

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF FINANCIAL SERVICES

**LOK SABHA
UNSTARRED QUESTION NO. 2251**

ANSWERED ON MONDAY, DECEMBER 9, 2024 / AGRAHAYANA 18, 1946 (SAKA)

Performance Review of Banks Employees

2251. Shri Subbarayan K:
Com. Selvaraj V:

Will the Minister of FINANCE be pleased to state:

(a) whether it is a fact that the Government has directed the nationalized banks to conduct performance review of their employees and officers and prematurely retire those who are found to be below the norms;

(b) if so, the details thereof and the reasons therefor;

(c) the criteria fixed to decide the performance of the officers and employees; and

(d) whether adequate measures are not existed to address the issue of under performance of employees in the bipartite settlements?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF FINANCE
(SHRI PANKAJ CHAUDHARY)

(a) to (d) : Public Sector Banks (PSBs) are board governed commercial entities and service conditions of their employees are governed by their respective Service Regulations / Bi-partite Settlements. Provisions regarding review of employees already exist therein and as per PSBs, while undertaking the review, various criteria such as service profile, health status, key responsibility areas, annual performance reports, vigilance proceedings, leave record etc. are taken into consideration.

The Department of Financial Services vide letter No.4/1/22/2015-IR dated 26.09.2024 advised PSBs to conduct periodic review of the performance of their employees as per the extant provisions and the schedule specified in Department of Personnel & Training (DoP&T's) O.M. No. 25013/03/2017-Estt.A-IV dated 28.08.2020, regarding periodic review of employees in the public interest, with an objective to strengthen the administrative machinery for achieving efficiency, economy and speed in disposal of the Government's functions.
