

Central Bank Officers' Association

LUCKNOW UNIT

(Affiliated to AICBOF / AIBOC)



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24th March '2015

**To All Officers,
Dear Friends,**

We reproduce hereunder a circular received from AICBOF/AIBOC for your information.

Yours Sincerely,

**(A K Dwivedi)
General Secretary**

GS/2015/7

24.03.2015

**To,
All Officers,**

At the outset, all the officers colleagues must be aware by now that our Management at the fag end of Financial Year 2015 is indulged in unilateral changes in organizational setup coupled with arbitrary changes in Transfer & Promotion Policy along with setting aside the IR norms. It is truth universally evident that unwarranted & unjustifiable changes forced upon the officers are bound to be defeated. On this background, an emergent meeting of all unit General Secretaries was convened in Mumbai on 22.03.2015 wherein it was unanimously resolved that in the absence of positive response from management, our organization will be forced to initiate organizational steps. The letter addressed to GM, HRD on the above aspects is reproduced hereunder for information of officers

"Quote"

Reg. : Reorganization of Regions.

An emergency meeting of all unit General Secretaries of "All India Central Bank Officers' Federation" (AICBOF) was convened on 22.03.2015, in Mumbai, to take a review of push aheading an agenda of unilateral amendments in service conditions of officers & reorganization of regions. At a time, when there is utmost need and challenge before us to strengthen our Bank by adopting the measures suiting to the present requirement, it is unfortunate that the management is piloting with the policies victimizing the officers & organization. The General Secretaries discussed at length about unilateral amendments in norms of transfer of officers, career path cum promotion policy, unscientific plan of reorganization of regions, illogical & unrealistic manpower planning and categorization of branches.

The House unanimously expressed strong concern and reached to conclusion that the management is adopting the policy of unilateralism and road rolling its unjustifiable and untenable decisions in respect of unjustified amendments in the policy matters without taking into confidence the majority organization who is the real carrier of sentiments of officers.

It is pertinent to note that, in spite of clear assurance of the management, the step of merger of Zones by disturbing the existing organizational set up, has not yielded in to any business growth, as evident by figures of June 2014, September 2014 & December 2014. Even the business is not increased to the extent of interest application also and registering negative growth in business figures of the Bank. Besides this, due to illogical geographical expansion of Zones, there is strong unrest in the minds of officers. This unilateral & unscientific decision of the management without proper assessment of Manpower Planning has adversely affected the entire working of the merged Zones. Management should have learnt a lesson of no fruitful results after merger of Zones , on the contrary this is a destructive plan bringing no constructive results. Hence it is an eye opener from our side and become our duty to stop further changes to organizational set up of our esteemed Bank.

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Management by merger of regions is causing huge loss of capital expenditure for formation of new regions like Visakhapattanam, Warangal and also refurbishing of other regional office premises was also carried out in recent past. To our great surprise, the same regions are now being closed . Many a premises are leased premises. The management has intentionally left aside the matter and cost of rent to be paid for unexpired lease period . When regions are now merged, the move has kept silent on the usage of owned premises. In short, there are no correct planning except economic loss and business loss to the Bank. Above all there is utmost unrest amongst the officers. As not only merger of regions but disturbing arrangements in HR policies / transfer policies/ promotion policies is disturbing the attention of officers involved in business growth.

To make an enabling provision for transfer of officers from surplus zones is far beyond our imagination. It will definitely create an atmosphere of utter fear psychosis in the minds of officers & would further lead in to negative growth in the business parameters of the bank. It is rather disturbing for us that management has amended the criteria of stay in zone and even went to the extreme step to include clerical cadre years for vindictive inter zone transfer to deficit zones. The policy of priority in request transfer for five star rated branch managers will create an atmosphere of unrest in the officer community.

The dispensing with the provision of refusal of promotions is against the rights provided by the constitution. Depending upon the posting on promotion, one has to visualize the family problems and as such refusal option should be made available.

The total exercise of manpower planning and recategorization of branches not only increased the work pressure upon the field functionaries and officers, but also resulted into physical disabilities and mental distractions. Biological & environmental depression are two main factors which may lead in to many disturbing forms and even lead to suicide as experienced. There is no shortage of talent or energy, what is crucial is how do the management creates a conducive atmosphere.

It is highly unfortunate that at one side bank has posted such a marginal increase in business parameters and at the other side there is alarming position of provision, NPA and meager profitability.

At the fag end of financial year, management should have been serious regarding the deposit mobilization, clearing the advances proposals on hand, NPA recovery but instead they are indulged in the activity of damaging well established organizational set up in existence for more than 100 years. The entire exercise of downsizing the regions is based on hypothetical assumptions. The sole agenda of the management is to demoralize the officers by relocating and redeploying them in a extended geographical area which will further deteriorate the business.

It is equally important that as a Federation we are fully concerned about the performance of our esteemed institution. For this purpose, communicate with open mind and open heart & have a warm relationship with ground level officers and thereby we are confident that we will be able to achieve the desired goals.

The officers round the country are in aggrieved state of mind for the unjustified amendments in HR policies, IR norms, workload, victimizing actions of management and approaching us to take up the matter with the management for redressal thereof.

We once again demand to keep the plan of reorganization of regions in abeyance till we both reach to consensus as to the TRANSFER POLICY/ PROMOTION POLICY CUM CARREER PATH/ MANPOWER PLANNING & RESTORATION OF IR NORMS otherwise we will be compelled to initiate suitable organizational steps at the risk & responsibility of management.

"Unquote"

Friends, you will observe that the management is not at all sensitive to the serious issues of officers it is not at all possible to remain silent spectator in such a situation.

BE PREPARED FOR AGITATION

With fighting greetings

(S.B.Rode)
General Secretary