

All India Bank of Baroda Officers' Association

(Central Office)

Registered Under Indian Trade Unions Act, 1926 & Recognised by Bank

(Affiliated to INTUC-INBOC)



CIRCULAR TO MEMBERS NO.1 OF 2018

1st January, 2018

Dear Members,

Re: Let us welcome the New Year – 2018-

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We wish you and your family a Happy and Prosperous New Year – 2018, with success and progress in your life and career. Let us welcome the New Year with full of confidence, enthusiasm and determination to achieve the goals set before us – progress of the Bank and welfare of officers' fraternity, keeping in mind our committed philosophy – "Grow with the Bank."

On the growth front, your sustained efforts have enabled our Bank to perform relatively better during the last year, notwithstanding the intolerable difficulties and issues faced by you due to upgradation of CBS system and migration from Finacle:7 to Fiacle:10. We appreciate the courage and calmness exhibited by our officers during the said phase of transformation in spite of unsurmountable pressures. Let us hold on with the same spirit and march ahead for taking our esteemed Bank to further heights.

During the last year, a good number of officers had the benefit of retransfers to their parent zone or zone of choice under the Inter-Zonal Retransfer Plan-2017-18. Under Career progression front, 4037 officers were promoted to various grades/scales up to Scale-IV. Our efforts for realization of certain benefits have also seen positive results. Reduction in the interest rate on Staff Loans, Revision in the limit for Clean Overdraft Facility to Staff, Improvement in Leave for Going Abroad, Activation of Sports Clubs and sports & cultural activities in all Zones, Four wheeler & Two wheeler loans to officers at a time, are some of the major benefits we could derive from the Bank.

However, few issues are pending for finalization and due discussions are being held with the Bank for early decisions. The said issues relate to Reimbursement of House Maintenance Allowance at par, Shortage of officers at branches, Payment of officiating allowance, Rationalization in Payment of Branch Head Role Perquisites, Payment of Out of Pocket Expenses, Permission to stay away from headquarters etc. Further, the process of review of Transfer Policy for Officers is under progress and we expect to come out with a new Policy Document soon. Due discussions for review of Promotion Policy for Officers will also be commenced at the earliest.

We also were required to deal with, during the last year, the issue of officers being called upon by various Administrative Offices to work on Holidays/Saturdays/Sundays on one or the other pretext. The issue was raised in one of the Structured Meetings held with our Bank at BCC last year, we were informed by the Top Management that unless warranted by the Govt. authorities or in case of extreme emergencies, officers would not be called upon to work on Saturdays, Sundays and Holidays. This would

go a long way to get for officers to get the absolutely essential Work Life Balance.

Yet another issue that will attract our attention during this New Year will be Wage Revision for Officers effective from 1st November,2017. IBA has commenced discussions with UFBU from 02.05.2017 but they are yet to come out of with any concrete offer on our demands on Wage Revision and only few non-financial benefits have been discussed. In the meantime, the United Forum of Bank Unions has taken up the matter with the Government of India requesting them to advise IBA to expedite the process of Wage Revision. We are awaiting their response.

Friends, let us look forward to the New Year – 2018 with enthusiasm and put in concerted efforts for the growth of our Bank. Simultaneously let us vigorously pursue the pending issues with the Bank and Salary Revision at the Industry level. Let us pledge to achieve these twin goals quickly in the year 2018.

With greetings and regards,
Yours sincerely,
(K.K.NAIR)

GENERAL SECRETARY