



बैंक ऑफ बड़ौदा Bank of Baroda



10.10.2025

**CIRCULAR TO ALL BRANCHES/ OFFICES IN INDIA**

Issued by  
HRM Dept., BCC, Mumbai

Madam/ Dear Sir,

**Re : Settlement on Promotion from Clerical to Officers cadre in JMG/S-I dated 10.10.2025 & Settlement on Promotion from Subordinate Cadre to Clerical Cadre dated 10.10.2025**

We are pleased to inform that the following -2- Settlements have been signed between the Bank and the All India Bank of Baroda Employees' Coordination Committee (recognized workmen union) on 10<sup>th</sup> October 2025:

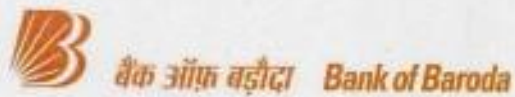
- Settlement on Promotion from Clerical cadre to Officers Cadre in JMG/S-I -2025
- Settlement on Promotion from Subordinate cadre to Clerical cadre -2025

We enclose a copy of the aforesaid Settlements for information of all concerned.

Yours faithfully,

**(Shailendra Singh)**  
**Chief General Manager (HRM & Mktg)**

Encl : As Above



## MEMORANDUM OF SETTLEMENT

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

between

**BANK OF BARODA**

and

**ALL INDIA BANK OF BARODA EMPLOYEES' COORDINATION COMMITTEE**

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

on

**SETTLEMENT ON PROMOTION FROM CLERICAL TO OFFICERS' CADRE  
IN JMG/S-I - 2025**

dated

**10<sup>th</sup> October 2025**

Bank of Baroda  
Baroda Corporate Centre  
C-26, G- Block,  
Bandra-Kurla Complex,  
Bandra (East),  
Mumbai 400051

## 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 - Mr. Shailendra Singh  
Chief General Manager (HRM & Marketing)

Mr. C M Tripathy  
General Manager (HRM)

Dr. Dinesh Kumar  
Dy. General Manager (HRM)

Mrs. Leena John  
Assistant General Manager (HRM)

&

All India Bank of Baroda Employees' Coordination Committee:

Represented by Mr. C S Dahiya  
Chairman

Mr. Rajneesh Gupta  
President

Mr. Janak Rawal  
General Secretary

Mr. Amitav Ghosh  
Vice President

Mr. K C Kemkar  
Joint Secretary

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## 1.0 SHORT RECITAL:

- 1.1. WHEREAS, Bank of Baroda (hereinafter referred to as 'the Bank') and the then recognized workmen union signed Settlement on Promotion from Clerical to Officers' cadre in JMG/S-I dated 27.09.2012 governing the provisions for promotion from Clerical cadre to Officers' cadre.
- 1.2. AND WHEREAS the said Settlement was to remain effective for a period of -5- years from the date of settlement i.e. 27.09.2012 (hereinafter referred to as the '2012 settlement') and shall continue to remain effective thereafter until it is terminated by either party with a proviso for review of settlement, if need be.
- 1.3. The current phase of transformation in the Bank necessitates a comprehensive realignment of its promotion framework to meet the evolving demands of the organization. The financial services sector is witnessing rapid digitization, regulatory evolution, and heightened customer expectations, requiring a workforce that is agile, performance-driven, and future-ready.
- 1.4. Considering the significant developments in the banking sector, both 'the Bank' and the All India Bank of Baroda Employees' Coordination Committee (hereinafter referred to as 'the Coordination Committee') (recognized workmen union) have jointly acknowledged the need to review the '2012 settlement' and evolve the promotion framework for promotion from clerical cadre to the officers' cadre in a manner that reflects current realities and future readiness.
- 1.5. Accordingly, the Settlement on promotion from Clerical to Officers' cadre has been arrived at as appearing herein below emphasizing merit-based growth, fairness and alignment with organizational goals besides fostering a culture of continuous learning and instilling necessary competencies to operate effectively in today's competitive landscape.
- 1.6. In arriving at this Settlement, negotiations were held by the Bank with 'the Coordination Committee', as required under the Settlement dated 11<sup>th</sup> November 2021 on several dates including 23.05.2025, 10.10.2025.
- 1.7. In terms of the Tripartite Settlement dated 11.11.2021, the All India Bank of Baroda Employees' Federation has been consulted before reaching the settlement between 'the Bank' and 'the Coordination Committee'.

## 2.0 TERMS OF SETTLEMENT :

- 2.1. This Settlement shall be called '**Settlement on Promotion from Clerical to Officers' cadre in India- 2025**' and shall supersede the '2012 Settlement' on Promotion from Clerical to Officers' cadre' and shall only govern the employees working in clerical cadre in the Bank, in India, on the following: -

- a. Promotion from Clerical to Officers' cadre in Junior Management Grade /Scale-I within the Bank.
- b. Direct recruitment by the Bank in Officers' cadre in Junior Management Grade/ Scale-I (JMG/S-I).

- 2.2. This Settlement shall come into force with immediate effect.

## 3.0 PROMOTIONS FROM CLERICAL CADRE TO OFFICERS' CADRE:

- 3.1. Cut-off date for declaration of vacancies :

- a. The cut-off date for determining eligibility, including the completed years of service, for promotion from the Clerical cadre to Officers' cadre shall be **1<sup>st</sup> April** of the financial year (April-March) during which the vacancy arises. For the purpose of computing vacancies, vacancies likely to accrue/ occurring during the next year upto 30<sup>th</sup> March shall be taken into consideration.

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### 3.2 Channels of Promotion and Distribution of Vacancies:

- a. There shall be two channels for promotion from Clerical cadre to Officers' cadre as under ;
- |                      |       |                                                                                                                                 |
|----------------------|-------|---------------------------------------------------------------------------------------------------------------------------------|
| a) All India Channel | - 65% | } Distribution of vacancies for promotion from Clerical to Officers' cadre in Junior Management Grade/ Scale-I within the Bank. |
| b) Seniority Channel | - 35% |                                                                                                                                 |
- c. At the time of inviting applications for promotion from Clerical to Officers' cadre from the eligible candidates, the Bank shall declare the number of vacancies to be filled in by promotions from clerical to officers' cadre within the Bank under All India and Seniority Channels.
- d. Provided that in arriving at 35% of the vacancies for each zone under the Seniority Channel, fraction of less than 0.5 shall be ignored and the fraction of 0.5 or more shall be rounded off to one. This is only meant for the purpose of ascertaining and declaring the vacancies.
- e. Employees who fulfil the eligibility criteria, shall clearly exercise their option either for Seniority Channel or All India Channel and such option once exercised shall be irrevocable for that exercise. No employee shall opt for both the channels at a time.
- f. The Bank shall have the right to reduce or increase the number of declared vacancies to the extent of 10 per cent of the number so declared.
- g. If sufficient number of candidates do not qualify under the All India Channel, the Bank shall have the right to further reduce the number of promotions, in this channel.
- h. In the event that sufficient number of eligible candidates are not available to fill the vacancies under the Seniority Channel, the unfilled vacancies shall be transferred to the All-India Channel. However, the cut-off point for promotion under the All-India Channel shall not be lower than that of the Seniority Channel. The 'Coordination Committee' shall be duly informed of any such reallocation of vacancies.

#### Note :

The word 'Zone', wherever it appears, shall for the purpose of this Settlement, mean the same as the administrative zone of the Bank and shall include all the branches including specialised branches of the zone and also administrative offices like Head Office, Corporate Office, Zonal Office, Regional Office, Zonal Inspection Centre, Baroda Academy, Apex Academy etc. falling in the geographical jurisdiction of the zone.

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#### 4.0 WEIGHTAGE FOR FACTORS FOR PROMOTION :

- 4.1 The following factors, along with their respective weightages, shall be considered in the promotion process from Clerical cadre to Officers' cadre in JMG/S-I:

| Factors              | Weightage         |                   |
|----------------------|-------------------|-------------------|
|                      | All India Channel | Seniority Channel |
| Seniority            | 0                 | 20                |
| Rural Service        | 5                 | 5                 |
| Online/ Written Test | 60                | 50                |
| Interview            | 25                | 20                |
| PASAS*               | 10                | 5                 |
| <b>TOTAL</b>         | <b>100</b>        | <b>100</b>        |

\* Performance Appraisal System for Award Staff.

#### 5.0 ONLINE/ WRITTEN TEST:

- 5.1 The candidates appearing for promotion shall be administered an online/ written test to assess the knowledge base of the candidates. The subjects of the online/ written test along with weightages and minimum qualifying marks shall be as under:

| Test / Subject                                           | Maximum Marks |           | Min. Qualifying Marks |           |
|----------------------------------------------------------|---------------|-----------|-----------------------|-----------|
|                                                          | All India     | Seniority | All India             | Seniority |
| Bank's Internal Products/ Guidelines, Banking Operations | 40            | 30        | 20                    | 12        |
| Digital Banking, Banking Technology                      | 20            | 20        | 8                     | 8         |
| <b>Total</b>                                             | <b>60</b>     | <b>50</b> | <b>28</b>             | <b>20</b> |

#### 6.0 INTERVIEW:

- 6.1 Only those candidates who secure the minimum qualifying marks in the online/ written test as stipulated in clause 5.1 above shall be considered eligible to appear for an interview.
- 6.2 Eligible candidates in the ratio of 1:5 (i.e. for every one vacancy, five candidates) shall be called for interview. The Bank shall constitute interview panel(s) for interviewing such eligible candidates. In case candidates eligible for interview are not available in the ratio of 1:5, the Bank shall call all eligible candidates for interview.
- 6.3 Notwithstanding the above, the Bank, solely in its discretion, may also decide to call all the eligible candidates i.e. all such candidates who have secured the minimum qualifying marks in the online/ written test, for an interview.
- 6.4 The minimum/ qualifying marks to be secured by the candidate for interview to be considered for further selection process shall be as under:

| Total Marks |           | Qualifying Marks |           |
|-------------|-----------|------------------|-----------|
| All India   | Seniority | All India        | Seniority |
| 25          | 20        | 10               | 7         |

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## 7.0 COMPETENT AUTHORITY:

- 7.1 The General Manager (HRM)/Head (HRM) shall be the Competent Authority for promotions from clerical to officer cadre, including constitution of the interview panel and declaration of results:

| Panel for Interview |                                                      | Competent Authority for promotion |
|---------------------|------------------------------------------------------|-----------------------------------|
| -1- AGM<br>-2- CMs  | Of which -1- member belonging to the SC/ST category. | GM (HRM)/ Head (HRM)              |

## 8.0 COMPUTATION OF MARKS FOR RURAL SERVICE:

- 8.1 For the purpose of promotion from Clerical to the Officers' cadre (under both channels of Seniority and All India), candidates shall be awarded **0.5 marks** for each completed year of service in a rural branch, subject to a maximum of 5 marks.

## 9.0 WEIGHTAGE FOR PERFORMANCE APPRAISAL SYSTEM FOR AWARD STAFF (PASAS):

- 9.1 For the purpose of promotion from Clerical to the Officers' cadre, candidates shall be assigned weightage based on their PASAS score, as per the criteria detailed below.

| Channel           | Weightage and Calculation Methodology                                                                                                                                                                                   |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| All India Channel | <ul style="list-style-type: none"><li>Total weightage shall be of 10 marks.</li><li>The average of score in PASAS during the last 2 years shall be taken into consideration subject to a maximum of 10 marks.</li></ul> |
| Seniority Channel | <ul style="list-style-type: none"><li>Total weightage shall be of 5 marks.</li><li>The average of score in PASAS during the last 2 years shall be taken into consideration subject to a maximum of 5 marks.</li></ul>   |

## 10.0 ELIGIBILITY FOR PROMOTION:

### 10.1 SENIORITY CHANNEL:

- Eligibility:** Employees with minimum 12 years of active service as on the cut-off date (refer 3.1 above) (refer to the explanation under 'Active Service' later in this document for details) in the clerical cadre shall be eligible to apply for promotion under seniority channel.
- Maximum Age:** The maximum age for determining eligibility, as on the cut-off date for declaration of vacancies shall be 55 years.
- Marks for Seniority:**
  - An employee eligible for participating in the exercise for promotion from Clerical to Officers' cadre under Seniority Channel shall be given 12 base marks for the minimum qualifying active service of 12 years in clerical cadre and 1 mark for each additional year of active service over and above the 12 years of service in the clerical cadre subject to a maximum of 20 marks for the total active service.

*For example, an eligible candidate who has completed total active service of 20 years or more in the clerical cadre shall be awarded 20 marks for seniority.*

### d. Criteria and Process for reckoning eligibility:

- The completed years of active service shall be calculated as on the cut-off date for promotion. For this purpose, active service of six months and above as on the cut-off date (refer 3.1 above) shall be taken as a completed years of active service and active service of less than six months as on the cut-off date shall be ignored.



- ii. For reckoning length of service in respect of employees of erstwhile amalgamated / merged banks with Bank of Baroda, the weightage for their past service shall be given in terms of respective settlements governing their service conditions on merger/ amalgamation which is reproduced as under :-

| Name of the Amalgamated/ Merged Bank                | Weightage for regular full time past service                      |
|-----------------------------------------------------|-------------------------------------------------------------------|
| Erstwhile Traders Bank Ltd.                         | 1.5:1 (One Year for every One and half years of service in ETBL)  |
| Erstwhile Bareilly Corporation Bank Ltd.            | 1.5:1 (One Year for every One and half years of service in EBCBL) |
| Erstwhile Benaras State Bank Ltd.                   | 2:1 (One Year for every two years of service in EBSBL)            |
| Erstwhile South Gujarat Local Cooperative Bank Ltd. | 3:1 (One Year for every three years of service in ESGLCBL)        |
| Erstwhile Dena Bank                                 | 1:1 (One Year for every one year of service in EDB)               |
| Erstwhile Vijaya Bank                               | 1:1 (One Year for every one year of service in EVB)               |

There shall be no weightage for past service to employees of Erstwhile Memon-Cooperative Bank Ltd. as they are recruited afresh in Bank of Baroda.

