

New welfare schemes launched by the bank

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A meeting of the STAFF WELFARE COMMITTEE was held on 8th June, 2010. The Chairman and Managing Director and the Executive Director were present in the meeting besides the General Manager, Deputy General Manager and Chief Officers from Personnel Department. All the Six Unions were represented by their General Secretaries...

Essence of the Deliberations and the Decisions are given under.

- Entire amount allotted for Staff Welfare Fund amounting to Rs.15 crores is to be spent in the current Financial Year both for the Existing Schemes and for the New Schemes.Â
 - As far as the amount lying in the Corpus â€“about 40 Crores â€“ will also be utilized for staff welfare measures after obtaining the views of the Tax Consultant.
 - After detailed deliberations the following new measures have been agreed to be introduced for the current year.
 - a) As against the proposal of granting Canteen Subsidy on monthly basis, an amount of Rs.1000 per annum would be granted to every employee/officer on the Foundation Day â€“ 6th January of every year starting from 2011.
 - b) An amount up to Rs.500 would be granted towards reimbursement of cost of Eye Check-up and Spectacle to the Retirees once in two years.
 - c) Reimbursement of cost of Transplantation of Kidney, Heart and Liver (over and above the Bipartite Settlement/Officers service regulations and Group Health insurance) would be granted from the Staff Welfare fund, subject to maximum of Rs.3 Lakhs.
- Similarly Cost of Implant items up to Rs.2 lakhs would be granted from the Staff Welfare Fund.
- d) Expeditious Steps would be taken to commission HOLIDAY HOMES in the following Centres.
Chennai, Delhi, Kolkatta, Mumbai, Jaipur, Udaipur, Goa, Dwaraka, Gangtak, Puri, Varanasi, Shimla, Mysore, Kodaikanal and Haridwar.
 - e) A small committee for monitoring the implementation of the welfare measures comprising of Management and Union/Association representatives have been formed. From Our Federation Com.Partho Chanda, our Secretary would be part of the Committee.
 - f) Staff welfare Committee would meet in October and review the total expenditure and decide further measures/improvements if there is balance in the allocated fund (Rs.15 CR).

ON OTHER MATTERS OF INTEREST:

Payment of Arrears â€“Wage Revision:

Head Office will be sending instructions to the Z.O./Branches for calculating and payment of arrear wages in a day or two. Necessary package is also being sent to Z.O. by IT department.

We have also asked the management to make a provision for accommodating requests for switching over from 16.66% to 10% in respect of PF Contributions.

The under mentioned agreed matters are expected to be placed to the HR Committee of the Board which is scheduled to meet on 12th June.

- a) Soft Loan for those who would be opting to Pension under the new Settlement.
- b) Special Provision for LFC for employees working in Port Blair and Lakshadweep branches.
- c) Increase in Reimbursement of Cost of News Paper (Rs.90)
- d) Conversion of Posts of Head Cashiers-I in to Head Cashier-II
- e) Modification in Transfer Policy of those peons who were absorbed from Personal Drivers in 2008. (minimum eligibility from 3 years to 2 years)

Sweepers:

- a) Already Instructions have been given to all the Zones for converting all sweepers who are on Consolidated Wages to 1/3rd Scale as per 9th Bipartite Settlement from May 2010.
- b) Arising out of the above, our demand for protecting the existing wages in case the quantum of existing wage is higher than the quantum of wages accrued under 1/3rd scale. This will be protected by granting the difference as adjustment pay.
- c) Steps would be taken to deploy those sweepers to place in branches (with in the centre) and there after wages will be decided as per Carpet area of the branches. Guidelines in this regard would be finalized in the ensuing Small Committee on 29th.
- d) Further steps for Elevation of Sweepers as peons would also be decided in the small committee meeting.

SUB-STAFF PROMOTIONS:

With all the procedures having been completed, the Results of the Merit Channel are expected to be published by next week. In the mean while Federation also submitted to the Management the proposal on REVISED FITMENT for the Sub staff Promotees on the basis of 9th Bipartite Settlement.

CTOs

With the introduction of Single Window Operator and merger of CTO-A and B under 9th Bipartite Settlement, there is need for a review in the present guidelines on Selection Procedure. This issue too will be dealt in the Small Committee.

HEAD CASHIERS:

We have demanded payment of difference in allowances (Between HC-I & II) to all those who are presently holding the post of Head Cashier-I on temporary basis pending approval by the Board and implementation of the understandings.

RECRUITMENTS:

Clerical Recruitment schedule being drawn up with IBPS. Advertisement through IBPS is likely to come out in TWO WEEKS.

Sub staff Recruitment Final Assessment of vacancies is awaiting the release of current Promotions. Expected to be given final shape by JULY.

RETIREEES:

1892 Retirees have joined the Group Medical Insurance Scheme.

ID card for availing Cashless Facility is likely is being sent to them in two weeks.

Revised emoluments as per 9th Bipartite Settlement to all those who retired from 1.11.2007 Salaries, Leave encashment, medical etc would be disposed at the Zonal/Branch level.

In respect of Gratuity, Pension the same will be dealt at HO level. HO has promised to expedite the settlements.

With Greetings,
Yours Comradely,
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K.Vijhayan
General Secretary
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