

21

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

{Baroda Corporate Centre, Mumbai}

&

**ALL INDIA BANK OF BARODA EMPLOYEES'
FEDERATION**

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

[Handwritten signatures and initials]

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 -

Shri T.K.Krishnan
General Manager (HRM & GA)

Shri P.K.Gupta
Dy.General Manager (HRM)

Shri J.D Khanna
Dy.General Manager (HRM & Admn.)

Shri K.C.Pati
Chief Manager (HRM)

&

All India Bank of Baroda Employees' Federation :-

Represented by

:
Shri A.K.Jain,
President

Shri S.S.Prasad,
Sr.Vice President

Shri K.Raman,
Sr.Vice President

Shri Arvind Katiyar
Sr.Vice President

Shri Milind Nadkarni,
General Secretary

Shri R.G.Raut,
Dy.General Secretary

Shri Vinil Saxena,
Dy.General Secretary

Shri K.J.Ramanathan,
Dy.General Secretary

Shri V.P.Mahajan,
Dy.General Secretary

Shri N.B.Dandiwal,
Treasurer

Cont.....(3)

1.0 SHORT RECITAL :

- 1.1 *WHEREAS* Settlement on Policy for promotion from Clerical to Officers' Cadre – 1994 (*hereunder referred to as '1994 Settlement'*) was signed on 2.11.94 by Bank of Baroda (*hereinafter referred to as 'the Bank'*) and All India Bank of Baroda Employees' Federation - the Recognized Union (*hereinafter referred to as 'the Federation'*).
- 1.2 *AND WHEREAS* 'the Bank' and 'the Federation' having perceived that there is additional thrust on rural financing and agricultural sector.
- 1.3 *AND WHEREAS* need was felt to tap the internal skill resources for meeting the Bank –specific needs in the area of rural financing/ development.
- 1.4 *THEREFORE* negotiations were held with All India Bank of Baroda Employees' Federation - the Recognized Union as required under the Settlement dated 1st September, 1973 and the following Settlement has been arrived at .

2.0 TERMS OF THE SETTLEMENT :-

- 2.1 *This Settlement* shall be called "*Promotion of Agricultural Assistants / Clerical Staff as Officer as Agriculture Field Officers – 2006*" in general category.
- 2.2 *This Settlement* shall be for a one-time promotion exercise and is for meeting the requirement of rural/semi-urban branches.
- 2.3 "*Active service*" would have the same meaning as defined in Clause 5.1 of '*the 1994 Settlement*'.
- 2.4 *Clause 16 and 18 of "the 1994 Settlement"* would apply to promotion exercise held under this Settlement.
- 2.5 *Bank* shall invite applications from eligible Clerical staff, duly indicating the number of vacancies.

Cont.....(4)

3.0 ELIGIBILITY CRITERIA :

- 3.1 (i) Staff member who is an Agricultural Assistant performing such duties continuously for 3 years.
- (ii) A Permanent Clerical staff who is a Graduate/ Post Graduate in Agriculture from University/Institute recognized by the Government of India/ UGC.with minimum of 2 years active service in the Clerical cadre.
- (iii) Those who are working in Rural/ Semi-urban branches/GVK continuously for last 7 years in Clerical cadre.

3.2 Age Limit : 45 years

4.0 SELECTION PROCEDURE :

4.1 Written Test : 70 marks

- (i) All eligible candidates shall have to appear in Written Test.
- (ii) Written Test would broadly cover various priority sector / rural financing scheme and the practical questions relating to rural/ semi-urban branches and to test knowledge on Agriculture and related fields, its application etc in banking environment.
- (iii) The minimum qualifying marks in the Written test Shall be 32 marks out of 70 marks.

4.2 Interview : 30 marks

- (i) Candidates successful in the Written Test i.e. who secure 32 or more marks in the Written Test shall be prepared in the descending order of marks secured by them and from the said list eligible candidates in the ratio of 1:5 (i.e. for every one vacancy, five candidates) shall be called for interview.
- (ii) The Bank shall constitute interview panel/panels for interviewing such candidates eligible for interview. In case candidates eligible for interview are not available in the ratio 1:5, the Bank shall call all candidates successful in the written test.
- (iii) The interview shall carry 30 marks. The minimum qualifying marks in the interview shall be 12 marks out of 30 marks.

Cont.....(5)

5.0 Declaration of Promotions :-

- 5.1 After the interviews are over, merit list of the eligible successful candidates shall be prepared by aggregating the marks secured by them in written test and interview. Promotions shall be declared from the said merit lists in the descending order of merit to the extent of vacancies.
- 5.2 A waiting list upto 10% of the declared vacancies 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.
- 5.3 After declaration of promotion under this Settlement, the Bank shall, within two months thereof, communicate in writing to all who participated in the promotion exercise, the marks secured by them in the Written Test and Interview, if applicable.
- 5.4 A copy of the list of promotions declared by the Bank under this Settlement shall be furnished to the Federation on the same day.

6.0 Computer Literacy Test :-

- 6.1 Promotion shall be subject to qualifying the Computer Literacy Test.

7.0 Placement :-

- 7.1 Without prejudice to the Bank's right of transfer/ posting, the services of those promoted under the Settlement shall be utilized in rural/semi- urban branches.

8.0 General :-

- 8.1 No provision of this Settlement shall supersede Settlement on Policy for Promotion from Clerical to Officers Cadre -1994 dated 2.11.94.
- 8.2 If any doubt or difficulty arises regarding interpretation of any provision of this settlement such doubt or difficulty shall be discussed between 'The Bank' and 'The Federation' with a view to resolving it.

Cont.....(6)

SIGNATURE OF PARTIES

For Bank of Baroda


Shri T.K. Krishnan
General Manager (HRM & GA)

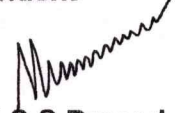

Shri P.K. Gupta
Dy. General Manager (HRM)


Shri J.D. Khanna
Dy. General Manager (HRM & Admn.)


Shri K.C. Pati
Chief Manager (HRM)


For All India Bank of Baroda
Employees' Federation

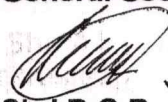

Shri A.K. Jain
President

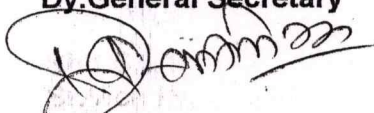

Shri S.S. Prasad
Sr. Vice President



Shri K. Raman
Sr. Vice President

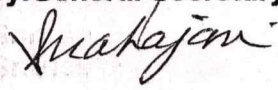

Shri Arvind Katiyar
Sr. Vice President


Shri Milind Nadkarni
General Secretary

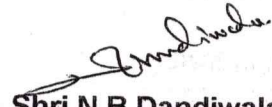

Shri R.G. Raut,
Dy. General Secretary

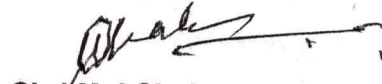

Shri Vinil Saxena,
Dy. General Secretary

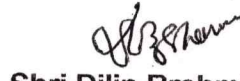

Shri K.J. Ramanathan,
Dy. General Secretary



Shri V.P. Mahajan,
Dy. General Secretary

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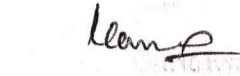

Shri N.B. Dandiwal,
Treasurer

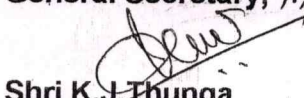

Shri M.J. Shah
General Secretary, Anand Unit

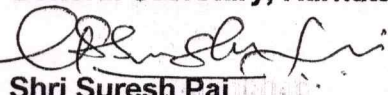

Shri Dilip Brahmbhatt
General Secretary, Ahmedabad Unit

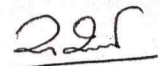

Shri P.K. Jain
General Secretary, Delhi Unit

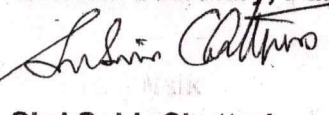

Shri R.G. Naik
General Secretary, Goa Unit

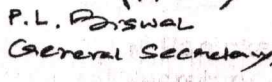

Shri P.G.M. Panicker
General Secretary, MP & CA Unit


Shri K.J. Thunga
General Secretary, Karnataka Unit

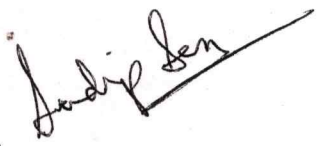

Shri Suresh Pai
General Secretary, Kerala Unit

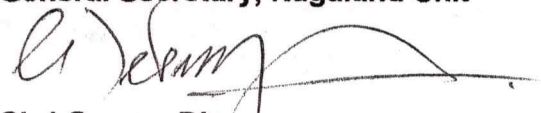

Shri Raj Sharma
General Secretary, Punjab Unit


Shri Subir Chatterjee
General Secretary, W. Bengal Unit



P.L. Biswal
General Secretary, Orissa Unit

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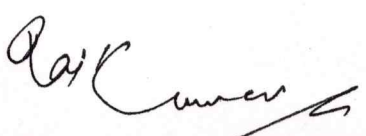

Shri Sudip Sen
General Secretary, Nagaland Unit


Shri George D'souza
General Secretary, Saurashtra &
Kutch Region

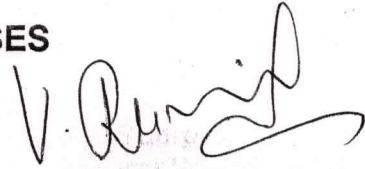

Shri Ashok Varma
Jt. Secretary


Shri K.K. Kotian
Jt. Secretary

WITNESSES


1. Shri Rajkumar Jotsinghani
Sr. Manager (HRM)


2. Shri V.V. Salvi
Manager (HRM)


1. Shri V. Ramakrishna
Organising Secretary, AP Unit


2. Shri Kishore Oza
Organising Secretary, Baroda Unit

**DATED THIS 8th DAY OF AUGUST, 2006 AT BANK OF BARODA, BARODA
CORPORATE CENTRE, MUMBAI**

CC: The Secy. To Govt. of India, Ministry of Labour, New Delhi

CC: The Chief Labour Commissioner (C), New Delhi

CC: The Regional Labour Commission (C), Mumbai

CC: The Assistant Labour Commissioner (C), Mumbai

RKJ-MOS-AA(08.8.06)/ja