



# Central Bank Officers' Association LUCKNOW



(Affiliated to : All India Central Bank Officers' Federation & All India Bank Officers' Confederation)  
Registration No. 2687 under Trade Unions Act, 1926

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Date: 04.12.2015

To All officers

Dear friends,

We are reproducing hereunder a circular no-21 received from Mr S B Rode G.S. AICBOF for information.

Thanking You,

Yours Sincerely,

(A K Dwivedi)

**General Secretary**

GS/2015-16/21

Date: 03/12/2015

To,

All Officers,

We have apprised you with the sorry and deplorable state of affairs prevailing in the bank and also the growing unrest and resentment amongst officers of the Bank; vide federation circular no. 19 dated 18th November 2015.

The atrocious amendments to the transfer norms for officers brought in by Management recently and subsequent transfers of officers in scale I, II and III by central office selectively as a sequel to the amendments, a sort of fear psychosis is being deliberately created in the minds of officers in lower scales. Terrorize atmosphere is created by threats, unilateralism, unconcern approach for issues and problems of Officers, non-decision on pending issues, indiscriminate violation of policies in transfers, vindictive actions against Officers and Officer Bearers. As a result we silt, the management at the Regional and Zonal level feels emboldened and they are found to be resorting to all types of threatening tactics and intimidating measures against the officers and branch managers. We have been receiving increasing number of reports regarding instances of calling of officers and branch managers on Sunday's and holidays either for meetings or recovery camps, threatening and transferring Officers for not attending office on holidays, indiscriminate issue of memos even for not achieving targets and charge sheets, conducting and concluding DE cases in a brazen manner and awarding disproportionate punishments.

There have also been instances where so called agents / middlemen of RMs are allowed to participate in the meetings of branch managers and deliberately targeting those branch managers not toeing the lines of such middlemen in the matter of sanction / disbursement of loans and advances, as well force to sanction loans against credit policy of the Bank. Thus very unhealthy practices are being followed in branches with the connivance of higher authorities, which we ultimately add to the already alarming NPA position of the Bank but no any RMs/ZMs are exercising their delegate powers regularly to sanction loans though they have less risk under cover Regional Credit Committees and Zonal Credit Committees. There have also been instances where Regional / Zonal Managers are found to be transferring officers and branch managers at their sole whims and fancies under the garb of so called management exigencies. Likewise the disciplinary machinery in the region and zones is being grossly mis-utilised to settle the personal scores with officers and branch managers.

Thus very fearful and insecure atmosphere is created by the management in Regions and Zones and it is increasingly becoming difficult for officers and Branch Managers to discharge their duties efficiently and satisfactorily. Added to this is the serious shortage of staff both award and officers in branches precluding the Branch Managers from discharging their duties except with lot of difficulties and practical problems. At certain centers, it is challenging even to complete the daily routine at the branches for want of adequate staff.

As our patience and perseverance is put to an ordeal and since we are finding the situation to be extremely intolerant, we cannot allow ourselves to remain mere as a silent spectator and allow the situation to drift to become worse from the present bad one.

The organizational action alone is the need of the hour and the medicine for the treatment of the malady that has been plaguing not only bank but also its officers.

The ensuing executive committee meeting to be held on 10<sup>th</sup> & 11<sup>th</sup> instant will seriously deliberate on this burning problem of the bank and finalize the action programme to be initiated immediately in the larger interest of the bank and its officers, which will be advised to all units for information and implementation.

We therefore request you to gear up the organizational machinery at your disposal and prepare yourself to attend the clarion call to jump into action with sole aim to bring the management back its senses so that the interest of the bank could be protected and dignity of the officers could also be defended.

With warm greetings,

(S.B.RODE)

General Secretary