



बैंक ऑफ बड़ोदा
Bank of Baroda

MEMORANDUM OF SETTLEMENT

(Under Section 2(p) read with Section 18(1) of the Industrial Disputes Act, 1947,
and Rule 58(4) of the Industrial Disputes (Central) Rules, 1957)

Between

BANK OF BARODA

and

ALL INDIA BANK OF BARODA EMPLOYEES' FEDERATION

*(Sole Collective Bargaining Agent on behalf
of workmen in Bank of Baroda)*

on

**SETTLEMENT ON PROMOTION FROM
CLERICAL CADRE TO OFFICERS' CADRE
AS SECURITY OFFICER IN SPECIALIST CATEGORY- 2015**

dated 11TH June 2015

Bank of Baroda
Baroda Corporate Centre
C-26, G- Block,
Bandra-Kurla Complex,
Bandra (East)
Mumbai 400 051.

NAME OF THE PARTIES

Bank of Baroda -

having its Head Office at Mandvi, Baroda being a Corporation constituted under the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970.

Represented by-

Mrs. Vindhya Ramesh
General Manager (HRM)

Mr. Kamlesh Patel
Dy. General Manager (HRM)

Mr. R N Jani
Dy. General Manager (HR Operations)

Mr. C Malolan
Asst. General Manager (HR Operations)

Mr. R Sabari Nath
Asst. General Manager (HRM)

Mr. S A S V B Subbarao
Asst. General Manager (HRM)

Mr. Chandra Mani Tripathy
Chief Manager (HRM)

&

All India Bank of Baroda Employees' Federation-

Represented by -

Mr. Vinil Saxena
President

Mr. Milind Nadkarni
General Secretary

Mr. Karunesh Shukla
Dy. General Secretary

Mr. K Janardhana Thunga
Dy. General Secretary

Mr. K. K. Kotian
Dy. General Secretary

Mr. Amrit Kalas
Treasurer

Mr. R D Shah
Joint Secretary

Mr. Ashok Varma
Joint Secretary

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1.0 SHORT RECITAL:

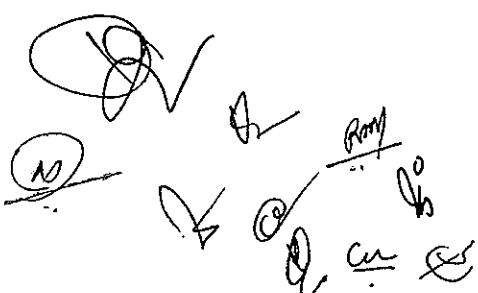
- 1.1 *WHEREAS* Settlement on Policy for Promotion from Clerical cadre to Officers' cadre -- 2012 (hereinafter referred to as '2012 Settlement') was signed on 27th September 2012 by Bank of Baroda (hereinafter referred to as 'the Bank') and All India Bank of Baroda Employees' Federation (recognized Union).
- 1.2 *AND WHEREAS* 'the Bank' and 'recognized Union' having perceived the present inadequacies to meet the growing demand of Security Officers expressed by the Zonal and Regional Authorities to cater to the security needs at administrative offices, felt the necessity of utilizing the services of existing clerical staff members who were recruited in the Bank under ex-Servicemen category for security functions.
- 1.3 *THEREFORE* negotiations were held with All India Bank of Baroda Employees' Federation (AIBOBEF) -- the Recognized Union, as required under the Settlement dated 1st September 1973 and the following Settlement has been arrived at.

2.0 TERMS OF SETTLEMENT :-

- 2.1 *This Settlement shall be called "Promotion from Clerical cadre to Officers' cadre as Security Officer in specialist category - 2015".*
- 2.2 The promotion from Clerical to Officers' cadre under this Settlement will be in Junior Management Grade/ Scale-I.
- 2.3 This Settlement shall be for a one-time promotion exercise.
- 2.4 "Active Service" would have the same meaning as defined in Clause 6.1 of 'the 2012 Settlement'.
- 2.5 "Clause 24 and 26 of "the 2012 Settlement" would apply to promotion exercise held under this Settlement.
- 2.6 Bank shall invite applications from eligible Clerical staff recruited under Ex-servicemen category, duly indicating the number of vacancies.

3.0 ELIGIBILITY CRITERIA :-

- 3.1 A confirmed permanent Clerical Staff member who was recruited under ex-Servicemen category with minimum 3 years of active service in the Clerical cadre, as on the date of circular, inviting application for promotion under this exercise.
- 3.2 Clerical Staff Members who were recruited in Ex-servicemen category under Substaff cadre and have fulfilled requisite service in clerical cadre as above will also be eligible to apply against the vacancies.
- 3.3 Age limit -- Maximum 50 years.

