

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.4 OF 2018

15th February, 2018

Dear Members,

RE: 62nd Central Committee Meeting of our Association held at Surat on 27th& 28th January,2018

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We refer to our Circular No:2 dated 3rdFebruary,2018, and give hereunder further details of the 62nd Central Committee Meeting held at Surat.

The Business Session commenced at 4.00 p.m. on 27th January,2018, with Shri Bharat More, Treasurer, presenting the minutes of the Central Committee Meeting held at Goa on 27th& 28th August,2016. The minutes were adopted by the House unanimously.

Shri K.K.Nair, General Secretary, informed the House that there had been many changes in the Management team between our last Central Committee Meeting held at Goa and now at Surat. He further stated that a large number of officers have been recruited by the Bank through Baroda Manipal School of Banking and the number of female officers so recruited are more than the male officers particularly in States like Kerala, Karnataka, Telangana etc. The problems and issues associated with female officers are much more than those of male officers. The GS further proposed that a study on this emerging situation should be undertaken by the Association for appropriate action. The House unanimously approved this proposal and authorized the General Secretary to go ahead with the study.

With regard to Pending issues, detailed discussions took place focusing particularly on the Structured Meetings held on 22nd February, 2017 and 8th November,2017 when many issues were resolved. Some issues which are still outstanding, shall be taken up in the next meeting with the Management at BCC, Mumbai, the GS added.

The GS also apprised the details of issues pending with IBA, more particularly, those relating to Wage Revision. The House noted the developments. The GS emphasized that UFBU is making all efforts for an early Wage Revision Settlement.

With the permission of the Chair, a hand book titled “Alarming Rise in the Non-Performance Assets – A Threat to Public Sector Banks – Let us rise to the Occasion” dedicated to our General Secretary, Shri K.K.Nair and published under the guidance of Shri R.K.Chatterjee, former Secretary (Bihar, Orissa & Jharkhand Zone) and Dy. Gen. Secretary, INBOC, was released by the General Secretary. The book contains highlights on NPA, gist of various studies and views on NPAs, Asset quality Review, Legal Points etc. which will create awareness amongst the members and help them for recovery in NPA accounts.

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The General Secretary emphasized the need to conduct Structured Meetings in Regions and Zones on a regular basis in order to resolve issues at the grassroot level. GS also apprised the House the trend of reduction in clerical staff in Public Sector Banks and more particularly in our Bank, thereby putting further pressure on officers. The General Secretary advised Zonal Secretaries to take up this issue with the respective authorities in the Region/Zone and if not sorted out, send the details to him for taking up with the Corporate Office. In the discussions that followed, delegates from various Zones put forth their views on issues affecting the officers at different levels viz. Recruitment Method and Planning, Adverse Postings and Transfers, Lengthy and Time consuming reporting systems, Introduction of GEMS for evaluation, Pressure for canvassing third party products etc. GS advised them to submit comprehensive notes with details to enable him to take up with the higher authorities for solution. With this, the President adjourned the House for the day.

The Business Session commenced at 10.00 am on 28th January, 2018, by taking up the Agenda – “To Discuss, Evolve and Implement action plans for Qualitative Growth of our Bank”. Delegates from all the Zones put forward their various points in this regard viz. Strategies to increase CASA, Retail Lendings, Reduction in NPAs, Arrest slippages etc. They also brought to the notice various constraints faced by officers for appropriate solution. At this juncture, our Bank’s Managing Director and Chief Executive Officer - Shri P.S. Jayakumar joined the meeting amongst thunderous applause from the House. Shri Prem Makker, President welcomed our MD & CEO with a bouquet of flowers. Our General Secretary, thanking the MD & CEO for making it possible to attend this meeting, reported to the MD & CEO that the House is currently deliberating the Agenda “Qualitative Growth of our Bank” and requested MD & CEO to advise us special additional measures we should adopt for enhancing the business growth level of our Bank.

