

REVERSION AFTER PROMOTION

The extant bank guidelines for seeking reversion are as under:-

- (i) Reversion is not a matter of right. It is at the discretion of the Management.
- (ii) Reversion can be sought only on medical grounds or on extreme compassionate grounds normally within 3 months from the date of promotion.
- (iii) On accepting the reversion of the employee, there would be no lien on the place of posting earlier held by him/her. The posting shall be at the discretion of the Management depending upon the availability of vacancy and exigency of business. The employee may, however, give his preference for 2/3 Circles, which however shall not be binding on the bank.
- (iv) No TA/DA/Joining time shall be allowed for reporting to new office after reversion.
- (v) The debar clauses, if any as per extant guidelines shall be applicable on Workmen and officer staff.

Further, the clauses as provided in HRDD Cir No.344 dt. 20.09.2006 shall also be applicable to officers who seek reversion.

It is observed that officers represent for seeking reversion on their promotion to lower grade without realising its consequences in terms of bank guidelines and after forwarding their representations they again request for withdrawal of reversion.

It has also been observed that the recommending authorities at their own level also keep the request of the officer pending for some time and after a gap of one or two months they forward the case to our Division for the necessary approval.

Further, even after the decision from our Division is conveyed, the request of the concerned officer is again forwarded for withdrawal of reversion.

2. All the recommending authorities are requested to keep in view the extant bank guidelines as well as adhere to the following points before recommending the representations of the officers, seeking reversion:

- a) While recommending the request of the officer for reversion to lower grade, the concerned Circle Head/Divisional Head should suitably counsel the officer and ensure that officer has sought the reversion on genuine grounds and certify that necessary counseling has been done and the officer has been explained the rules of reversion to a lower/previous grade/cadre.
- b) The application of the officer, seeking reversion, should not be kept pending in any of the offices.
- c) In case the officer requests for the withdrawal of the reversion before the decision of the sanctioning authority is conveyed to him, the same should be taken up immediately with our Division for its status on that particular date, to avoid any complication.
- d) It should also be conveyed clearly to the concerned officer that once the request for reversion from higher grade/cadre to lower grade is accepted by the authorities, it is irrevocable and entails the debar clauses as applicable for workman and officer staff. Then the authorities should not entertain any further representation from the officer for its withdrawal at later stage.

3. It is expected that all shall keep these guidelines in view while recommending such representations to our Division.