

# **COMMON BOND**

## **JUNE - 2012**



# COMMON BOND

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### NO APARTHEID IN EDUCATION APEX COURT UPHOLDS RTE ACT

*Editorial*

**T**he Right of Children to Free and Compulsory Education Act 2009 (RTE) Act created a frame work for legal entitlement for all children in the age group of 6 to 14 years to provide education of good quality, based on the principles of equality and non- discrimination. The Act also makes it mandatory to reserve 25 percent class strength for neighbourhood and under privileged children and that all schools should comply with the specified infrastructure standard and quality education.

When the government is serious about implementing the scheme, there are certain vested interests in the society who are trying to scuttle the good intention of the government. The mandatory quota of 25 percent has irked many private educational establishments who have expressed a sense of discomfort if not outrage, by mingling the poor students with the rich, which is highly perverse. Certain schools have also instigated the parents to scuttle the system and accordingly many private schools had challenged the Act which came in to force from 1st April, 2010.

The Hon'ble Supreme Court has now upheld the constitutional validity of the Right to Education (RTE) Act. Accordingly all Government and unaided private schools barring unaided private minority schools will have to reserve a minimum 25 percent seats for economically backward students in their neighbourhood, without taking any fees. According to the court, the Act is 'child specific' and the right to education is a fundamental right of all children between 6 and 14 years of age.

One of the objectives of the Act is to integrate the so called government and elite school children to understand each others' social culture. If at all democracy has to survive in the country, the education level of the people has to be improved. The present enactment of the government has to be seen to achieve the above objective. It can also change our political system, as, when the people get educated they can vote for the right candidate, otherwise they will only get a government, they deserve.■

VANDE MATHARAM

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### UFBU MEETING CALLS FOR SUSTAINED STRUGGLE AGAINST INCREASING ATTACKS

#### *Text of UFBU Circular No. 9, dated 11.5.2012*

Meeting of UFBU was held today in Bangalore in AIBOC Office. Com.Milind Nadkarni (NCBE) presided over the meeting.

2. The meeting observed a minute's silence to condole the death of Com.R.N.Godbole, Founder General Secretary of AIBOC and paid rich tributes over his contributions to the cause of Bank Officers' trade union.

3. A detailed report was presented by the convenor on the current developments and challenges in the banking sector. The meeting noted that the Government was taking steps to proceed with the passage of Banking law (Amendments) Bill, whereby there would be more liberalisation and de-regulations affecting both Public Sector Banks and Private Sector Banks. Increasing the voting rights is a step towards increasing the hold of the Corporates and foreign capital over the affairs of the Banks. The amendment to keep Bank mergers outside the purview of Competition Commission of India is nothing but an agenda to facilitate merger of Banks.

4. Further, recently, the Government has given administrative instructions to close down rural branches on the plea of viability and simultaneously expanding the scope of Business Correspondents, Ultra Small Branches, etc., which are only naked attempts to hand over rural banking to Private agencies. At a time when rural branch officers and employees are already under heavy pressure of work due to various Government schemes, etc., the Government is talking of downsizing staff in rural branches. The meeting made it clear that these policies are totally unacceptable.

5. In the matter of recruitment of employees and officers in the Banks, the IBPS and Banks are keen to implement the recommendations of Khandelwal Committee, which are not in the interest of the Banking Industry or the unemployed youth who are keen to join the Bank for their employment. Hence, the meeting felt that the whole process of recruitment should be better regulated and made more transparent. The meeting also pointed out that instead of going for adequate recruitments, there is increasing outsourcing of regular jobs affecting

job security of bank employees and officers.

6. The meeting also noted that there is an increasing trend on the part of the Government to issue unilateral guidelines on various H.R issues affecting the service conditions of officers and employees without any reference to the existing bilateral settlements or discussions with the Unions/Associations. There are also various communications suggesting the implementation of Khandelwal Committee Recommendations without any discussions with the Unions/Associations.

7. The meeting was concerned to note that, on all our important pending issues like compassionate appointments, 5 days Banking, Regulated working hours, Improvement in pension regulations, Staff loans etc., the IBA and the Government have totally betrayed the hopes of UFBU, by not attending to any of these issues. There is a dead silence from IBA/Govt. on the contentious issues raised by the UFBU. On the other had, they have accelerated in imposing unilateral directions on bilateral issues.

8. Thus, a situation has emerged, where the IBA and the Government are confronting the UFBU and in this background the meeting after threadbare discussions has decided that sustained agitational programmes are warranted to meet the challenges. The meeting further noted that these are precursors to the hurdles that are likely to be created in the way of our wage revision due by the end of this year.

