

Meeting with Management

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Members may recall that as a result of our agitation that culminated into a massive DHARNA before HEAD OFFICE , on 3 rd March, the Management initiated certain effective steps in response to our various demands . Certain matters like **Compassionate appointments, Voluntary retirement requests , payment of over time for a de-monetisation period, release of mile stone awards pending since 2014**, etc were already considered and benefits reached all concerned.

Our prime demand and concern over the Management's disinclination to convene the meeting of Apex level performance review committee for more than a year too was addressed and the meeting had taken place on 28 th March, 2017. There were informal discussions on certain other matters which are related to Policy matters. Though the management desired a formal meeting of the Policy committee to resolve those issues much earlier , the meeting could not take place due to pre-occupation on "Turn around plan" and MOU meetings. Now, at the invitation of Management, representatives of our Federation met the Management on 21st April and held discussions on remaining issues concerning policies. Our Federation was represented by Com. K..P. Antani , Com. Walia, Vice president, Com. Partha Chanda Secretary, Com. Sanath Gosh , Com. Magesh Bagaria both joint secretaries , Com. Ravi Joshi WC member from Nagpur, besides the undersigned. The CEO & MD, both the Executive Directors, GM HRM , AGM PSD and few officials from HRM participated from the management side. The meeting was very cordial and ended in a positive note. We give under the response of the management to various issues placed before them. **1.**

PROMOTION POLICY : (A) Amendment to provisions relating to Substaff promotions and posts carrying functional allowances in the light of new post having been created - House. Keeper cum Peon. Graduate Substaff promotions - Upon application with out waiting for notification. Abolishing of separate test on Banking knowledge and computer literacy in channel 2 as already IBPS online test is in place . (B) Deletion of chapter IV - provisions relating to sweepers as the post of sweepers stand abolished. (C) Minimum qualifying service for scale I promotions to be revised keeping in view the possible stagnation in promotions. (D) Minimum qualifying service for the post of Special Assistant to be revisited keeping in view the large scale retirements and new generation employees. **Management's Response : Agreeing to all our above suggestions, management desired to introduce an element of "quality test " to Substaff members who are graduates, before they are considered for promotions to clerical cadre. It has been agreed that the needed amendments may be mutualised & finalised in the next meeting to be held in June, 2017.**

2. REQUEST TRANSFERS : (A) Eligibility for request transfers particularly interstate to be revised keeping in view the large number of women employees coming into the bank . Those who get married after joining the bank are facing hardship in joining their spouses. (B) Eligibility for transfer back to parental branch to those who were transferred on " Rotational Transfers " to be made more flexible . (C) Ceiling on Number of request transfer to be removed in the changed scenario, keeping some bar between two transfers . **Management's Response: Agreed in principle and operational guidelines that will ensure complaintless implimentation may be worked out and all improvements finalised in the next meeting.**

3. SINGLE WINDOW OPERATORS (A) Each branch should be provided with a minimum one SWO -B , to free the officers from doing the clerical work. (B) For filling up vacant posts of Head Cashiers - vacant for long time due to non availability of applicants . (C) Redefine duties and responsibilities of Head Cashiers keeping in view the provisions of Bipartite settlement **Management's Response: It was felt that the ensuing 11 th Bipartite settlement may deal with the functional allowances posts and redefine the duties and responsibilities and hence to wait . DUTIES OF SWOs & Special Assistants,** working in City Back office to be properly codified, keeping in view the provisions of Bipartite settlement as in many of the CBOs they are required to pass transactions beyond prescribed limit. **Management's Response : Will discuss with concerned departments and take corrective actions if found necessary.** **4.** Codification of Duties and Responsibilities so also accountability for Non substaff workmen staff when they officiate as ABH and BH . **Management's Response: Will**

