

# ALL INDIA BANK OF BARODA OFFICERS' ASSOCIATION

(CENTRAL OFFICE)

Registered Under Trade Union Act. 1926 & Recognized by Bank  
(Affiliated to INTUC and INBOC)

Chairman: K.K.Nair  
President: R. K. Chatterjee  
General Secretary : Prem Kumar Makker  
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CIRCULAR TO MEMBERS 30 OF 2021

Date : 17<sup>TH</sup> Nov, 2021

Dear Members,

## RE: 65TH CCM MEETING HELD AT PUNE ON 13TH & 14TH NOVEMBER 2021

We refer to our Circular No 29 dated 08th Nov 2021 vide which we have informed you about holding the Central committee Meeting at Pune on 13<sup>th</sup> & 14<sup>th</sup> Nov 2021. The details of proceedings are as under:

The Meeting, with participation of about 225 Central Committee Members, was inaugurated by **Shri Sanjiv Chadha, Hon'ble MD&CEO of our Bank. Shri Joydeep Dutta Roy, our Executive Director** joined our MD&CEO in the Inaugural session. The inaugural session was also graced by key functionaries of Pune zone led by Shri Manish Kaura, Zonal Manager in addition to Sh. Damodaran retired ED of Bank of India former office bearer of the Association.

The session commenced by paying obeisance to Maa Sarswati with Lighting of Lamp by the dignitaries and reciting Ish-vandhana prayer. The proceedings were initiated with the welcome address by the host Zonal Secretary of Pune, Sh. Vaibhav Patil.

**Sh. Prem Kumar Makker, General Secretary** welcomed Sh. Sanjeev Chadha, MD&CEO, Sh. Joydeep Dutta Roy, ED and other dignitaries and thanked them for gracing the occasion with their esteemed presence. He profusely thanked MD&CEO for the environment of hope created during the pandemic period when Bank had gone out of way to introduce various schemes to provide help to officers and their families. **He also appreciated and thanked Shri Chadha for his intervention resulting in resolution of issues of IZT and promotion in the best interest of officers despite hurdle of court case for promotion and huge numbers involved in IZT.** He also complimented Shri Chadha for steering the Bank through tough times and bank now having posted impressive Q2 results. He greeted Sh. Joydeep Dutta Roy for becoming youngest ED of the bank and thanked him for being the architect of various innovative HR policies and practices, for which our Bank is known for in the industry.

He apprised the house that ours' is oldest officers' association in Banking industry having covered a long journey of 57 years, consistently following the golden philosophy of **'GROW WITH BANK'**. **In this process, bank has come up as "one among the top banking institutions" in the country. Our Association, carrying forward legacy of our great leader Sh.K.K. Nair has also succeeded in achieving best service conditions for the officers fraternity, maintaining AIBOBA's majority/recognised status in BOB.** He informed the house about the issues which have been brought to the notice of top Management such as **Compassionate Appointment, Staff shortage, Calling the officers on Holidays and Sundays, Overlapping campaigns, Frequent and overlapping Video Conferences and some stray cases of misbehaviour of some Executives at Regional level.**

**Sh. Sanjeev Chadha, MD & CEO, BOB** in his enlightening inaugural address **appreciated AIBOBA for an unparallel record of engagement and institution building. He said Agenda for the Bank and AIBOBA is same i.e. Growth of the Institution as well as welfare of Bank employees. He said Bank of Baroda has a different DNA as compared to other banks especially due to the spirit of service infused in its employees.**

He said he has an ambition that we should be not just the best PSB but the best Bank in the Country. He said foundation stone is already laid for this **'Bank of the Future'** which is defined by Technology. Amidst thundering applause he informed that IBA has declared our bank as best bank in technology in 2021 among all large sized banks (including Private Sector). **He said that our App "BOBWORLD", is another step towards digitalisation and today our 130 lakhs customers have already boarded this platform and are availing banking services through BOBWORLD.** He said we can't rest on laurels and embrace change which has been so immense in recent period and will be more so in coming few years. Therefore we must reinvent ourselves. He informed that Bank's initiative **"BOB NOWW"** encompasses all key departments of the Bank and is taking off.