9. Accordingly, UFBU decided to undertake national level campaign on all these issues, attacks and challenges and build up struggle programme, culminating in 2 days strike during monsoon session of the Parliament in July, 2012.

10. Detailed Circular will be issued with the programmes to be undertaken, by our constituents.

11. In the meantime, to register our strong protest on the following imminent issues. It is decided to observe "**ALL INDIA PROTEST DAY**" on 21st May, 2012; with mass Demonstrations at all State Capitals and a Mass Rally before Parliament in Delhi on 21st May, 2012.

**WORK IS WORSHIP, DO YOUR DUTY**

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### ISSUES: Against,

- Banking Law (Amendments) Bill and other reform measures.
- Closure of Rural Branches.
- Increasing outsourcing of jobs.
- Attacks on Trade Union Rights.
- Government's Unilateral directions on HR issues etc.

12. We are confident that, you will make the "ALL INDIA PROTEST DAY" successful. Await further agitational actions. Get ready for strikes.

With warm greetings,

Yours comradely,  
Sd/-  
(G.D.NADAF)  
CONVENOR

**COM. G.D. NADAF, GENERAL SECRETARY, AIBOC AND AISBOF, CONVENOR, UFBU AND SRI. P.S. RAJGOPAL, FORMER DEPUTY GENERAL SECRETARY, CBOA AND SENIOR COUNSEL, HIGH COURT OF KARNATAKA, FELICITATED BY THE CANARA BANK OFFICERS' ASSOCIATION AT BANGALORE ON 9TH MAY, 2012.**

The Canara Bank Officers' Association had organised a felicitation programme in honour of Com. G.D. Nadaf, General Secretary AIBOC/ AISBOF, Convenor, UFBU and Com. P. S. Rajgopal, former Deputy General Secretary, CBOA, and Senior Counsel, High Court of Karnataka, at the Auditorium of Canara Bank at their Head Office at Bangalore.

Com. K.R.S. Murthy, President, CBOA, Com. M. Rasupandi, Chairman, graced the occasion. Com. A.N. Krishnamurthy, Joint General Secretary, CBOA, introduced Com. G.D. Nadaf, to the jam-packed audience. His contributions to achieve the Salary Revision for the 9th Bipartite and another option for Pension, were eulogized.

Com. Jagadish, Deputy General Secretary, CBOA, introduced Com. Rajgopal to the audience and placed on record his contributions to build CBOA on the foundation of Trade Union spirit, as Deputy General Secretary and Central Liaison officer of CBOA. He declared to the thunderous applause of the audience, that both the leaders sacrificed their prime of youth for the cause of the officers, who are now enjoying the best of service conditions in the Banking Industry. Both were honoured by the office bearers of CBOA, under the leadership of Com. K.R.S. Murthy, President, CBOA, by offering a shawl, Mysore petha a fruit bowl and a memento.

Com. G.D. Nadaf, replying to the felicitations deliberated on the adverse impact of the recommendations of Khandelwal Committee, on the

Banking Industry and the service conditions of the officers. The recommendations aim at deunionising the officers' community. Hence, AIBOC has opposed implementation of Khandelwal Committee recommendations. He deliberated on the modalities to be adopted for the 10th bipartite settlement and gave a clarion call to the officers to be in readiness to encounter the attacks of IBA/ Government combine through trade union action.

Com.P.S. Rajgopal, reminisced his tenure as Deputy General Secretary and Central Liaison Officer of CBOA, narrated as to how he became a victim of circumstances heaped on him by the management of Canara Bank. He explained in his own inimitable style the remedies available to officers in dealing with matters involving external agencies, such as CBI, CVC, and Police etc. He gave a call to the office bearers of CBOA to defend the innocent officers with all force at their command.

Com. K.R. S. Murthy, summarized the programme and paid rich tributes to both the leaders for their immense contributions for the welfare of the officers' community in the Banking Industry.

Com. N.H. Venkatesh, welcomed the guests. Com. Pushpa, G. Kumar, compered the programme and Com. R.N. Pandit, Deputy General Secretary, CBOA proposed vote of thanks. The programme was given a flying start with a melodious rendering of invocation by Com. Geetha Rama Mohan. ■

**SELF HELP IS BEST HELP**

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**COM.G.D.NADAF, GENERAL SECRETARY, AIBOC/AISBOF, CONVENOR, UFBU  
FELICITATED BY INDIAN BANK OFFICERS' ASSOCIATION (KARNATAKA)  
ON 20<sup>TH</sup> MAY, 2012 AT BANGALORE**

Indian Bank Officers' Association (Karnataka) held their Triennial conference on 20<sup>th</sup> May, 2012 at Bangalore.