While expressing his pleasure to attend the 62nd Central Committee Meeting of the Association, the MD & CEO stated, amidst loud applause, that he intends to work together keeping in mind the interest of the employees. He emphasized on the good and healthy working atmosphere by relocating and renovating the branch premises. He said with anguish that 25% of the space at branches is occupied by old papers and there is an urgent need to electronically storing them. He expressed his concern over the fact that the Sales Officers, though very competent, find no time to move out of the branch for canvassing business. He pointed out that since 90% of the transactions at branches are below Rs.25,000/-, customers be encouraged to use ATM facility and services of Universal Teller could be utilized to the maximum. Further, he suggested that the customers should move to digital forms of banking transactions and the transaction time for issuance and cancellation of Fixed Deposit Receipts should also be reduced. “Manual Registers should be done away with and we must create a positive environment for the customers to encourage them to have accounts with our Bank”, our MD & CEO added. In case of complaints, he said that we should get into the level of details, identify the issues and find solutions. He urged upon the Association to encourage officers for health check up regularly to keep themselves fit. He advised officers to spare time for family also. He proposed introduction of Crèche facilities for the benefit of employees of our Bank. He proposed Insurance coverage to employees for any form of death while on duty since at present coverage for accidental death only is provided. The Central Committee lauded these announcements with loud applause.

The MD & CEO referred to the alarming issue of Staff Accountability and said that going back to five years before, should be desisted and since there is no proper credit monitoring, the accounts slip to NPAs. He informed that monitoring process is badly organized and regular processing and monitoring are required in a very systematic way. “No more show causes be issued”, he said. He advised the officers to discuss what is wrong with the customers and find out reasons to believe and remove our suspicions. He said that young officers should have aptitude for risks and should take higher risks. “There should be proper financial planning and we should invest our money accordingly” MD & CEO added. The number of employees having proper investment is less in our Bank. He insisted for use of M-invest introduced by our Bank for setting investment goals. Economic growth is around 8% and more economic growth gives scope for our growth. Bank should have its own strategies from multiple prisms. The MD & CEO further stated that “Government desires eased banking and account opening within 30 minutes in tablets has

already been introduced by us". The Bank for future be considered and we should plan, visualize and work together for that, our MD & CEO emphasized. He drew the attention towards few directions for future such as identifying the customers, digital documentation, portability of accounts, uniform lending rates, data digitization, artificial intelligence Board etc. While concluding he said that all the products of our Bank should be placed well for future of our Bank. The House greeted the MD & CEO with standing ovation.

Shri K.K.Nair, GS, thanked the MD & CEO for his Thought Provoking and highly Informative Address to the House, followed by an active interface session with delegates by the MD & CEO, initiated by he himself, which indeed was a pleasant surprise to the entire House. The session concluded with a Vote of Thanks to Shri P.S.Jayakumar, MD & CEO, Shri Pradeep Srivastava, GM & ZH, other invitees and delegates by Shri O.P.Vadhera, Secretary, Western U.P Zone.

The House reassembled after a small break and discussed on the Agenda – "Shortage of Manpower at Branches". Delegates from all Zones placed their views and suggestions on this important issue. By listening to the various speakers the House could get a real picture on the issue.

The post-lunch session commenced at 2.00 p.m. to discuss "Any other matter with the permission of the Chair." The representatives from all Zones presented various constraints/issues and proposed positive suggestions/proposals for the benefit of the officers' community and also for growth of our Bank.

Shri R.K.Chauhan, former Secretary, North Gujarat Zone, thereafter, touched upon the History of Association and appealed to the delegates for playing a positive role for welfare of officers' community. Shri R.K.Chatterjee, former Secretary, Bihar, Orissa & Jharkhand Zone, appreciated the contributions made by Shri K.K.Nair, General Secretary, for providing financial and other benefits to officers in our Bank and touched upon the various achievements made by Association under the leadership of Shri K.K.Nair. He provided to the House various data on recruitments, promotions, number of total officers etc. pertaining to our Bank and also enthused and motivated the delegates to re-dedicate and work for the cause of officers of our Bank.

The 62nd Central Committee Meeting of Association at Surat concluded with a Vote of Thanks to all dignitaries and delegates by Ms.Ritu Singh, Delegate from Bihar, Orissa & Jharkhand Zone. Thereafter Shri Prem Makker, President, declared the 62nd Central Committee Meeting as concluded at 5.00 p.m.

With greetings,

Yours sincerely,

(K.K.NAIR)
GENERAL SECRETARY

PLEASE CIRCULATE AMONGST ALL OFFICER-COLLEAGUES