



ALL INDIA UCO BANK EMPLOYEES FEDERATION

(AFFILIATED TO AIBEA) REG. NO. 3489/CNI

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Ref No. AIUCBEF/GM & HRM /137/23- 26

Dated 02/12/2025

**The Chief General Manager
HRM, PSD, OL & Training
Head Office**

Dear Sir,

SUB: IR Policy Committee Meeting With AIUCBEF

Further to our earlier communications and discussions on various occasions, we once again wish to impress upon you the need for convening the IR Policy Committee meeting as per the IR Policy of the bank, the last meeting of which was held on 4th September, 2024.

In the earlier meeting it was agreed to resume the discussion upon the undermentioned left-over issues on which we had substantial deliberations but did not arrive at conclusion.

The issues are listed as follows:

1. Minimum staffing pattern in Clerical and Substaff to be provided in branches keeping in view the discussions held earlier in 2022. The urgent need for this as we observe that in several zones, non SUBSTAFF award staff members, including Spl CSA s are subjected to frequent deputation to far away branches, permanent deployment to branches without any principle or norms. Zonal Managers are under the impression that " more than one" in any branch is surplus resulting in additional burden and pressure on 'left over staff' besides subjecting the employees (so deployed) to unbearable hardship. Thus, in the absence of any norm or principle, Zonal offices take law in their hands to ease

out their pressure to poor clerical staff. With the increasing pressure on the branches due to compounded problem of shortage of manpower, this has become a routine and regular practice. Thus, there is urgent need for a review of age-old Deployment Policy which is directly linked to minimum requirement of staff in Clerical Cadre based on business, active accounts and other activities of the branches.

2. Similarly, there is need for review in request transfer policy, deployment policy keeping in view the discussions held earlier as again it is directly related to surplus/ deficit of branches.
3. Proper interpretation of duties and responsibilities to posts carrying functional allowance, particularly Senior Customer Associates (Cash). We have brought to your notice more than once how the SCSA(Cash) are exploited in branches resulting in regular late sitting defeating the defined working hours concept. Particularly they are burdened with keys of the Gold packets and its Safe vault besides all duties related to Gold loan, ironically in those branches where a good number of officers are available against only one clerical staff. Similarly SCSA (Cash) are forced to handle the keys of the Safe vaults and even compelled to sign on Annexure D form in spite of the presence of multiple officers.
4. Officiating in Officers cadre - Here the clerical staff when required to officiate as ABH, are entrusted with limitless power, handle all sensitive issues, compelled to stay till the BH winds up and call it a day. They are not paid any allowance if the officiating period is less than 4 days in a month and they are not compensated in any manner for taking higher responsibilities and working for unlimited time. This calls for proper codification of duties and compensation.
5. Minimum wages and payment of bonus to Daily wagers.
6. Revisit the administrative jurisdiction of Delhi Zonal office with regard to NCR branches. (Earlier letter enclosed for reference). For no fault of theirs, award staff working/recruited in the States like UP, Haryana who/ which are how ever put under administrative control of Delhi ZO are suffering for long as the Delhi zonal administration does not care to attend to their issues like increments, LFC, Loans Leave etc. In sum and substance these employees are treated as aliens. This is happening even after letter of guidance sent from HO, HRM..
7. Finacle related problems, disturbing the daily routine and customer service. (Note being submitted separately)
8. Functioning of HRM at Zonal levels with accountability there on.

9. Implementation of IR POLICY in letter and spirit with proper code of conduct for time bound action on staff matters, particularly in implementing understandings arrived at in the Zonal Level GR meetings.
10. Committee to resolve the grievances of re-employed ex-servicemen with regard to the anomalies observed in their fitment.
11. SUBSTAFF recruitment.
12. Introduction of Petrol Reimbursement scheme, a long pending one. Recently letter on this subject addressed to MD & CEO with a copy to your good office.
13. Increase in closing ALLOWANCE as it remains ever since it was introduced in 2009.
14. Payment of air fare to principal office bearers for attending GR meetings. Every other Bank is following treatment given by IBA to union representatives when they attend industry level Bipartite meetings.
15. Any other matter that is of importance.

We hope that you will appreciate our anxiety and urgency and convene the meeting without further delay for a meaningful and purposeful discussions and arrive at mutually agreed conclusions.

Thanking you,

Yours sincerely



Partha Chanda
General Secretary