To ensure clarity and uniform understanding in the assignment of seniority marks based on the active service calculation, the following illustrative examples are provided :

(Please refer to the 'Active service' explanation defined in this settlement)

**Illustration 1 :-**

Mr. 'A' is having 17 years of service. He has availed one year leave on loss of pay from 01.04.2022 to 31.03.2023 for which his one increment is postponed. For computing the 'active service', the total service of 17 years shall be reduced by one year and since the 'active service' shall be 16 years, he is eligible to participate in the promotion exercise under seniority channel. The mark for seniority shall be calculated as under :-

- For the first 12 years of active service -12 base marks
- 04 marks for additional 4 years of active service @ 1 mark per year
- Total 16 marks

**Illustration 2 :-**

Mr. 'B' is having 12 years of service. He has been imposed punishment of 'stoppage of one increment on 01.04.2024'. The 'active service' shall be counted as 11 years for the promotion exercise to be conducted during the period of operation of such punishment i.e. from 01.04.2024 to 31.03.2025. Hence, he is ineligible to participate in the said promotion exercise during the above period under Seniority Channel.

However, he will be eligible to apply for the All-India Channel provided he fulfils the eligibility criteria under the All-India Channel.

**Illustration 3 :-**

Mr. 'C' is having 22 years of service. He has been imposed punishment of stoppage of three increments on 31.12.2022. For the purpose of computation of 'active service', three years shall be reduced from 22 years of service and since his active service after reduction shall be 19 years, he shall be eligible to participate in the promotion exercise under the Seniority Channel. His marks for seniority for promotion exercise as on the cut-off date falls during the period of operation of punishment i.e. 31.12.2022 to 31.12.2025, shall be as under :-

- For the first 12 years of active service marks - 12 base
- 07 marks for additional 7 years of active service @ 1 mark per year
- Total -19 marks



e. **Declaration of promotions:**

- The Bank shall draw a merit list zone-wise, by aggregating the marks secured by candidates for Seniority, Online / Written Test, Interview, Rural Service, PASAS. Promotions shall be declared zone-wise from the said merit list in the descending order of merit to the extent of vacancies declared zone-wise under this channel.
- The Bank shall, solely in its discretion, have the right to maintain a waiting list up to 10 per cent of the declared vacancies for its future needs till the next promotion exercise which it may or may not utilize in its discretion. Promotions, if any declared from the waiting list, shall take effect from the date of declaration of such promotions prospectively for all purposes.

10.2 **ALL INDIA CHANNEL:**

- a. **Eligibility :** Candidates with minimum active service (refer to the explanation under 'Active Service' later in this document for details) stated against each category, as mentioned below, shall be eligible to apply for promotion under All India channel.

| Sr. No. | Qualification                                                                                                                                                                                                                                            | Minimum Active Service for promotion to Officers' cadre                                     |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| A.      | Chartered Accountant (CA) OR<br>Cost and Works Accountant (CWA) OR<br>Company Secretary OR<br>Ph.D/ D. Lit in subjects related to Banking in the<br>Disciplines of Agriculture, Commerce, Economics,<br>Law and Management from a recognized University. | Confirmed employees with a<br>minimum of 1 year of active<br>service in Clerical cadre      |
| B.      | Post-Graduate/ Graduate from a recognized<br>University or from an Institute recognized by the<br>Central Government OR<br>Non-graduates (as on the date of Settlement) with<br>CAIIB/ CAIB (London) – both parts                                        | Confirmed employees with a<br>minimum of 3 years of active<br>service in Clerical Cadre     |
| C.      | Non-Graduates with JAIIB/ CAIIB (Part I)/ CAIB<br>(London) Part I (Who are in the clerical cadre as on<br>the date of Settlement)                                                                                                                        | Confirmed employees with a<br>minimum of 4 years of active<br>service in the Clerical cadre |
| D.      | Non-graduates (who are in the clerical cadre as on<br>the date of settlement)                                                                                                                                                                            | Confirmed employees with a<br>minimum of 7 years of active<br>service in the Clerical cadre |

**Explanation**

- For the purpose of Post-Graduation, in terms of this Settlement, a candidate must have completed Graduation before appearing for Post-Graduation.
- Non-Graduation shall mean SSC/ Matriculation pass from an Examination Board of State or Central Government and above but not Graduation.
- Equivalent examination shall not be considered. However, candidates who have passed an examination equivalent to SSC/ Matriculation and have been promoted to clerical cadre from subordinate cadre on the basis of said qualifications shall be considered eligible for participating in the promotion exercise provided they are otherwise eligible under this Settlement.

- b. **Maximum Age :** The maximum age for determining eligibility, as on the cut-off date for declaration of vacancies shall be 55 years.

c. **Declaration of promotions:**

- After the interviews are over, an All-India merit list of the eligible candidates shall be prepared by aggregating the marks secured by them for Online/ Written Test, Interview, Rural Service and PASAS. Promotions shall be declared from the said merit list in the descending order of merit to the extent of vacancies declared under the All-India Channel.

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- ii. The Bank shall have the right to maintain the waitlist upto 10 per cent of the declared vacancies, for its future needs till the next promotion exercise which may or may not be utilized, in its discretion. Promotions, if declared from the waitlist shall take effect from the date of declaration of such promotions prospectively for all purposes.

**Active Service - Explanation**

For the purpose of this settlement, 'Active Service', wherever it appears, shall refer to actual service rendered by an employee. It shall include all types of leave and any period of probation, but shall exclude any period(s) as specified below :

- i. Period of temporary/ casual employment.
- ii. Any period of absence from service on loss of pay, for which increment is postponed; and
- iii. Period subject to a maximum of 3 years, for which increments are stopped or reduced by way of punishment. For this purpose, increments stopped/ reduced shall be treated as the number of years of service and shall be proportionately reduced from actual service, subject to a maximum of 3 years during the period of operations of the punishment.
- iv. Period of Sabbatical Leave.

Any provision of Bipartite Settlement related to Active service will be considered a part of this settlement.

Note : Employee will not be eligible to participate in promotion exercise during the period of sabbatical leave.

**11.0 OUT OF TURN PROMOTIONS:**

- 11.1 The policy regarding out-of-turn promotion to officers' cadre of employees who are outstanding sportsmen/ sportswomen, employees who apprehend dacoits/robbers etc. shall be as per the directives of the Government of India/ Indian Banks' Association, from time to time under a policy guideline/ directive, besides any Bank's policy in this regard. The recognized union shall be informed of the said guidelines/ directives.
- 11.2 Promotions made under out-of-turn channel to officers' cadre, as mentioned in 11.1 above, shall be over and above the number of vacancies declared under All-India and Seniority Channel during any exercise.

**12.0 TRANSFERABILITY ON PROMOTION:**

- 12.1 Those who are promoted to Officers' cadre under the Seniority Channel shall be retained in the zone immediately on promotion to Officers' cadre ordinarily for a period of 3 years.
- 12.2 Those who are promoted to Officers' cadre under All India Channel shall be liable to be transferred to any branch / office of the Bank, anywhere in India.

**13.0 PROBATION PERIOD:**

- 13.1 Clerical staff promoted to the Officers' cadre in JMG/S-I shall be placed on probation for a period of one year. Upon completion of the probation period, the employee shall be considered for confirmation in the Bank's service as an Officer, subject to satisfactory performance in terms of work, conduct, and attendance.

**14.0 REFUSAL OF OFFER OF PROMOTION:**

- 14.1 An employee who refuses the offer of promotion shall not be eligible to participate in the next two promotion exercises.

**15.0 REVERSION :**

- 15.1 The request of a promotee officer who wishes to seek reversion to clerical cadre shall be considered at the sole discretion of the Bank provided such application is made within a period of 12 (twelve) months from the date of promotion.



15.2 The General Manager (HRM)/ Head (HRM) shall be the Competent Authority for considering requests for reversion to the Clerical cadre.

15.3 Upon grant of reversion to the Clerical cadre, the employee shall be ineligible to participate in the next two promotion exercises and shall be reverted to the position of Customer Service Associate in the clerical cadre, regardless of any special pay designation held by the employee prior to promotion to the Officers' cadre.

**16.0 SPECIAL PROVISIONS:**

16.1 The online/ written test for promotion from clerical to officers' cadre under both the channels shall be held on a common date or on different dates, subject to availability of infrastructure.

16.2 The Bank may engage the services of Institute of Banking Personnel Selection (IBPS) or any specialized agency for conducting the promotion exercise fully or partially.

16.3 There shall be at least one exercise for promotion to Officers' cadre in a calendar year. If for any pressing reason, the same cannot be held in a particular year, the recognized union will be informed, and the matter shall be discussed with the recognized union.

16.4 A copy of the list of promotions declared by the Bank from the Clerical to Officers' cadre shall be furnished to the recognized Union on the same day.

16.5 After the declaration of all promotions, the Bank shall, within two months thereof, display on HR Connect, the marks secured under the written/online test for individual viewing by employees who participated in the promotion process.

**17.0 FIXATION OF SALARY OF CLERICAL STAFF ON PROMOTION TO OFFICERS' CADRE:**

17.1 It is agreed that the basic salary of a member of the Clerical Staff on promotion to Officers' cadre would be fixed in the Officer's scale of pay as per IBA formula/ guidelines as revised from time to time, after discussion with the recognized Union.

**18.0 DIRECT RECRUITMENT OF OFFICERS:**

18.1 The Bank shall have the right to recruit officers directly in Junior Management Grade/ Scale-I as against internal promotions, after following Government Guidelines, in this regard.

18.2 The proportion of direct recruits shall not include officers recruited in Specialists cadre.

18.3 The qualifications for direct recruitment of officers in Junior Management Grade/ Scale-I shall be, in terms of the Bank's policy/ as may be prescribed by the Government of India.

**19.0 GOVT. GUIDELINES ON RESERVATION OF VACANCIES, RELAXATION IN MARKS ETC. :**

19.1 The guidelines/ directives issued by the Govt. of India/ Reserve Bank of India/ Indian Banks' Association from time to time related to any provision under this settlement, relaxation of criteria, relaxation of minimum qualifying marks, reservation of posts, for SC/ST/Ex-servicemen/ PWD or any other category etc., shall be deemed to be a part of this settlement and shall be given effect accordingly. The recognized union shall be advised of the guidelines/ directives received from the Govt. of India/ Reserve Bank of India/ Indian Banks' Associations, prior to implementation.

**20.0 CASES OF DISCIPLINARY ACTION:**

20.1 Candidates who are otherwise eligible in terms of the Settlement but are either:

- a. under suspension; or
- b. in respect of whom a charge sheet has been issued and the disciplinary proceedings are pending; or
- c. in respect of whom prosecution for a criminal charge is pending

will be permitted to appear in the promotion exercise but their results shall be kept in abeyance.

20.2 If, on the conclusion of the departmental/ court proceedings, the candidate is exonerated, the result kept in abeyance would be declared. If found successful, promotion will take effect from the date of declaration of initial promotions for the purpose of seniority/ fixation of salary as an Officer. No arrears of salary, however, as per officers' cadre shall be payable for the intervening period.

20.3 If punishment is imposed on the candidate as a result of the departmental proceedings/ found guilty in the court proceedings against him/ her, he/ she will not be eligible for promotion in the exercise(s) for which his/ her result is kept in abeyance.

**21.0 GENERAL:**

21.1 This settlement, dated 10.10.2025, hereby rescinds and replaces any and all previous settlements, whether bilateral or through conciliation, concerning the subject matter addressed herein. The parties agree that the previous settlement, dated 27.09.2012, is hereby superseded/terminated with immediate effect.

21.2 If any doubt or difficulty arises regarding interpretation of any of the provisions of this settlement, such doubt or difficulty shall be discussed between the Bank and the recognized Union ('the Coordination Committee') before communication of the same.

21.3 In the event of any difficulty arising in the smooth implementation or operation of this settlement, the matter shall be taken up for discussion with the recognized Union. The issue shall be resolved amicably through mutual consultation by the Bank with the recognized union, and the decision arrived at, shall be duly recorded in the form of minutes, signed by both parties and, where necessary, effected by way of an amendment settlement.

**22.0 PERIOD OF OPERATION:**

22.1 This Settlement shall remain in force for a period of five (5) years from the date hereof and shall continue to remain operative thereafter until terminated by either party in accordance with the procedure prescribed under the Industrial Disputes Act, 1947. Notwithstanding the foregoing, upon execution of a new settlement between the Bank and the recognized union on the same subject matter, such new settlement shall automatically supersede, replace, and render ineffective all previous settlements relating thereto.

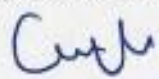


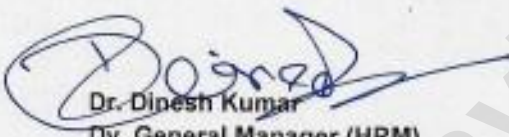


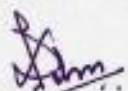
SIGNATURE OF PARTIES

For Bank of Baroda

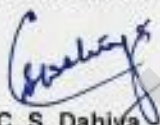
  
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Chief General Manager (HRM & Mktg.)

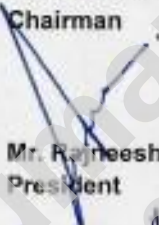
  
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General Manager (HRM)

  
Dr. Dipesh Kumar  
Dy. General Manager (HRM)

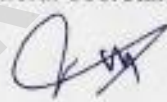
  
Mrs. Leena John  
Asstt. General Manager (HRM)

For All India Bank of Baroda Employees'  
Coordination Committee

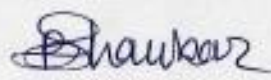
  
Mr. C. S. Dahiya  
Chairman

  
Mr. Rajneesh Gupta  
President

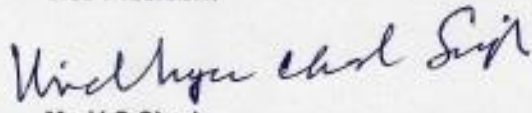
  
Mr. Janak Rawal  
General Secretary

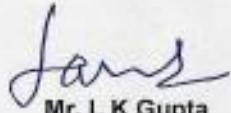
  
Mr. Amitav Ghosh  
Vice President

  
Mr. K C Kemkar  
Joint Secretary

  
Mr. S M Bawangade  
Vice President

  
Mr. P V Patil  
Vice President

  
Mr. V C Singh  
Vice President

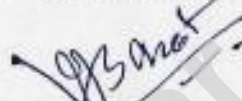
  
Mr. L K Gupta  
Joint Secretary

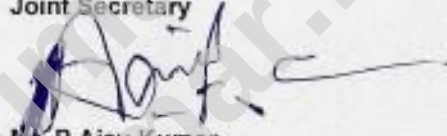
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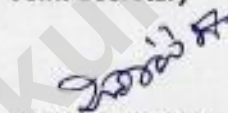
For Bank of Baroda

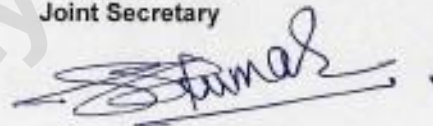
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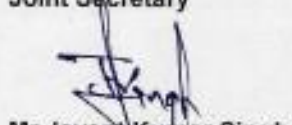
  
Mr. Bankim Desai  
Joint Secretary

  
Mr. Vasant Barot  
Joint Secretary

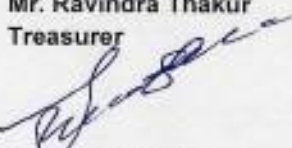
  
Mr. P Ajay Kumar  
Joint Secretary

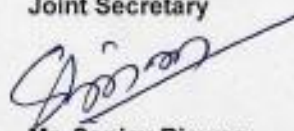
  
Mr. Indranil Mitra  
Joint Secretary

  
Mr. Sreekumaran Nair  
Joint Secretary

  
Mr. Jayant Kumar Singh  
Joint Secretary

  
Mr. Ravindra Thakur  
Treasurer

  
Mr. M C Mallesha  
Joint Secretary

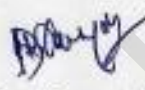
  
Mr. Sanjay Biswas  
Asstt Secretary



**SIGNATURE OF PARTIES**

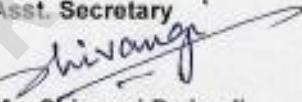
For Bank of Baroda

For All India Bank of Baroda Employees'  
Coordination Committee

  
Mr. Bijay Kumar Nayak  
Asstt Secretary

  
Mr. S K Mishra  
Asstt Secretary

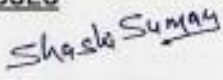
  
Mrs. Aditi M Tailor  
Asst. Secretary

  
Ms. Shivangi Dwivedi  
Asst. Secretary

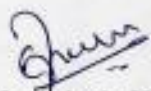
**WITNESSES**

  
Mrs. Anjali Kumari  
Chief Manager (HRM)

  
Mrs. Shweta Chandel  
Chief Manager (HRM)

  
Mr. Shashi Suman  
Asst. Secretary

  
Mr. SaiKumar K P  
Asst. Secretary

  
Mr. Ashwin Mehta  
Asst. Secretary

DATED THIS 10<sup>TH</sup> DAY OF OCTOBER 2025 AT BANK OF BARODA, BARODA CORPORATE  
CENTRE, MUMBAI.

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



बैंक ऑफ बड़ोदा Bank of Baroda



## MEMORANDUM OF SETTLEMENT

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

*between*

**BANK OF BARODA**

*and*

**ALL INDIA BANK OF BARODA EMPLOYEES' COORDINATION COMMITTEE**

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

*on*

**SETTLEMENT ON PROMOTION FROM SUBORDINATE TO CLERICAL CADRE-2025**

*dated*

**10<sup>th</sup> October 2025**

Bank of Baroda  
Baroda Corporate Centre  
C-26, G- Block,  
Bandra-Kurla Complex,  
Bandra (East),  
Mumbai 400051



**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 -**

**Mr. Shailendra Singh**  
Chief General Manager (HRM & Mktg.)

**Mr. C. M. Tripathy**  
General Manager (HRM)

**Dr. Dinesh Kumar**  
Dy. General Manager (HRM)

**Mrs. Leena John**  
Assistant General Manager (HRM)

**&**

**All India Bank of Baroda Employees' Coordination Committee:**

**Represented by**

**Mr. C. S. Dahiya**  
Chairman

**Mr. Rajneesh Gupta**  
President

**Mr. Janak Rawal**  
General Secretary

**Mr. Amitav Ghosh**  
Vice President

**Mr. K. C. Kemkar**  
Joint Secretary

## 1.0 SHORT RECITAL:

- 1.1. WHEREAS Bank of Baroda (hereinafter referred to as 'the Bank') and the then recognized workmen union signed Settlement on Policy for Promotion from Subordinate to Clerical cadre dated 31.08.2016 governing the provisions for promotion from Subordinate to Clerical cadre.
- 1.2. AND WHEREAS the said Settlement was to remain effective for a period of -5- years from the date of settlement i.e. 31.08.2016 and shall continue to remain effective thereafter until it is terminated by either party with a proviso for review of settlement, if need be.
- 1.3. Following a detailed review of the existing provisions for promotion from subordinate to clerical cadre, the Bank and the All India Bank of Baroda Employees' Coordination Committee (the recognized workmen union) (hereinafter referred to as 'the Coordination Committee') have agreed to review certain terms and conditions of the settlement dated 31.8.2016.
- 1.4. Accordingly, the Settlement on promotion from Subordinate to Clerical cadre has been arrived at as appearing herein below. In arriving at this Settlement, negotiations were held with 'the Coordination Committee', as required under the Settlement dated 11<sup>th</sup> November 2021 on several dates including 23.05.2025, 10.10.2025.
- 1.5. In terms of the Tripartite Settlement dated 11.11.2021, the All India Bank of Baroda Employees' Federation has been consulted before reaching the settlement between 'the Bank' and 'the Coordination Committee'.

## 2.0 TERMS OF SETTLEMENT:

- 2.1. This Settlement shall be called 'Settlement on promotion from Subordinate to Clerical Cadre 2025' dated 10.10.2025 and shall supersede the '2016 Settlement' for promotion from Subordinate to Clerical cadre and shall only govern the employees working in subordinate cadre in the Bank in India for promotion from subordinate cadre to clerical cadre.

- 2.2. This Settlement shall come into force with immediate effect.

## 3.0 PROMOTIONS FROM SUBORDINATE CADRE TO CLERICAL CADRE :-

### 3.1. ELIGIBILITY: -

- a. Confirmed Full-time employees in Subordinate cadre with the minimum active service as mentioned hereunder, shall be eligible to apply for promotion to Clerical cadre :-

| Sr. | Parameter                                                                                                                                                                                                                                                                                                                                                                                             | Criteria                                                            |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| A.  | Full-time confirmed employees in the Subordinate cadre who have passed graduation/ post-graduation (after graduation) from a recognized University, while in service of the Bank/ at the time of absorption/ recruitment in Bank's service (as the case may be).                                                                                                                                      | Minimum 3 years of active service in subordinate cadre in the Bank. |
| B.  | Full-time confirmed employees in the Subordinate cadre who have passed 12 <sup>th</sup> Standard (10+2) examination conducted by a recognized Board of Central or State Government OR an examination recognized as equivalent to 12 <sup>th</sup> standard (10+2) for the purpose of recruitment in Central Govt. Service, while in service of the Bank/ at the time of absorption in Bank's service. | Minimum 4 years of active service in subordinate cadre in the Bank. |
| C.  | Full-time confirmed employees in the Subordinate cadre who have passed SSC/ SSLC/ Matric examination conducted by a recognized Board of Central or State Government or an examination recognized as equivalent to SSC/ SSLC/ Matric for the purpose of recruitment of Central Govt. service, while in service of the Bank/ at the time of absorption in Bank's service.                               | Minimum 5 years of active service in subordinate cadre in the Bank. |

31/10/25  
[Handwritten signatures and initials]



| Sr. | Parameter                                                                                                                                                                                                                                                                                                | Criteria                                                                   |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| D.  | Full-time confirmed employees in the Subordinate cadre as on the date of this settlement who have passed examination one standard below SSC /SSLC / Matric or who have APPEARED for SSC /SSLC / Matric examination but FAILED while in service of the Bank/ at the time of absorption in Bank's service. | Minimum 7 years full time active service in subordinate cadre in the Bank. |

- b. Candidates who have passed/ failed in the examination equivalent to 12<sup>th</sup> Standard (10+2)/ SSC/ SSLC /Matric shall have to submit a certificate from the office of Director General of Education (Central) certifying that the said examination is recognized as equivalent to 12<sup>th</sup> Standard (10+2)/ SSC/ SSLC/ Matric for the purpose of recruitment in Central Govt. Services. Such certificate should be submitted by the candidate along with the application on or before the last date for submission of said application. Applications shall not be accepted / considered without such certificates.

**Explanation :-**

- For the purpose of Clause 3.1 (D) above, "One Standard below SSC/ SSLC/ Matric" shall mean a pass in the annual school examination of the standard just below SSC/ SSLC/ Matric (Under the education system in vogue) in a School recognized by a Board of Secondary Education of Central or State Government.
- For the purpose of Clause 3.1 (D) above, "appeared for SSC but failed" shall mean that the employee should have appeared in all the papers for SSC/SSLC/ Matric examination but could not pass.
- \*Active Service - Explanation**  
For the purpose of this settlement, 'Active Service', wherever it appears, shall refer to actual service rendered by an employee. It shall include all types of leave and any period of probation, but shall exclude any period(s) as specified below :
  - Period of temporary/ casual employment.
  - Any period of absence from service on loss of pay, for which increment is postponed; and
  - Period subject to a maximum of 3 years, for which increments are stopped or reduced by way of punishment. For this purpose, increments stopped/ reduced shall be treated as the number of years of service and shall be proportionately reduced from actual service, subject to a maximum of 3 years during the period of operations of the punishment.
  - Period of Sabbatical Leave.

Any provision of Bipartite Settlement related to Active service will be considered a part of this settlement.

Note : Employee will not be eligible to participate in promotion exercise during the period of sabbatical leave.

Few illustrations for calculations of 'Active Service' are given below: -

**ILLUSTRATION 1:**

Mr. 'A' is a Full-time confirmed employee in the Subordinate cadre having 7 years of service and his educational qualifications is 'Passed one standard below SSC/SSLC/ Matriculation'. He was imposed a punishment of stoppage of one increment on 10.01.2024. His 'Active Service' shall be counted as 6 years for any promotion exercise to be conducted during the period of operation of the said punishment i.e. 10.01.2024 to 09.01.2025. Since the minimum 'Active Service' required to become eligible to participate in the promotion exercise is 7 years, he shall be ineligible during the said period.

**ILLUSTRATION 2:**

Mr. 'B' is a Full-time confirmed employee in the Subordinate cadre having 10 years of service and his educational qualifications is 'Appeared for SSC but failed'. He availed one year of Leave on Loss of Pay from 01.01.2024 to 31.12.2024 for which his one increment is postponed. For computing his 'Active Service', the total service of 10 years shall be reduced by one year and since his 'Active Service' after reduction shall be 9 years, he is eligible to participate in the promotion exercise.

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Mr. B

Mr. A

Mr. C

Mr. D

Mr. E

Mr. F

Mr. G

Mr. H

Mr. I

Mr. J

Mr. K

Mr. L

Mr. M

Mr. N

Mr. O

Mr. P

Mr. Q

Mr. R

Mr. S

Mr. T

Mr. U

Mr. V

Mr. W

Mr. X

Mr. Y

Mr. Z

Mr. AA

Mr. AB

Mr. AC

Mr. AD

Mr. AE

Mr. AF

Mr. AG

Mr. AH

Mr. AI

Mr. AJ

Mr. AK

Mr. AL

Mr. AM

Mr. AN

Mr. AO

Mr. AP

Mr. AQ

Mr. AR

Mr. AS

Mr. AT

Mr. AU

Mr. AV

Mr. AW

Mr. AX

Mr. AY

Mr. AZ

Mr. BA

Mr. BB

Mr. BC

Mr. BD

Mr. BE

Mr. BF

Mr. BG

Mr. BH

Mr. BI

Mr. BJ

Mr. BK

Mr. BL

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Mr. DM

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Mr. DO

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Mr. DQ

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Mr. DT

Mr. DU

Mr. DV

Mr. DW

Mr. DX

Mr. DY

Mr. DZ

Mr. EA

Mr. EB

Mr. EC

Mr. ED

Mr. EE

Mr. EF

Mr. EG

Mr. EH

Mr. EI

Mr. EJ

Mr. EK

Mr. EL

Mr. EM

Mr. EN

Mr. EO

Mr. EP

Mr. EQ

Mr. ER

Mr. ES

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Mr. EX

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Mr. EZ

Mr. FA

Mr. FB

Mr. FC

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Mr. FH

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Mr. FK

Mr. FL

Mr. FM

Mr. FN

Mr. FO

Mr. FP

Mr. FQ

Mr. FR

Mr. FS

Mr. FT

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Mr. FV

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Mr. HZ

Mr. IA

Mr. IB

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Mr. ID

Mr. IE

Mr. IF

Mr. IG

Mr. IH

Mr. II

Mr. IJ

Mr. IK

Mr. IL

Mr. IM

Mr. IN

Mr. IO

Mr. IP

Mr. IQ

Mr. IR

Mr. IS

Mr. IT

Mr. IU

Mr. IV

Mr. IW

Mr. IX

Mr. IY

Mr. IZ

Mr. JA

Mr. JB

Mr. JC

Mr. JD

Mr. JE

Mr. JF

Mr. JG

Mr. JH

Mr. JI

Mr. JJ

Mr. JK

Mr. JL

Mr. JM

Mr. JN

Mr. JO

Mr. JP

Mr. JQ

Mr. JR

Mr. JS

Mr. JT

Mr. JU

Mr. JV

Mr. JW

Mr. JX

Mr. JY

Mr. JZ

Mr. KA

Mr. KB

Mr. KC

Mr. KD

Mr. KE

Mr. KF

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Mr. KK

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Mr. KY

Mr. KZ

Mr. LA

Mr. LB

Mr. LC

Mr. LD

Mr. LE

Mr. LF

Mr. LG

Mr. LH

Mr. LI

Mr. LJ

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### 3.2. FACTORS FOR PROMOTION:

- a. The following factors, along with their respective weightages, shall be considered for promotion from Subordinate to Clerical cadre:

| Factors            | Weightage |
|--------------------|-----------|
| Online Test        | 60        |
| Personal Interview | 30        |
| Performance Marks  | 10        |
| Total              | 100       |

### 3.3 AGE LIMIT:

- a. The maximum age as on the cut-off date for determining eligibility shall be 55 years.

### 3.4 ONLINE/ WRITTEN TEST:

- a. The candidates appearing for promotion shall be administered a written / online test to assess the knowledge base of the candidates. The contents/ subjects of the online/ written test along with weightages shall be as under:

| Part  | Subject                                 | Max. marks | Minimum Qualifying Marks |
|-------|-----------------------------------------|------------|--------------------------|
| I     | English                                 | 15         | 6                        |
| II    | Clerical Aptitude/ Numeric Ability      | 25         | 10                       |
| III   | Banking Operations & Banking Technology | 20         | 8                        |
| Total |                                         | 60         | 24                       |

- b. All eligible candidates shall have to appear in the Online test prescribed by the Bank which shall consist of Test Paper with three parts as indicated above and it shall be for a duration of 2 hours.

Note :-

- The examinations will be conducted only in the Online mode.
- There will be no descriptive type of questions.
- The candidates shall have an option to appear for the online test either in Hindi or English except Part-I of the test paper (English) which must be in English.
- The online examination for all -3- tests shall be as per the syllabus prescribed by the Bank and revised from time to time. Subject-wise Model question papers shall also be prepared and circulated for the information of the candidates at least 30 days prior to the date of online test.

### 4.0 PRE-PROMOTION TRAINING:

- 4.1 The Bank will impart pre-promotion training for all willing and eligible candidates appearing for promotion exercise for a duration of 6 days which will include hands-on training on computer literacy to acclimatize the aspiring candidates with the modalities of appearing for an online mode of examination.

### 5.0 PERSONAL INTERVIEW:

- 5.1 Candidates who secure the minimum qualifying marks in the Online test will be required to appear for a Personal interview of 30 marks and shall have to secure minimum qualifying marks i.e. 12 (40%).



## 6.0 COMPETENT AUTHORITY :

- 6.1 The General Manager (HRM)/Head (HRM) shall be the Competent Authority for promotions from sub staff to clerical cadre, including constitution of the interview panel and declaration of results:

| Panel for interview |                                                      | Competent Authority for promotion |
|---------------------|------------------------------------------------------|-----------------------------------|
| -1- AGM<br>-2- CMs  | Of which -1- member belonging to the SC/ST category. | GM (HRM)/ Head (HRM)              |

## 7.0 DECLARATION OF VACANCIES:

- 7.1 At the time of inviting applications from eligible candidates for promotions from Subordinate to Clerical cadre, the Bank shall declare number of vacancies to be filled in by internal promotions. The vacancies to be declared shall be as per the needs and requirements of the Bank from time to time. However, the views of the recognized union shall be ascertained before finalizing the number of vacancies.
- 7.2 The Bank shall draw a merit list; by aggregating the marks secured by candidates for Online Test and Personal Interview (Weightage for PASAS will be included for drawing the merit list) and promotions shall be declared from the said merit list in the descending order of merit to the extent of vacancies declared.
- 7.3 The average of performance score during the last 2 years shall be taken into consideration subject to a maximum of 10 marks.
- 7.4 The Bank shall, at its sole discretion, have the right to maintain a waiting list up to 20 per cent of the number of promotions for its future needs till the next promotion exercise which it may or may not utilize in its discretion. Promotions, if declared from the waiting list, shall take effect from the date of declaration of such promotions prospectively for all purposes.

## 8.0 GOVT. GUIDELINES ON RESERVATION OF VACANCIES, RELAXATION IN MARKS ETC.:

- 8.1 The guidelines/ directives issued by the Govt. of India/ Reserve Bank of India/ Indian Banks' Association from time to time related to any provision under this settlement, relaxation of criteria, relaxation of minimum qualifying marks, reservation of posts, for SC/ST/Ex-servicemen/ PWD or any other category etc., shall be deemed to be a part of this settlement and shall be given effect accordingly. The recognized union shall be advised of the guidelines/ directives received from the Govt. of India/ Reserve Bank of India/ Indian Banks' Associations, prior to implementation.

## 9.0 OUT OF TURN PROMOTION:

- 9.1 The out-of-turn promotion to clerical cadre of employees who are outstanding sportsmen/ sportswomen, employees who apprehend dacoits/robbers etc. shall be as per the directives of the Government of India/ Indian Banks' Association, from time to time under a policy guideline/ directive, besides any Bank's policy in this regard. The recognized union shall be informed of the said guidelines/ directives.
- 9.2 Promotions made under out-of-turn channel to clerical cadre, as mentioned in 9.1 above, shall be over and above the number of vacancies declared under the said year's promotion exercise.

## 10.0 CASES OF DISCIPLINARY ACTION:

- 10.1 Candidates who are otherwise eligible in terms of the settlement but are either: -
- Under suspension; or
  - In respect of whom a chargesheet has been issued and the disciplinary proceedings are pending; or
  - In respect of whom prosecution for a criminal charge is pending.

will be permitted to appear in the promotion exercise, but their results shall be kept in abeyance.



10.2 If, at the conclusion of the departmental/ court proceedings, the candidate is exonerated, the result kept in abeyance would be declared. If found successful, promotion will take effect from the date of declaration of initial promotions for the purpose of seniority/ fixation of salary as a Clerk (Customer Service Associate). However, no arrears of salary, as applicable to the clerical cadre, shall be payable for the intervening period.

10.3 If punishment is imposed on the candidate as a result of the departmental proceedings/ found guilty in the court proceedings against him/ her, he/ she will not be eligible for promotion in the exercise(s) for which his/her result is kept in abeyance

#### 11.0 PROBATION PERIOD:

11.1 Sub staff on promotion as Clerk (Customer Service Associate), will be on six months' probation after expiry of which he/ she will be considered for confirmation as a Clerk subject to work, conduct and attendance being found satisfactory.

#### 12.0 REFUSAL OF OFFER OF PROMOTION:

12.1 An employee who refuses the offer of promotion shall not be eligible to participate in the next -2- promotion exercises.

#### 13.0 REVERSION TO SUBORDINATE CADRE OF PROMOTEE CLERK:

13.1 A promotee Clerk (Customer Service Associate) may seek reversion to subordinate cadre within 6 months from the date of his/her promotion. An employee who accepts promotion to clerical cadre and thereafter, seeks reversion to the subordinate cadre and if granted, shall also not be eligible to participate in the next 2 promotion exercises.

13.2 The General Manager (HRM)/ Head (HRM) shall be the Competent Authority for considering applications for reversion to the subordinate cadre.

13.3 Upon grant of reversion, the employee shall be reverted to the position of subordinate staff (Sweeper-cum-Peon/ Office Assistant, as the case may be) in the subordinate cadre, regardless of any special pay designation held by the employee prior to promotion to the clerical cadre.

#### 14.0 SPECIAL PROVISIONS:

14.1 There shall be at least one exercise for promotion to Clerical cadre in a calendar year. If for any pressing reason, the promotion exercise cannot be held in a particular year, the recognized union will be informed in writing, and the matter will be discussed with the recognized union before the end of the calendar year.

14.2 A copy of the list of promotions declared by the Bank from Subordinate to Clerical cadre shall be furnished to the recognized Union on the same day.

14.3 After all the promotions are declared, the Bank shall, within 15 days thereof, communicate the marks secured in the online test by candidates who participated in the promotion exercise.

14.4 The Bank may engage the services of the Institute of Banking Personnel Selection (IBPS) or any specialised agency for conducting the online test.

14.5 Those who are promoted to Clerical cadre, shall be liable to be transferred to any branch/ office of the same region or city or district, whichever is larger.

#### 15.0 FIXATION OF SALARY OF SUBORDINATE STAFF ON PROMOTION TO CLERICAL CADRE:

15.1 It is agreed that the basic salary of a member of the Subordinate Staff on promotion to Clerical cadre would be fixed in the Clerical scale of pay as per IBA formula/ guidelines as revised from time to time, after discussion with the recognized Union.



**16.0 GENERAL:**

- 16.1 This settlement, dated 10.10.2025, hereby rescinds and replaces any and all previous settlements, whether bilateral or through conciliation, concerning the subject matter addressed herein. The parties agree that the previous settlement, dated 31.08.2016, is hereby superseded/terminated with immediate effect.
- 16.2 If any doubt or difficulty arises regarding interpretation of any of the provisions of this settlement, such doubt or difficulty shall be discussed between the Bank and the recognized Union ('the Coordination Committee') before communication of the same.
- 16.3 In the event of any difficulty arising in the smooth implementation or operation of this settlement, the matter shall be taken up for discussion with the recognized Union. The issue shall be resolved amicably through mutual consultation by the Bank with the recognized union, and the decision arrived at, shall be duly recorded in the form of minutes, signed by both parties and, where necessary, effected by way of an amendment settlement.

**17.0 PERIOD OF OPERATION:**

- 17.1 This Settlement shall remain in force for a period of five (5) years from the date hereof and shall continue to remain operative thereafter until terminated by either party in accordance with the procedure prescribed under the Industrial Disputes Act, 1947. Notwithstanding the foregoing, upon execution of a new settlement between the Bank and the recognized union on the same subject matter, such new settlement shall automatically supersede, replace, and render ineffective all previous settlements relating thereto.

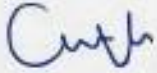
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SIGNATURE OF PARTIES

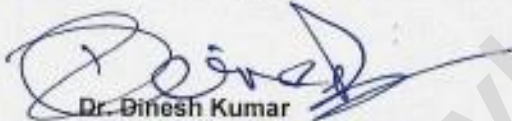
For Bank of Baroda



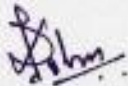
Mr. Shailendra Singh  
Chief General Manager (HRM & Mktg.)



Mr. C. M. Tripathy  
General Manager (HRM)

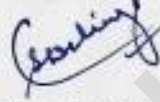


Dr. Dinesh Kumar  
Dy. General Manager (HRM)

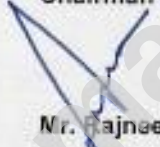


Mrs. Leena John  
Assistant General Manager (HRM)

For All India Bank of Baroda Employees'  
Coordination Committee



Mr. C. S. Dahiya  
Chairman,



Mr. Rajneesh Gupta  
President



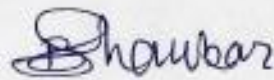
Mr. Janak Rawal  
General Secretary



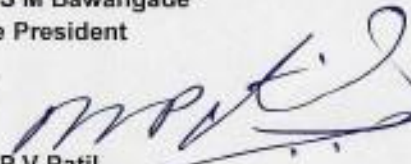
Mr. Amitav Ghosh  
Vice President



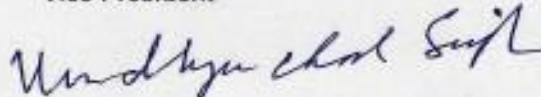
Mr. K C Kemkar  
Joint Secretary



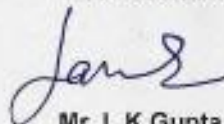
Mr. S M Bawangade  
Vice President



Mr. P V Patil  
Vice President



Mr. V C Singh  
Vice President



Mr. L K Gupta  
Joint Secretary

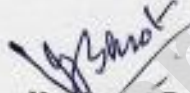


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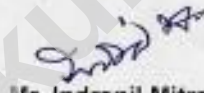
**For Bank of Baroda**

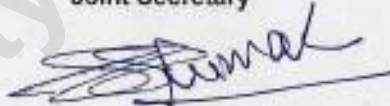
**For All India Bank of Baroda Employees  
Coordination Committee**

  
**Mr. Bankim Desai**  
Joint Secretary

  
**Mr. Vasant Barot**  
Joint Secretary

  
**Mr. P Ajay Kumar**  
Joint Secretary

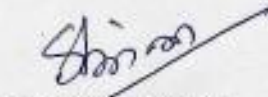
  
**Mr. Indranil Mitra**  
Joint Secretary

  
**Mr. Sreekumaran Nair**  
Joint Secretary

  
**Mr. Jayant Kumar Singh**  
Joint Secretary

  
**Mr. Ravindra Thakur**  
Treasurer

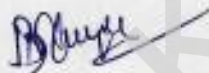
  
**Mr. M C Mallesha**  
Joint Secretary

  
**Mr. Sanjay Biswas**  
Asstt Secretary

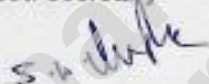
**SIGNATURE OF PARTIES**

For Bank of Baroda

For All India Bank of Baroda Employees'  
Coordination Committee



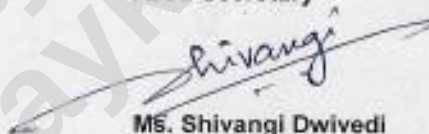
Mr. Bijay Kumar Nayak  
Asst. Secretary



Mr. S K Mishra  
Asst. Secretary



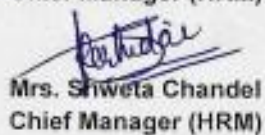
Mrs. Aditi M Tailor  
Asst. Secretary



Ms. Shivangi Dwivedi  
Asst. Secretary

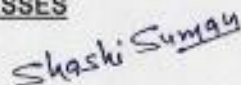


Mrs. Anjali Kumari  
Chief Manager (HRM)

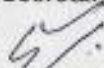


Mrs. Shweta Chandel  
Chief Manager (HRM)

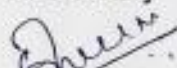
**WITNESSES**



Mr. Shashi Suman  
Asst. Secretary



Mr. SaiKumar K P  
Asst. Secretary



Mr. Ashwin Mehta  
Asst. Secretary

DATED THIS 10<sup>TH</sup> DAY OF OCTOBER 2025 AT BANK OF BARODA, BARODA CORPORATE  
CENTRE, MUMBAI.

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