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4.0 NUMBER OF VACANCIES :-

- 4.1 The total number of vacancies for the one-time exercise for promotion of Clerical Staff as Security Officers in specialist category will be 40. The Bank shall have the right to reduce or increase the number of declared vacancies to the extent of 10%.
- 4.2 If sufficient number of candidates do not qualify, the Bank shall have the right to further reduce the number of promotions under this settlement.

5.0 SELECTION PROCEDURE :-

- 5.1 Selection of the candidate will be done based on an objective assessment of the following parameters :-

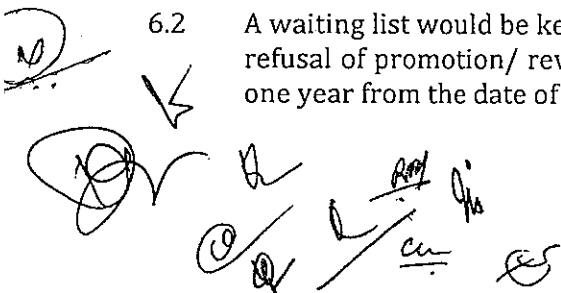
PARAMETERS	Weightage
Written Test	60
Personal Interview	30
PASAS	10
TOTAL	100

- 5.2 All eligible candidates shall have to appear for a Written Test comprising of all objective type questions on Banking Law & Practice, Professional Knowledge (Security Functions) and General Knowledge.
- 5.3 The minimum qualifying marks in the written test shall be 24 marks out of 60.
- 5.4 Candidates successful in the written test i.e. who secure 24 or more marks shall be prepared in the descending order of marks secured by them and from the said list of eligible candidates in the ratio of 1:5 (i.e. for every one vacancy, five candidates) shall be called for Personal Interview.
- 5.5 The Bank shall constitute Interview Panels/ Panels for interviewing such candidates eligible for Personal Interview. In case, candidates eligible for Personal Interview are not available in the ratio of 1:5, the Bank shall call all candidates successful in the written test.
- 5.6 The Personal Interview shall carry 30 marks. The minimum qualifying marks in the Personal Interview shall be 12 marks out of 30 marks.
- 5.7 The average of score in PASAS during the last 3 years shall be taken into consideration subject to a maximum of 10 marks.

6.0 DECLARATION OF PROMOTIONS :-

- 6.1 After the interviews are over, a merit list of the eligible candidates shall be prepared by aggregating the marks secured by them for Written Test, Personal Interview and PASAS. Promotions shall be declared from the said merit list in the descending order of merit to the extent of vacancies declared, in terms of Clause 4.1 above.

- 6.2 A waiting list would be kept for filling up vacancies arising within one year on account of refusal of promotion/ reversion to clerical cadre under this exercise, within a period of one year from the date of declaration of results.



Promotions, if declared, from the waitlist shall take effect from the date of declaration of such promotions prospectively for all purposes.

6.3 After declaration of promotion under the Settlement, the Bank shall within two months thereof, communicate in writing/display on intranet/HRnes to all who participated in the promotion exercise at all stages, the marks secured by them in the Written Test, Personal Interview and PASAS.

6.4 A copy of the list of promotions declared by the Bank under this Settlement shall be furnished to the Federation on the same day.

7.0 PROBATION PERIOD :-

7.1 Clerical Staff on promotion as Security Officer in JMG/S I will be on one year's probation period after expiry of which he/ she will be considered for confirmation in the service of the Bank as Security Officer subject to his/ her work, conduct and attendance being found satisfactory.

8.0 GENERAL:-

8.1 The Bank may conduct Written Test either inhouse or may engage the services of Institute of Banking Personnel Selection (IBPS) or any specialized agency.

8.2 If any doubt or difficulty arises regarding interpretation of provisions of this settlement, such doubt or difficulty shall be first discussed between the Bank and the Federation (recognized Union) before communication and implementation of the same.