**He further told that he looks forward to ensure with the support of Association that our bank becomes a secure, productive and supportive place for women employees who are presently about 27% and he looks forward to a day when their share become 51%.** He also said that on Ethics, he wants to redefine the Agenda of the Bank as we can't be the best without being most ethical bank. He also said that Credit department people are generally having disproportionate responsibility but it gives lots of satisfaction. He suggested that all officers must seek to work in credit department. So far their accountability is concerned, he assured that nobody who takes genuine business decisions will suffer in our Bank.

In his concluding message he said that Banks have lot of opportunities for officers in developing their skills and personality. He advised everybody to be the ambassador of change Agenda and become partners in Progress. He also advised officers to be continued Learners, keep themselves updated on environment around them, acquire new skills and keep sending valuable suggestions for the betterment of our institution.

**MD&CEO while delivering his deliberations acknowledged and appreciated the positive traits of Our Association Leadership.**

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Sh. Joydeep Dutta Roy, ED in his address recollected his long time Association with AIBOBOA in the capacity as HR In charge and told that together we have moved a lot in improving service conditions of officers and introducing Best HR policies & practices. He told that having been selected as ED at BOB has thrown much more responsibility on him to give back to the institution which has given a lot to him in his career path. He appreciated BOB work force and told that our people are best among the entire banking industry. With this talent and quality, bank wants our people to get enough opportunities to rise in the ladder. He said he will provide all support to bring out hidden potential and that will take our bank to new heights. He said that Bank will improve policies to ensure that Performers are well rewarded. He also assured for more speedy response from HR department and bring a shift from their administrative role to more proactive role. He also gave a big assurance amidst thundering applause that no officer who takes genuine business decision will suffer or victimized. He also motivated all to canvass business aggressively and overtake other peer banks.

SH.M.DAMODARAN, FORMER ED, BOI AND FORMER GM, BOB recalled his old relationship with Association and Sh. K.K. Nair. He told that all the benefits being enjoyed by officers today is because of strenuous efforts of Association. He frankly shared that he was immensely benefited on the front of knowledge and experience while working with association. He said he values most the love, blessings and prayers which he got while working for the people in his whole career.

SH. R.K.CHATTERJEE, PRESIDENT, AIBOBOA in his address whole heartedly thanked and appreciated the MD&CEO for his frankness, his vision and involvement at all level in the Bank. He shared the proactive role played by MD&CEO in releasing Compassionate appointments at the request of Association at the time he took over the reins of our bank. He congratulated Shri Joydeep Dutta Roy on taking over as ED of our Bank and wished him best of luck on behalf of entire officers' fraternity.

He raised some burning issues like, denial of leave to officers, some Executives always in speaking mode & do not believe in listening. He urged upon MD&CEO to recognize and promote in house talents. He said that the officers & Executives are over stressed and suggested the bank to have stress audit of its human resources as well. He also appealed to the top management that Bank must continue to promote Bilateralism at all tiers.

He emphasized the philosophy of "GROW WITH BANK" given by our great leader Sh. K.K Nair who always preached that we should always work for business growth of bank and our issues we will definitely get resolved from Management. The same legacy is being carried forward by the present leadership.

He also showed Association's concern on decline in market share of PSU Banks and fall in profit of BOB under core business. He assured that we as a responsible trade union will carry forward message of our top Management to officer colleagues throughout nook corner of the country and will exhort them to rise to the occasion and make significant contribution in bank's business growth.

He again thanked all dignitaries for sparing their valuable time and gracing the occasion..

Before concluding Pre-Lunch Session, our beloved MD&CEO took questions from the participants and replied to all queries of officers in a lucid manner.

Friends these were the proceedings of our Pre Lunch Inaugural session. Proceedings of other sessions on 1<sup>st</sup> day and 2<sup>nd</sup> day which were attended by Shri PV Rathi, CGM HRM, Mrs. Swapna Bandopadhyaya, GM HRM and Sh. S. K.Sinha, DGM HR will be conveyed in our next circular.

Yours sincerely,

R.K.CHATTERJEE  
PRESIDENT

PREM KUMAR MAKKER  
GENERAL SECRETARY

PLEASE CIRCULATE AMONGST ALL OFFICER COLLEGUES