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# ALL INDIA UCO BANK DIVYANGJAN EMPLOYEES WELFARE ASSOCIATION

Regd. No. 113 / 2023

Plot No. LIG-2-254, UDA Colony, Rajiv Nagar, Near Central Ayurved, Payakapuram, Vijayawada-520015  
Mail ID : ucodivyangjanemployees@gmail.com

Ref: AIUCBDENA/2023-24/21

Date: 30.11.2023

To  
The MD & CEO  
UCO Bank  
Kolkata

Subject: Discriminatory Promotion Policy & Training Policy of UCO Bank for Visually Impaired Officers

Respected Sir,

We, the Divyangjan employees of UCO Bank are pleased to bring to your kind notice that we have formed an organisation named All India UCO Bank Divyangjan Welfare Association (AIUCBDEWA) registered under Andhra Pradesh Societies Act (2001) officially. Firstly, we would like to extend our heartfelt gratitude to you for initiating necessary steps to maintain conducive and harmonious work environment by ensuring that the Persons with Disability (PWD) also enjoy the right to equality, life with dignity and respect for his / her integrity equally along with others.

UCO Bank vide Circular No CHO/POS/05/2022-23 Dated 07.11.2022 has stipulated mandatory "Branch Manager" assignment for the officers to become eligible for participating in the promotion process in following terms: ~Officer should have been Branch Head for at least two years in any scale for being eligible for the promotion from MMGS-III to SMGS-IV and SMGS-IV to SMGS-V. ~Weightage of marks have been allocated for Branch Head experience/Branch experience/posting in Rural/Semi Urban area in all promotions.

Similarly, Training Policy of UCO Bank vide Circular No CHO/PMG/07/2019-20 Dated 23.05.2019 has stipulated the following as an eligibility requirement for the selection of faculty: `The selection of faculty in scale II / III / IV for CSC and RTCs shall be through a suitable selection process. The selection process for faculty members will ensure that selected faculties have served as Branch Head in the Bank for a minimum specified period. It is to be noted that this is discrimination to the Employees with Visual Impairment, because in order to perform the role of Branch Head or any of the above mandatory assignments, functionality of vision is essential and it is technically impossible for a visually impaired to perform such assignments. The weightage in the form of marks with respect to work experience in branches is discriminatory to the Employees with Visual Impairment because many of such Employees are posted in establishment offices such as Head Offices, Zonal Office etc. since their joining in the bank and such employees will automatically lose marks at the very beginning stage itself. This will result into a situation where visually impaired officers will be strategically excluded from the promotion process.

We invite your attention to the following provisions in the statutes and government guidelines with regard to job identification for PWD employees.

(I) MOF guidelines- OM F.No.3/13/2014-Welfare dated 18/11/2014 The above provision clearly emphasizes on identifying the jobs wherein PWD officers are optimally productive, and allowing

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them to continue in such posts. Further it adds that employers should not direct them to certain jobs only, which emphasizes on employers not insisting on PWD officers towards performance of jobs that are not suitable for them, like operational and branch manager assignments in the present context

(II) RPWD Act 2016 We also invite your attention to relevant sections of RPWD Act 2016 namely Sec 20(i) which prescribes no discrimination in matters relating to employment, Sec 20(iii) which prescribes no discrimination in promotions on the ground of disability and Sec 33 (i), (ii) and (iii) which prescribe identification of jobs suitable for PWDs. The above government guidelines and RPWD Act already are in place prescribing suitable jobs for visually impaired and not insist on jobs which are not suitable for them. Therefore, we urge upon your good office to interpret the spirit of the above mentioned provisions which are against any non-suitable mandatory assignments which stand in the way of promotions to visually impaired.

However, we can observe that the Bank's promotion and training policy is in contradiction with its own Equal opportunity Policy and it has stipulated discriminatory mandatory assignment for the visually impaired Employees in the promotion process by incorporating Mandatory Branch Manager Assignment in the Promotion Policy and also experience as a Branch Head is mandatory for selection of faculty.

Therefore, in the wake of statutory obligation, OM of DoP&T/DFS and order of CCPD, we request you to kindly revisit and make necessary changes in our banks' both promotion policy and training policy. It would not only impart justice to the visually impaired officers of our bank but also ensure compliance to the statutory/administrative/judicial instructions in following way:

1. ~Dispense with the Branch Head tenure as an eligibility requirement for the promotion from MMGS-III to SMGS-IV and SMGS-IV to SMGS-V for the persons with visual impairment.
2. ~Not to make marks contingent upon branch experience/ Branch Head experience / posting in Rural/Semi Urban areas in arriving at final merit list in case of visually impaired employees.
3. ~Dispense with the Branch Head eligibility requirement for the persons with visual impairment as part of selection process of faculty in the Bank.
4. ~Identify roles/ jobs that are performed by visually impaired officials and consider the jobs/ work experience of visually impaired officers relating to marketing, recoveries, digital promotions, HR, training, research, monitoring and follow up etc. as equivalent to the current mandatory assignment introduced by the impugned policy with respect to visually impaired employees, as a reasonable accommodation.

We would appreciate your acknowledgement of this letter and early response in the matter.

Yours sincerely

Subhrangshu Bhakta Chowdhury  
General Secretary

Akkisetty Sreenivasulu  
President