send appropriate advisory to zonal offices . 5. Standardised guidelines to zonal offices for proper interpretation of effect of punishments inflicted upon employees by Disciplinary authorities . Ex : Reduction in scale of pay and restoration, Postponement of increments , stoppage of increments and period of restoration etc. **Management's Response: Will take corrective actions upon receipt of details of complaints of specific cases. There after proper common letter of clarifications would be sent to Zonal offices.** 6. Proper guidelines to branches for timely closing of cash and keeping of valuables in safe. - Many branches keep the cash and jewell pockets exposed even after the completion of work by Head Cashiers - to avoid risk and payment of over time. **Management's Response: Already necessary circular under cover of CHO/SP/CSCCELL/06/2016-17 Dt 20/4/2017 issued to branches by Strategic Planning Department.** 7. REVISION IN FITMENT OF SUBSTAFF PROMOTEES AS PER 10 Th BP settlement. **Management's Response: Though their fitment is made already in tune with 10 th Bipartite settlement , it was Agreed to look into our demand and effect revision if called for.** 8. LOANS : (A). Waiver of interest on outstanding loans to those die in harness . (B). Improvement in marriage loan (C). Interest on Over draft facility to be reduced . (D). Improvement in Festival advance to those joined after 6/12/1990 : **Management's Response: Agreed to consider waiver of interest where the settlement of terminal benefits is delayed. Besides revision in OD quantum , it has been agreed to change the interest rate equivilant to MCLR ,consider raising marriage loan quantum to 1 lakh; consider revision in Festival advance to the extent of actual basic pay with out any ceiling.** 11. Substaff uniform - change in the look & design with appropriate REVISION in cost. **Management's Response: Agreed to consider our demand with in short time.** 12. REVISION IN Conveyance expenses - to those attending training/work shop and deputed to branches with in the same centre . **Management's Response: Agreed to revise the rate from present ceiling of 60 â, with a reasonable quantum.** 13. DAILY WAGERS / CASUAL WORKERS & CANTEEN BOYS (A). As assured/ committed at the time of signing the agreement on HK/P and vacancies assessed on the basis of understandings reached (6/7/2015) on minimum staffing pattern and as circulated under CHO/PAS/08//2015-16. guidelines to be framed for facilitating permanent employment to daily wagers in service as on 31/03/2012. **Management's Response: Sharing our concern but Expressed their inability to commit at present , citing time is not opportune .** (B). Payment of wages to all casual workers/ daily wagers as per Judgement of Supreme Court and as per minimum wages act. **Management's Response: Will be looked into with all sympathy.** 14. Petrol Reimbursement scheme as committed in 2013. **Management's Response: Expressed their inability to commit citing time is not opportune .** 15. GR meetings may be held at Nodal zonal offices level as HRM functions are being withdrawn from circle offices. **Management's Response: Agreed to consider and place the proposal to the Board.** 16. Minutes of the meetings - efforts should be to mutualise the minutes of meetings on the same day or the next day. **Management's Response: Agreed to finalise in a week's time.** 17. Recruitment of Armed guards in currency chest branches and high risk branches **Management's Response: Agreed to expedite the requirement assessment and recruitment there upon.** 18. Posting of permanent Daftaries in all branches . **Management's Response:: Agreed in principle but action would be after the contemplated recruitment in substaff cadre is completed.** 19. Details of membership through check-off to be supplied to Federation half yearly - as of 30th Sept and 31st March. **Management's Response: Agreed to provide details every half year.** Besides the above, management assured to expedite the process of appointment of clerks from the "drop-out" panel around 123 all over India - before May end. Similarly appointment of clerical for the current financial year- a little more than 900 (all India) will also be completed before September. In the course of discussions we made our stand clear to the CEO & MD on Broad Conditions proposed by the Government for reducing expenses by 25% in three years . (@8% per year) There shall be no attempt to curb any existing staff benefits. Similarly we are opposed to government suggestion of " OUT SOURCING & CONTRACT EMPLOYMENT" in substaff cadre. As there is likelihood of a meeting between government and our Bank on 26 th April, we impressed upon our MD to convey our above views to the government. Management may call the unions to discuss about turn around plan and strategies to impliment any time after meeting the government. In the light of qualitative improvements over the attitude and approach of the managemnt and certain issues having been already acted upon, it has been decided to withdraw all agitational programmes proposed to be carried out from 2 nd of May. Members will be kept

updated on the developments.