



Establishment Circular No. HO/HRD/73/19/2015-2016/133

16/05/2015

All Branches & Offices

PROMOTION PROCESS - 2015-16

- PROMOTION FROM SCALE-II TO III (GENERALIST- NORMAL CHANNEL)**
- PROMOTION FROM SCALE-I TO II (GENERALIST - NORMAL CHANNEL)**
- PROMOTION FROM SCALE-II TO III (GENERALIST- MERIT CHANNEL)**
- PROMOTION FROM SCALE-I TO II (GENERALIST- MERIT CHANNEL)**
- PROMOTION FROM SCALE-II TO III AND I TO II (SPECIALIST- MERIT CHANNEL)**

It has been decided to initiate promotion process for the year 2015-2016 for filling up identified vacancies, in Middle Management Grade Scale-III & II (under Normal Channel & Merit Channel) of Generalist & Specialist officers as per Promotion Policy as under:

GENERALIST CADRE

Scale of Promotion	Channel of Promotion	No. of Vacancies
Scale-II to III	Normal	151
Scale-I to II	Normal	144
Scale-II to III	Merit	101
Scale-I to II	Merit	143

SPECIALIST CADRE- MERIT CHANNEL

Specialization	Scale-II to III	Scale-I to II
Financial Analyst	6	3
Forex	2	
Hindi	1	1
HR	1	2
IT	10	3
Law	2	
Marketing	20	
Risk Management	6	
Security	2	



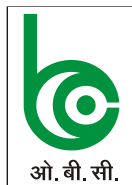
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ELIGIBILITY CRITERIA- GENERALIST- NORMAL CHANNEL

MMG SCALE - II TO MMG SCALE - III	JMG SCALE - I TO MMG SCALE – II
<p>5 years of satisfactory service in MMG Scale–II. Provided that the officer has put in a total of 3 years service in a Rural / Semi-Urban Branch including the rural service in Scale – I.</p> <p>Officers who have put in more than 3 years service in Rural areas will get an advantage of further relaxation of 50% weightage in minimum experience for each additional completed year of service while assessing their eligibility.</p>	<p>5 years of satisfactory service in JMG Scale–I. Provided that the officer has put in a minimum of 2 years service in a Rural Branch.</p> <p>Officers who have put in more than 2 years service in Rural areas will get an advantage of further relaxation of 50% weightage in minimum experience for each additional completed year of service while assessing their eligibility.</p>
<p><i>Note:- All officers who could not complete the requisite tenure of rural/semi-urban posting shall be considered eligible for promotion and they will complete the requisite tenure of such posting after their promotion as per requirement and availability of vacancies in rural/semi urban branches. Besides, the rural/semi urban service may be completed in parts (minimum 3 months continuous service will be counted), if continuous service is not completed due to non availability of positions/vacancies in rural/semi urban branches.</i></p> <p><i>However, the requirement of minimum rural/semi-urban posting of 3 years for promotion to Scale-III will be mandatory.</i></p>	<p><i>Note: - All officers who could not complete the requisite tenure of rural posting shall be considered eligible for promotion and they will complete the requisite tenure of such posting after their promotion as per requirement and availability of vacancies in rural branches. Besides, the rural service may be completed in parts (minimum 3 months continuous service will be counted), if continuous service is not completed due to non availability of positions/vacancies in rural branches. However, the requirement of minimum rural posting of 2 years for promotion to Scale-II will be mandatory.</i></p>

ELIGIBILITY CRITERIA- GENERALIST- MERIT CHANNEL

MMG SCALE - II TO MMG SCALE - III	JMG SCALE - I TO MMG SCALE – II
<p>3 years of satisfactory service in MMG Scale – II with average of 75% marks in APAR in the preceding three years of eligible service for promotion. Provided that the officer has put in a total of 3 years service in a Rural / Semi-urban branch including the rural service in Scale – I.</p>	<p>3 years of satisfactory service in JMG Scale – I with average of 75% marks in APAR in the preceding three years of eligible service for promotion. Provided that the officer has put in a minimum of 2 years service in a Rural Branch</p>
<p><i>Note:- All officers who could not complete the requisite tenure of rural/ semi-urban posting shall be considered eligible for promotion and they will complete the requisite tenure of such posting after their promotion as per requirement and availability of vacancies in rural/semi-urban branches. Besides, rural/semi-urban service may be completed in parts (minimum 3 months continuous service will be counted), if continuous service is not completed due to non-availability of positions / vacancies in rural / semi-urban branches.</i></p> <p><i>However, the requirement of minimum rural/semi-urban posting of 3 years for promotion to Scale-III will be mandatory.</i></p>	<p><i>Note:- All officers who could not complete the requisite tenure of rural posting shall be considered eligible for promotion and they will complete the requisite tenure of such posting after their promotion as per requirement and availability of vacancies in rural branches. Besides, the rural service may be completed in parts (minimum 3 months continuous service will be counted), if continuous service is not completed due to non availability of positions / vacancies in rural branches.</i></p> <p><i>However, the requirement of minimum rural posting of 2 years for promotion to Scale-II will be mandatory.</i></p>



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ELIGIBILITY CRITERIA - SPECIALIST - MERIT CHANNEL

MMG SCALE - II TO MMG SCALE - III	JMG SCALE - I TO MMG SCALE - II
3 years of satisfactory service in MMG Scale – II with average of 75% marks in APAR in the preceding three years of eligible service for promotion.	3 years of satisfactory service in JMG Scale – I with average of 75% marks in APAR in the preceding three years of eligible service for promotion.

For promotions from Scale – II to III & Scale – I to II (Generalist & Specialists under Merit Channel), a written test (likely to be on 13.06.2015) through IBPS will be conducted. The structure of written test will be as under:

GENERALIST

S. No.	Subject	No. of Question (100)	Marks (100)	Time
1.	Banking Operations, Law & Practice of Banking.	40	40	Composite time of 1 hour & 20 minutes.
2.	Internal Policies and IT products of the Bank.	30	30	
3.	Matter relating to Current Scenario in Financial Sector.	30	30	

SPECIALIST

S. No.	Subject	No. of Question (100)	Marks (100)	Time
1.	Banking Operations, Law & Practice of Banking & Internal Policies of the Bank.	40	40	Composite time of 1 hour & 20 minutes.
2.	Matter relating to Current Scenario in Financial Sector.	20	20	
3.	IT products and Knowledge in the field of Specialization	40	40	

The qualifying marks in the written test shall be 50%. Officers successful in Written Test shall be invited for interview.

GENERAL CONDITIONS

- ***An officer (Generalist) shall have the option to choose any one of the channels (Normal or Merit) of promotions for the promotion process 2015-16 i.e. he shall be considered for promotion only in one of the channels (opted by him/her) of promotions.***
- ***The identified vacancies (Generalist) under Normal Channel shall be first filled up by promoting the eligible officers. In case the identified vacancies under Normal Channel are not filled, the same shall be filled from Merit Channel subject to fulfilling of eligibility criteria.***

ओरिएंटल बैंक ऑफ कॉमर्स

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Oriental Bank of Commerce

Corporate Office, Gurgaon

Plot No. 5, Institutional Area, Sector-32,

Gurgaon-122001

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- **The cut-off date for determining eligibility will be as of 01.04.2015.**
- **The eligible officers who intend to participate in the process for promotion to MMG Scale-III / MMG Scale-II may apply online through HRMS (Self Service Module) after ensuring eligibility criteria.**
- **The zone of consideration for promotion will be strictly maintained at 1:3 ratio, However, the same may be extended to 4 times the number of identified vacancies and the officers promoted on the same date/batch may also be included into the zone of consideration, even if it goes beyond 4 times. The applicants falling within the zone of consideration shall be interviewed by the Competent Authority and offered promotion on the basis of merit and weightage subject to availability of vacancies as per Promotion Policy.**
- ***The last date for submission of application is 21.05.2015.***

The Branch Manager/Departmental Head/Regional Head are advised to clear the applications of eligible officers so received, from their work-list in HRMS latest by 21.05.2015 itself.

The circular is being uploaded on the OBC-e-Circular portal. All concerned please note.

Sd/-

(Atul Gautam)

Chief General Manager (HRD)

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