



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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

10, BTM SARANI, 2nd Floor, KOLKATA - 700001

REGD OFFICE : CHENNAI(UCO Bank, 328, Thambu Chetty Street, Chennai-600001)

Email ID : staffunionwb@gmail.com / ucbeu2008@gmail.com

Mob No. 9830018941/7003608652

Circular 5/23- 26

Dated :19/05/2023

Dear Comrades,

SUBJECT : Letter to GM,HRM regarding Clerical Recruitment – IBPS Candidates

Enclosed herewith please find the letter addressed to GM HRM regarding poor turnout of candidates selected for clerical cadre during recent document verification and requirement for placing demand to IBPS for more clerks.

With greetings,

Comradely yours,

Com. Partha Chanda
General Secretary

Enclosure: As Stated

To,
The General Manager
HRM, PSD, Training & OL
Head Office
Kolkata

Dear Sir,

Sub: Clerical Recruitment- IBPS Candidates.

We are constrained to draw your attention to the huge drop out in the current batch of clerical recruitment from IBPS. On the 10th May- the day fixed for Documents Verification for the candidates selected through IBPS and allotted to our bank, only less than 50% of them reported and completed the DV. In other terms more than 50% of the candidates have not shown interest in joining the bank. It is also not certain how many of the candidates reported on 10th May would ultimately join by the time their appointment and posting orders are issued. Thus, even the unscientifically assessed vacancies will largely remain vacant. It is to be seen in the back ground of ...

- Promotions effected recently from clerical to JM Scale 1 - numbering around 500,
- Vacancies declared for promotions from Substaff to clerical could not be filled fully due to non-availability of eligible substaff and sizeable number of substaff having failed to qualify in the process.
- Nearly 200 more branches having been opened in the last six months,
- Business having increased by more than 40000 cr in the last half year.

Thus, the huge number of branches will be finding it difficult to cop-up with the increasing level of business activities and rendering service to customers. Also, the existing clerical staff would be faced with more burden of work besides sufferings of many of them would continue due to non-consideration of their request transfers, non-relieving stalemate in their career progression due to disinclination of the management in filling up the vacant posts of functional allowances like Head Cashiers and Spécial Assistants. We have time and again insisted that Bank should place indent keeping in view the possible drop outs and past experiences. It is most regrettable that Bank, despite knowing such situations has ignored our suggestions and demand.

On one side there is huge appetite in increasing the business, particularly retail, on the other side there is least concern over the problems faced by the branches in handling day to day routine ever since Bank migrated to Finacle 10, coupled with log in and log out issues on the bio metric system. Thus, widening gap between minimum requirement and actual availability in the clerical cadre would further add salt to the injury.

We are deeply concerned over the prevailing and emerging situation caused by the neglect of management in providing minimum needed support to branches as far as the manpower is

concerned. If Management fails to address this, it will not only demotivate the existing employees and officers but also would make it difficult for everyone to achieve the desired results.

We therefore are left with no option except to urge upon the management to address the Manpower issue on priority by exploring possibilities to obtain further panel of candidates from IBPS immediately. It is not out of place to reiterate our demand for resuming discussions on the parameters for identifying minimum requirement of clerical staff and arrive at a mutually agreed scientific solution to this burning issue.

We hope you will appreciate our concerns, find reasons into our demand and take needed steps with a sense of urgency.

Thanking you,

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Partha Chanda', with a horizontal line underneath it.

(Partha Chanda)
General Secretary