

All India Bank of Baroda Officers' Association

(CENTRAL OFFICE)

Registered Under Indian Trade Unions Act, 1926 & Recognised by Bank
(Affiliated to INTUC INBOC)

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CIRCULAR TO MEMBERS NO.26 OF 2020.

7th September, 2020

Dear Members,

Re: Structured Meeting with our Bank.

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It is quite heartening to share that despite all current Covid constraints, we were able to hold our Structured Meeting with Corporate Management on 2nd September 2020, through Video Conferencing. Our Honourable MD & CEO Mr. Sanjeev Chadha, Executive Director Mr. S. L. Jain, Mr. Joydeep Dutta Roy, CGM (MD's Office, Subsidiaries & JVs), Mr. P. V. Rathi, CGM (HRM), Mr. C. M. Tripathy, Head HR Operations and Mr. Sunil K. Sinha, DGM (HRM) from Corporate Management side and President, undersigned and all the respective Zonal Secretaries from our side participated in the meeting.

In his address, MD & CEO Mr. Chadha assured to take forward progressive HR policies of the Bank and appreciated our constructive suggestions from time to time. He also appreciated the philosophy of our Association "Grow with the Bank". He assured that all reasonable suggestions and demands from the Association will be responded in a positive manner.

While evaluating the current economic scenario vis-a-vis our Bank, Mr.Chadha said that he and his team are determined to transform the challenges thrown by COVID-19 and Amalgamation into an opportunity with the support of officer community. He spoke extensively on leveraging the technology for the benefit of our customers and staff members. He was quite sensitive and expressed his concern for staff members getting exposed to Covid risk and shared that Bank is looking into ways and means to permit work from home to the maximum possible extent. He appealed to all Barodians for rebuilding and constructing a great Bank of future. He lastly stated that Bank is open to welcome new ideas and suggestions for taking it forward with the "Ethics of Public Sector and Agility of Private Sector".

Mr. S. L. Jain, Executive Director complimented all staff members for extending services to customers during the current crisis. He acknowledged that due to hard work of the employees there is growth in the last quarter in all the desired parameters. He stressed on the needs to (a) increase CASA for reducing cost of deposit, (b) enhance fee based income, (c) control expenditure, (d) promote Digital Banking and wealth management and (e) boost up recovery etc.

Mr. P. V. Rathi, our new CGM (Strategic HR), a seasoned banker, leading the HR team discussed the issues in our Agenda with open mind. He was quite positive and pragmatic in resolving many issues where we were able to convince him on its genuineness and urgency. On other issues he assured to look into and come back to us after proper assessment on the implications.

Mr. C. M. Tripathy Head (HR Ops) and Mr. S. K. Sinha DGM (HR) both were deeply involved throughout the meeting with a very positive and constructive approach to get to the core of issues and means to resolve them.

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The issues for discussion in the Agenda were collated on the basis of feed-back and inputs received from various primary members as well as our office-bearers. The salient issues are (1) House Maintenance Allowance (2) Entertainment Expenses (3) Branch Head Role perquisites (4) Club Membership (5) Improvement in Furniture Scheme (6) Regulated Working Hours (7) Check on calling officers on weekly off, Sundays and Holidays (8) Observance of Mandatory leave policy (9) Changes in guidelines regarding stay at Headquarters (10) Posting of second officer in all one man branches (11) Review of cases under sealed cover for promotion. (12) Rural/Semi urban Posting (13) Providing Security Guards at the Branches (14) Payment of TA/DA on Intra Region Transfer (15) Issues faced by officers at Gift City (16) Check off Facility for Scale IV officers (17) Transfer issues due to creation of new Zones / Regions. (18) Sufferings faced by lady officers due to denial of sabbatical leave (19) Undue delay in relieving of lady officers whose cases are considered by HO for Inter Zonal Transfer on marriage ground. (20) Calendar for various campaigns (21) Confirmation of DROs (22) Technology and operational area related issues (23) Threat of fixing staff accountability (24) Functioning of Sports club (25) Delay in sanctioning of medical bills by TPA and other cases at HRCPC. (26) Arranging more Holiday Homes.

We requested for separate meeting on Transfer Policy, Promotion Policy, GEMS, Policy for Overseas Posting and an exclusive meeting at the earliest on Inter Zonal Transfer 2020. Corporate Management Team responded positively on almost all issues details of which will be available in the minutes of the meeting within a fortnight. On Inter Zonal Transfer 2020, Bank has agreed to have a meeting between small group from Association and the Management to thrash out differences and final proposal would be placed before the MD&CEO for his decision on the matter.

Our President Mr. R. K. Chatterjee extended thanks to MD & CEO Mr. Chadha for his according approval to pending request of Compassionate Appointments and extending monetary help of Rs.50 lacs (Rs.20 lacs Insurance + Rs.30 lacs ex-gratia) for employees who succumb to Covid 19. In addition to that Mr. Chatterjee shared the two more critical issues viz. (a) HR integrations Post-amalgamation: He said we are playing our elder brotherly role to make our new colleagues comfortable with our long cherished tradition and culture. We request and expect Corporate Management HR Team to take necessary steps to get the psychological inhibitions of our new friends dissolve at the earliest to facilitate them to identify themselves as Barodians to the core. (b) Bilateralism: He urged that Bilateralism between Management and Association needs to be effectively practiced at all tiers of Management in the larger interest of all the stake holders of the Bank.

Friends, during COVID-19 Pandemic, ours is the first Structured Meeting undertaken by Management which is a very clear testimony to our strength as a majority organization and our resolve to strive continuously for betterment of officers' Service Conditions and perquisites.

We are fully aware of the ground realities and hardships that we all are facing these days due to COVID-19 pandemic. Simultaneously, we have learnt to live with Corona while discharging our assigned responsibilities.

On behalf of the Association, the undersigned acknowledged and appreciated the concern of our Honourable MD & CEO and ED to steer the Bank out of Corona crisis and assured for full co-operation to realise the best possible level of improvement in the prioritized business parameters.

We appeal to you all to strive sincerely to attain the business goals for Sept.2020 and March 2021.

Meeting concluded with vote of thanks proposed by Mr S. K. Sinha, DGM (HRM).

With Greetings,

Yours Sincerely,



(PREM KUMAR MAKKER)
GENERAL SECRETARY

PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES