



All India RRB Officers' Federation (AFFILIATED TO AIBOC)

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Circular # 84:2018

26th September 2018

All Affiliates/ Members
(Please re-circulate)

AIRRBOF MEETING WITH GENERAL MANAGER, UNITED BANK OF INDIA ON 24TH SEPTEMBER, 2018

We have received the following communication from Com. Srijan Pal, Working President which we reproduce along with Memorandum submitted to G.M.U.B.I.

With regards,

(S.K. Bhattacharjee)
GENERAL SECRETARY

QUOTE

AIRRBOF Delegation Held Discussion with Shri Vinoy Gandotra ,GM,HRM, & TRG, Industrial Relation, FI & RRBs on 24.09.2018.

A delegation of AIRRBOF comprising of Com. Srijan Kr. Pal Working President Debasish Mohapatra, Sr. Vice President Com. Biplab Nath, Sujata Biswas, DGS and Tonmoy Moitra Vice President of BGBOA held detailed discussion with G.M, UBI in his office on 24.09.2018.

Memorandum containing all issues was handed over to G.M.by our Working President.

The issues highlighted in the Memorandum were as follows:-

- 1) Recruitment
- 2) Promotion
- 3) Payment of other Benefits Part II
- 4) Pension

We discussed all the issues during discussion G.M. gave patient hearing to the issues raised by us. In regard to other Benefits he confirmed us that before Puza it will get & regarding promotion, within 2-3 day the approval will reach to concern RRBs.

Regarding pension, he assured us that after receiving the detail order from DFS UBI will extend all sorts of CO-operation for implementation.

Regarding recruitment, he replied that it will see latter on.

(2)

MEMORANDUM

Sir,

The RRBs sponsored by United Bank of India are facing acute shortage of manpower. The position is precarious, with not even the skeletal manpower according to the controversial Thorat Committee recommendations approved by Govt. of India as well as the concerned boards of RRBs.

In general, subsequent to the initial induction after establishment, the RRBs have not witnessed significant recruitment of manpower, resulting in ageing of the existing workforce. Manpower shortage is therefore more acutely felt. Since amalgamation to till date many officers and employees have also retired and if prompt remedial action is not taken immediately, normal banking activities may come to halt due to paucity of staff. Therefore, there is an urgent need for recruitment to all cadres.

To register a positive growth both in respect of business and profitability, it is imperative that a greater emphasis should be laid on improvement in customer service, NPA management and credit expansion to sustain and maintain the growth trajectory. Needless to say, the goals cannot be achieved in absence of requisite workforce. We, therefore, fail to comprehend why this home truth continues to be ignored and an apathetic inaction is studiously observed by the Sponsor Banks including United Bank of India.

Manpower planning, thereby, providing requisite staff at the branches of RRBs sponsored by United Bank of India is an absolute necessity for the smooth functioning of the branches of the said RRBs and to ensure proper implementation of different developmental programmes in the interest of rural progress and prosperity for which express purpose the RRBs were primarily set up. Banking business in the present day scenario has become primarily officer oriented. In the existing CBS environment, it is absolutely essential to post at least a minimum of two officers per branch. Even the Central Govt. has also directed opening of brick and mortar branches and providing extra manpower for these branches. So recruitment is imperative for fulfilment of the goal of the Govt.

Time-bound promotions are a universally accepted means of enhancing productivity and incentivising and motivating the workforce. The promotion rules issued by the Central Govt. are conveniently forgotten or overlooked. As a result, the officers and employees languish in the same post and cadre for decades and get demotivated and demoralized. While the rules have allowed simplification to some degree of the promotion process up to Scale V, the individual RRBs sponsored by United Bank of India have been, to say the least, tardy in the implementation. It would be pertinent to note here that we have pointed out grave anomalies in this regard also, such as placing relatively junior Scale IV officers on deputation from sponsor banks above senior Scale IV officers of RRBs. We hope that timely action would be initiated in the RRBs under your kind control to go all out for recruiting adequate staff in all cadres and to undertake promotion exercise in right earnest to keep the staff properly motivated.

(3)

Consequent upon the historic judgement of the Supreme Court of the 25th of April, 2018 regarding payment of pension benefits to the officers and employees of RRBs on a par with the benefits allowed to those in the sponsor banks, the Govt. has issued necessary directions to the Chairmen of the RRBs for implementation of the terms of the judgement. This will entail meticulous calculations and record building and if the matter is not pursued with sincere effort, the interests of individual officers and employees may be severely undermined. We would therefore expect that necessary directions will be issued to the RRBs under your kind control that adequate precautions may be observed and calculation of pension amount may be made through diligent effort.

Regarding release of other benefits as per Govt. of India's letter No.8/1/2015-RRB Dated- 20.10.2016, we understand that the matter was referred to UBI Head Office by the UBI sponsored RRBs for their concurrence and approval.

However, since then the matter has been pending at the sponsor bank level without any genuine ground, and there is the least likelihood of the issue seeing the light of the day. Legitimate benefits thus continue to be denied to the officers of the UBI sponsored RRBs. In this connection, we like to inform you that it has already been implemented in the Uco sponsored RRBs, Bank of India sponsored RRBs and SBI sponsored RRBs at par with that in the concerned sponsor banks.

UNQUOTE