

Central Bank Officers' Association

LUCKNOW UNIT

(Affiliated to AICBOF / AIBOC)



Central Office :

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Visit us @ www.cboalucknow.in

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30th 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/2015/08

30.03.2015

To,
All Officers,

Dear friends,

All of you are aware that our Federation has been consistently demanding to follow the path of bilateralism for any change in the settled policies for the officers. Instead of positive transformation in policies, management is adopting intentional attacks on officers community by unilaterally amending the Transfer Norms, Promotion Policy, Reorganization of Regions, Manpower Planning & Categorization of Branches. These amendments, which are untenable ab- initio have resulted in to large scale resentment and frustration amongst the officers of our Bank.

Manpower planning & re-categorization of branches is yet another case of illogical exercise on un-meaningful objectives, without taking into consideration the basic requirements for running the branch. Small, medium & large Branch Managers are working under unbearable pressure in the absence of support of second officer. The branch heads are stuck at the branch for attending routine work only. And more importantly are not able to concentrate on business growth, reduction in NPA, recovery, inspection, documentation which is the need of hour. The entire exercise of re-categorization of branches again adopted for the FY 2015-16 is totally unethical and is an attempt to overburden, more particularly small & medium branches. The business figures decided for categorization are without any critical analysis, whereas the management is not inclined to discuss the officers concerned issue on the plea that it is administrative decision.

There are numerous complaints received by us from the officers across the country that Zonal/ Regional management, during the business meetings are pressurizing branch managers for sanction of loans up to their lending powers in every month, in one stroke or in stages. The further worrying practice is Zonal /

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Regional heads are not at all utilizing their lending powers & are unfortunately indulging in harassing and threatening ground level officers who are adherent pillars of our esteemed institution.

Undersigned along with our senior Federation leaders met to our worthy CMD, ED and GM (HR) on 16.03.2015 to express our concern & views of sentiments of officer community and also participated in discussions held on 17.03.2015 for changes in Transfer & Promotion Policy. We categorically insisted for officer friendly policy reforms and gave our fruitful suggestions as a majority organization in our Bank. The said meeting ended without reaching any accord over management agenda. Surprisingly, management has unilaterally amended transfer norms, rotation of scale I, II & III officers to so called deficit zones taking free hand to harass the officers by dislocating from one Zone to another zone. Presently, senior and experienced officers are not participating in promotion process as it is evident that the management is not getting sufficient applications even equal to the number of vacancies. The situation will further deteriorate when there will not be option available for refusal or reversion to an officer.

We condemn the present autocratic attitude of the management. It is shameful that, in Delhi Zone charge sheets under Regulation 8 of Officers' Rules & Regulations have been issued for non-achieving business targets and awarded unpardonable punishment of reduction of 1 to 2 increments without giving opportunities to defend themselves. In a another tattered episode, in Patna Zone management adopted to prefer a weapon of withholding the salary on the pretext of non-performance. It is surprising that instructions have been issued in ZO Bhopal compelling officers to attend the office on holidays. The incidences are not conclusive as entire officer community in our Bank is under dreadful pressures. it is not how to get meritocracy is an issue, but how to get rid of mediocrity is the real problem.

The shockful incidence in Andhra Pradesh of brutal attack by miscreants has resulted in to death of one of our activist. Let us pray to almighty for the eternal peace to the departed soul. We are afraid that the management will not evaluate human asset in proper perspective. Management has totally failed to provide security to the workforce. So there is fear of repeating such tragic incidences.

Top management right from the day one is piloting an agenda of breaking the settled policies in the name of Reorganization of Regions, merger of zones, unilateral changes in transfer & promotion policies & simultaneously indulged in deunionising the officers, attack on office bearers & activists & curtailing of rights of organization, which ultimately is a danger to the existence of organization. Another area of concern is increase in disciplinary actions & disproportionate punishments.

In emergency meeting of Unit General secretaries, held in Mumbai, it has been unanimously decided to take strong organizational steps & launch agitation immediately. we are preparing the agitational programme and appeal all officers to be ready for the agitation.

With fighting greetings.

Yours Comradely

(S.B.Rode)
General Secretary