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SIGNATURE OF THE PARTIES

For Bank of Baroda



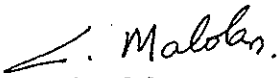
Mrs. Vinthya Ramesh
General Manager (HRM)



Mr. Kamlesh Patel
Dy. General Manager (HRM)



Mr. R N Jani
Dy. General Manager (HR Operations)



Mr. C Malolan
Asst. General Manager (HR Operations)



Mr. R Sabari Nath
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Mr. S A S V B Subbarao
Asst. General Manager (HRM)



Mr. Chandra Mani Tripathy
Chief Manager (HRM)

For All India Bank of Baroda
Employees' Federation



Mr. Vinil Saxena
President




Mr. Milind Nadkarni
General Secretary



Mr. Karunesh Shukla
Dy. General Secretary



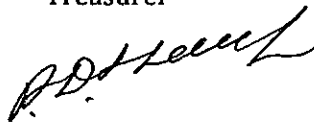
Mr. K Janardhana Thunga
Dy. General Secretary



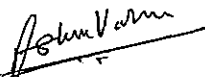
Mr. K. K. Kotian
Dy. General Secretary



Mr. Anrit Kalas
Treasurer



Mr. R D Shah
Joint Secretary



Mr. Ashok Varma
Joint Secretary

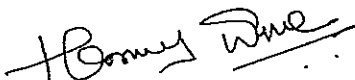


Mr. P. K. Jain
Sr. Vice President

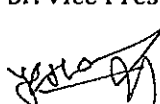
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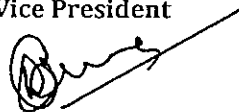
For All India Bank of Baroda
Employees' Federation



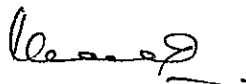
Mr. Harshad Dave
Sr. Vice President



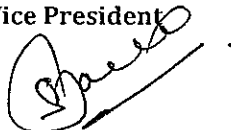
Mr. Y. K. Sharma
Vice President



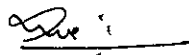
Mr. K. K. Verma
Vice President



Mr. P G M Panicker
Vice President



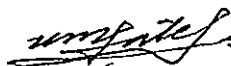
Mr. Vinay Saxena
Joint Secretary



Mr. N P Sundararajan
Joint Secretary



Mr. Piyush Patel
Joint Secretary



Mr. Usman Patel
Joint Secretary

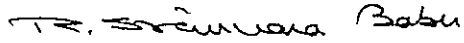


Mr. K B Jain
Joint Secretary

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For Bank of Baroda

For All India Bank of Baroda Employees'
Federation



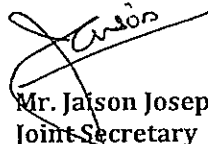
Mr. Srinivas Babu R
Joint Secretary



Mr. P. L. Biswal
Joint Secretary



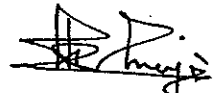
Mr. Raj Sharma
Joint Secretary



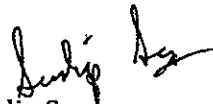
Mr. Jaison Joseph
Joint Secretary



Mr. Sriram Kashikar
Joint Secretary



Mr. Sandipan Banerjee
Joint Secretary



Mr. Sudip Sen
Joint Secretary




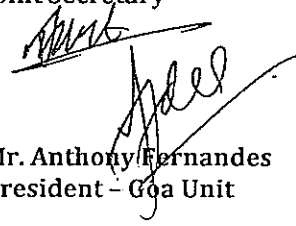
Mr. Dinesh Kadakia
Joint Secretary

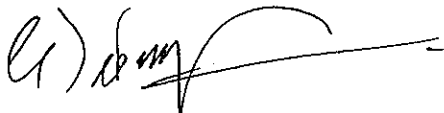
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Mr. Ashok Khot
Joint Secretary



Mr. Anthony Fernandes
President - Goa Unit

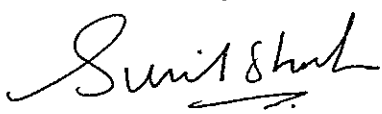

Mr. George D'souza
General Secretary - Jamnagar Unit


WITNESSES


Mrs. Supriya Kokane
Manager (HRM)


Mrs. Leena John
Officer


Mr. Dhananjay Kulkarni
Vice President (Mumbai Unit)


Mr. Sunil Shah
Organizing Secretary (Mumbai Unit)


Mr. Naresh Chaddha
President - Delhi Unit

DATED THIS 11th DAY OF JUNE 2015 AT BANK OF BARODA, BARODA CORPORATE CENTRE,
MUMBAI

- c.c. : The Secy. to the Govt. of India, Ministry of Labour, New Delhi
c.c. : The Chief Labour Commissioner (Central), New Delhi
c.c. : The Regional Labour Commissioner (Central), Mumbai
c.c. : The Assistant Labour Commissioner (Central), Mumbai