



आंतर कार्यालयीन ज्ञापन

INTER-OFFICE MEMORANDUM

From	To,
The General Manager, Head Office Human Resources Dept. Industrial Relations Division	The General Manager <u>All HO Departments</u> The General Manager <u>National Banking Group</u> The Zonal Manager All Zones <u>H.R. Department</u> The Dy. General Manager, <u>LCB/Zonal Audit Offices</u> The Principal <u>Staff Training Colleges</u>
.Ref.No.:HO:HR:IR:I-336	Date : 22.12.2020

Award Staff

Release of increment on deemed confirmation

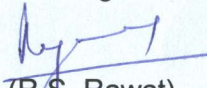
It has come to the notice that regular annual increments are not being released in case of Award Staff pending confirmation of their services in the Bank.

2. In this regard, please note that as per the Bipartite Settlement, except in cases of gross inefficiency / unsatisfactory work (in which case the probationary period may be extended by three months provided due notice, in writing, is given to them and their acknowledgement in writing is obtained before the extension of their period of probation), in all other cases, probationers after the expiry of the period of six months should be deemed to have been confirmed, unless their service are dispensed with on or before the expiry of the period of probation.

3. Bipartite Settlement (para 85, Chapter V of Sastry Award) further directs that workmen should normally have the benefit of the annual increments as a matter of course, provided there is not a substantially good reason to deprive them of the same either because of their misconduct or gross inefficiency. Increments should normally be given and stoppage of increments should be only by way of punishment for proved misconduct or gross inefficiency.

4. In view of the above, Zones are hereby directed to arrange to release the annual increments of Award Staff on probation, whose services are yet to be confirmed due to technical reasons such as non-receipt of caste verification certificate, police verification report, etc. but have completed the stipulated probationary period, within the framework of above mentioned guidelines.




(R.S. Rawat)
Deputy General Manager- HR