. Job Families and Career Path Scheme. Under this Scheme, our Bank has identified 12 key job families which will provide the best mix of generalist and specialist skills, for career progression of Officers. A new link viz. “Job Family Survey” was also created in GEMS Tool by the Bank for Officers to provide their respective credentials and fill a small survey alongwith their preferences under the Scheme. However, no discussions were held by the Bank with our Association before introducing such a career path scheme, thereby diluting the existing positive industrial and bilateral relationships between our Association and our Bank.

We, therefore, vide our letter No:CO/54/324 dated 5th July,2018, addressed to Head(HRM & CLO),Baroda Bhawan, Baroda, expressed our concern for the non-discussion of a newly introduced career growth Scheme with our Association, ignoring the long established practice of consultations with our Association. We also made a Strong Protest against such a unilateral action by the Bank. It was urged upon by the Association to hold an urgent meeting with us to discuss in detail various aspects and implications of this new Scheme and also to keep the above Scheme in abeyance.

We are happy to inform that based on what has been stated in our above referred letter dated 5th July,2018, on 11th July,2018, our Bank has issued instructions to all branches and offices in India that the link “Job Family Survey” in Baroda GEMS Tool has been withdrawn for the time being. Further, a detailed Circular alongwith

other guidelines will be issued by the Bank shortly in this regard for better understanding and clarity of employees. Though Bank has activated the said link subsequently, it is for collection of data only.

We are thankful to the Head (HRM & CLO) for positively responding to our concerns on the above Scheme and his assurance to come out with a detailed Circular along with other guidelines.

Yours sincerely

(PREM MAKKER)
GENERAL SECRETARY

PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES