

All India Bank of Baroda Officers' Association

(CENTRAL OFFICE)

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



C/o Bank of Baroda
3, Walchand Hirachand Marg,
Ballard Pier, Mumbai-400001
Email: aiboboa1964@gmail.com
Phone : 022-22512058/22618484
www.aiboboa.org

CIRCULAR TO MEMBERS No 20 of 2020

Date 01.06.2020

Dear Members,

Re: Get alert on consequences of crossing the ethical boundaries to save yourself and the bank.

[This circular is in a very different context; please appreciate the message and imbibe its spirit.]

We, as an organization, which is working incessantly for the wellbeing of its members, are extremely pained to see even the young friends getting subjected to various forms of punishment and in some cases even losing their jobs on account of serious lapses on their part while discharging their assigned responsibilities. There are almost 200 colleagues who have lost jobs in last few years. We are deeply worried on how and why our officer colleagues, with less than -5- years of service, succumb to such practices, which in the eyes of the management proves their malafide intention, which can neither be exonerated nor condoned and ultimately met with severe punishment of dismissal or compulsory retirement from service (CRS) or based on gravity of the case reduction to lower grade or reduction in time scale. You all should be aware that the Bank has a **"Zero Tolerance Policy"** on the act of dishonesty and doubtful integrity.

Friends, you will agree that as a Bank Officer, at the beginning of career itself, we are supposed to be given by the Management due exposure to understand the intricacies of routine banking operation, particularly of **Don'ts** before we are made to discharge our assigned responsibilities with due diligence and integrity. In case of any doubt or lack of clarity there are Senior colleagues, Book of Instructions, Bank Circulars and over and above the rule and regulations governing conduct of its employees in our bank i.e. Bank of Baroda Officer Employees' (conduct) Regulation 1976 and Bank of Baroda Officer Employees' (Discipline & Appeal) Regulation 1976 to guide us for the right course of action and preventing vulnerability.

Secondly, we as an officer, have got reasonable remuneration and service conditions fair enough, which we certainly deserve on getting the job after facing cut throat competitions and with high hopes and expectations from parents, family and society. But, most unfortunately, some colleagues deviate off the track and become susceptible to greed and temptation, may be sometimes out of ignorance or indulgence, and get trapped with devilish materialism / urge to acquire more wealth by taking recourse to wrong path. As a result, after removal from the service, they find themselves wandering on the street. The subsequent ignominy, humiliation, demoralization, condemnation, financial crisis and unfair treatment even at the hands of near and dear ones makes the life simply hell. You all should be aware that **Bank's system** are so structured, that it has inbuilt mechanism to detect all malafide / irregular transactions sooner or later.

We urge upon all of you to go through the attached **Annexure** on **"various unethical banking practices"** very carefully and make it a habit to discuss on the same, during formal and informal interactions with colleagues and seniors.

All India Bank of Baroda Officers' Association

(CENTRAL OFFICE)

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



C/o Bank of Baroda
3, Walchand Hirachand Marg,
Ballard Pier, Mumbai-400001
Email: aiboboa1964@gmail.com
Phone : 022-22512058/22618484
www.aiboboa.org

We are pretty sure, you will take this communication in right spirit, which will work as an eye opener for those who even think of resorting to such unethical practices. It is duty of all of us to be vigilant and whenever required we must discharge our responsibility of WHISTLE BLOWER as per bank's policy, in the greater interest of the Bank and officers community.

We urge upon the Top Management to give a serious thought to evolve such systems which takes care of increasing trend of unethical practices and consequent loss of Human Capital.

Wish you all a very safe and sound banking career.
With best wishes,

Yours Sincerely,

(Prem Kumar Makker)
GENERALSECRETARY

(R K Chatterjee)
PRESIDENT

PLEASE CIRCULATE IT AMONGST OFFICER COLLEAGUES

All India Bank of Baroda Officers' Association

(CENTRAL OFFICE)

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



C/o Bank of Baroda
3, Walchand Hirachand Marg,
Ballard Pier, Mumbai-400001
Email: aiboboa1964@gmail.com
Phone : 022-22512058/22618484
www.aiboboa.org

(ANNEXURE)

VARIOUS UNETHICAL BANKING PRACTICES

1. Debiting customers / borrowers account and crediting self/ relatives account.

Note that, unusual transactions in staff accounts is violation of the provisions of Regulation 15 (i) of Bank of Baroda Officer Employee's (Conduct) Regulation 1976. As per regulation 15 (i) "No officer shall in his individual capacity borrow or otherwise place himself or a member of his family under a pecuniary obligation to broker or a money lender or a subordinate employees of the Bank or any person, association of persons, firm, company or institution, whether incorporated or not, having dealing with the Bank."

2. Unusual cash transactions in SB / overdraft account of staff, for which not able to furnish proper justifications.
3. Debiting Profit & Loss and / or G/L account and crediting self/ relative / other account with motive of personal gains.
4. Knowingly, sanctioning loans on the basis of fake and fabricated documents; entertaining impostors and thereby exposing bank to substantial financial loss.
5. Involved in reckless financing, misappropriation / defrauding of bank funds by resorting to unscrupulous practices which are detrimental to the interest of the bank.
6. Deliberately committing serious irregularities for which bank is likely to incur substantial financial loss.
7. Using password of colleagues with malafide intention and vested interest for personal gains.

Please be aware that as per banks guidelines the officer / staff whose password is used or misused by other staff members for committing fraudulent transactions (entering / posting / verifying) will also be held responsible.

8. Misuse of lease accommodation facility by inflating the rent or false claims without availing the lease facility; fake claims on travelling expenses by submitting false / tampered hotel bills; inflated medical claims on the basis of fake /altered/fabricated bills.
9. Committing fraud through multilayered transactions for camouflaging the ultimate beneficiary, for covering up the misdeeds.
10. Engaging / entertaining middlemen for loans processing and disbursement.