Sri.T.M.Bhasin, Chairman & Managing Director, Indian Bank was the Chief Guest. Com.G.D.Nadaf, General Secretary, AIBOC/AISBOF Convenor UFBU, delivered keynote address. Addressing the delegates and observers Com.G.D.Nadaf, explained in detail the adverse implications of the Banking Law (Amendment) Bill, placed before the Parliament for its assent, and declared that the Unions/Associations of Officers/Employees numbering one million in the Banking Industry will oppose the Bill by holding demonstrations on Monday, the 21<sup>st</sup> May, 2012. "The Bill is neither in the interest of the Banks nor the common man". He also expressed opposition to implementation of the recommendations of the Khandelwal Committee, which aim at deunionisation of Bank Officers'/Employees, exploitation of the Officers community through,

recruitments on Cost-to-Company basis. He also stressed the need for introduction of 5-day week, regulated working hours for improving the quality of life of the officers. He gave a clarion call to the officers' community to stand united and encounter the challenges thrown by the IBA/Govt. combine.

Sri.J.M.Bhasin, CMD of Indian Bank stressing the need to bring down the NPAs, he urged the Employees/Officers to work towards arresting increasing NPAs. He said that bank must strive to achieve 30% growth, a business of over Rs. 5.00 lac crore, a net profit of Rs. 5000 crores and zero NPAs by 2016. As part of the programme, the Association distributed wheel chairs to physically handicapped persons identified by the Association.

Com.G.D.Nadaf, was felicitated in a warm and affectionate manner, on his laying down office on 31<sup>st</sup> May 2012. The Association also honoured past Presidents and General Secretaries of the Association. ■

### **MAY DAY THE INTERNATIONAL LABOUR DAY CALLING FOR WORKING CLASS UNITY AND SOLIDARITY**

We are observing yet another 'May Day' today, being the day of working class unity and solidarity. It is a day to remember the struggles, campaigns launched by the trade unions against the hegemony of the capitalist class, whose prime objective was to make profits through exploitation of the working class. The struggles launched against the attack of the capitalists were met with brutal offensives and many leaders, trade unionists lost their lives for the cause of the labour. It is the day to remember and pay our homage to the martyrs who laid down their lives for defending the trade union rights of the workers. Trade unions the world over have played an important role in emancipation of mankind from the clutches of the colonial rulers, the socio-economic transformation of the country. This is emphatically supported by the statement of Mr. Clarence Darrow:

"With all the faults, trade unions have done more for

humanity than any other organisation of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of race, for the development of character of men than any other association of men".

2. This sums up the immeasurable contributions made by the trade union movement all over the world. The day is a reminder to all of us, the need to stand united, the need to fight unitedly all the attempts to exploit the labour and the need to continue the struggle in a sustained manner particularly in the wake of the globalization process which is causing havoc all over the world. The market oriented policies of deregulation and liberalization have exposed even the so called strong economy of USA and the gap between the haves and have nots has been widening. The ill-advised economic policies implemented by the WTO have led to increase in poverty, joblosses, unemployment, denial of social security benefits to the working class.

**BE TRUTHFUL, BE FEARLESS**

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3. In our country, where we have opened the doors to the global operators, the process of globalization has led to wide disparities between the rich and the poor. The great paradox of globalization is that the list of billionaires from India is growing every year, against this, the number of poor people is increasing day by day. Today we have the largest number of poor in the world with 43% people living below the poverty line. The luminosity of shining India is directly proportional to the intensified exploitation of the labour, the poor and suffering India.

4. Our policy makers have turned a blind eye to the fact that the neo-liberal economic reforms trajectory, advancing imperialist globalization seeks the maximization of profits through intensified exploitation often bordering at plunder, heaping misery on the vast mass of working class, both globally and domestically. The aggravation of the incidence of poverty both absolute and relative is thus, its direct consequence. The adverse impact of these consequences could be observed in the following unpleasant developments.

5. Social Security benefits like pension, provident fund, free access to medical facilities etc, are hard won rights of the working class, secured through decades of struggle in the twentieth century. These gains are now being reversed through privatization of pension funds, provident funds and cuts in subsidies and welfare benefits. The neoliberal austerity measures being implemented across the world today specifically target the social security benefits, in order to pass on the burden of the economic crisis to the working people.

6. In India, the overwhelming majority of the 46 crore strong work force, a large number of them women, is outside the cover of any social security. The National commission for the unorganized Sector(NCEUS) estimated that 93% of the total work force was employed in the unorganized sector in 2004-2005. The situation has not improved since then as NSS 2009-10 data clearly show. This vast mass of people comprising of the informal sector workers, contractual labourers, self employed persons, agricultural workers and small peasants, are not eligible to any pension, provident fund or health rights. The pension schemes for senior citizens, widows or disabled persons are so restrictive that the bulk of these vulnerable sections

do not benefit from them.

7. The existing social security cover for the organised sector employees both in the public and private sectors is under threat. The interest rate for the employees' Provident fund has once again been slashed from 9.5% to 8.6% affecting millions of workers and employees. The PERDA Bill seeks to privatize pension funds, allow FDI in the sector and facilitate investment of pension funds in the speculative stock market.

8. Bulk of the rural poor in India is outside any social security coverage. Despite repeated demands, the Govt. has refused to enact legislation to ensure comprehensive social security for the agricultural workers who are the most exploited. The paltry budgetary allocations for the social security schemes constrain the capacity of the central and state governments to expand the coverage of social security.

9. We demand that, the government should abandon its anti-people approach and make adequate financial allocations to ensure universal coverage of minimum social security benefits comprising of:

- Old age pension above 60 years and extended benefits for senior citizens.
- Widow Pension
- Maternity benefits
- Life and accidental coverage
- Disability allowance
- A public Health System that is adequately financed and accessible to all.

10. These social security benefits should be extended to all sections of the toiling people, the informal sector workers, contractual labourers, self-employed persons, agricultural workers and small peasants.

11. We express our deep concern over the increasing contractorisation of workers in various sectors of the economy which has resulted in a manifold increase in the exploitation of workers by keeping wage cost down and denying workers their minimum rights.

12. In the name of making industries competitive and attracting investments, the Central Govt. has permitted the gross violation of the Contract Labour (Regulation and Abolition) Act 1970, by the Private and Public Sector. The Act prohibits employment of contract workers in jobs of a permanent nature but in practice

**SUCCESS COMES ONLY TO THOSE, WHO DARE AND ACT**

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this is what is happening and has become widespread not only in the manufacturing and service sectors but also in Govt. services. In the unorganized sector the practice is rampant.

13. We have been demanding amendments to the Contract Labour (Regulation and Abolition) Act 1970, to ensure regularization of contract workers in perennial nature of jobs and to end the collusion of employers and enforcement authorities so as to ensure proper implementation of the law. We have also been demanding that contract workers should be paid wages equal to that of a regular worker with other social security benefits so as to end the cruel exploitation prevalent now.

14. The Banking Sector especially the Public Sector Banks, are passing through a very rough patch of their existence. There are attempts to privatize the Public Sector banks and hand over them to the Private Corporate bodies. The Corporates are being allowed to start their own Banks. The travesty is that the Corporate bodies have been responsible for the whopping NPAs in the Public Sector Banks. Government has embarked upon a policy of disinvestment, sell out and privatization of Public Sector Banks, notwithstanding the fact that, our Banking Sector survived the onslaught of the global recession in 2008, due to the fact that the Banks were in the Public Sector and were under strict regulatory

control of the R.B.I. This needs to be stoutly protested by us.

15. The government has been making attempts to deunionise the officers through its anti-employee and anti-union stand which finds a reflection in the Khandewal Committee recommendations. The committee Report is a body blow to our collective bargaining, our wages and service conditions. The Report has cast its shadow on the impending 10th bipartite wage Revision which we have to achieve come what may.

16. Hence it is time for us to take a pledge to continue our struggles and campaign through an united action. The need of the hour is unity and solidarity of all the officers under the banner of AIBOC and fight all the ill-effects of economic reforms and ensure the emergence of India as a truly egalitarian society where workers, labourer, peasants live with self respect and dignity.

17. Let us all enliven the spirit of May day by continuing our struggles and campaigns to save the Public Sector Banks, defend our trade union rights and involve whole heartedly in the nation building process by standing upto our slogan:

***“Nation First, Institution Next and Individual Last”.***

### INTERNATIONAL WOMEN'S DAY CELEBRATION

International Women's Day was celebrated by AIBOC (Women's Wing) Delhi state, on 10th March, 2012 at registered office of the Confederation i.e. at Bank of India, Parliament street branch, New Delhi. A Health Check-up Camp was organized in collaboration with a renowned hospital of Delhi-Pushpawati Singhania Hospital, Sheikh Sarai, New Delhi. Various check-ups like blood sugar, hepatitis, blood pressure, ECG etc were arranged for. Besides, a team of competent Doctors comprising of Gynecologist, Nephrologists, Gastroenterologist and Orthopedic, were available for consultations.

Approximately 100 participants from various affiliates viz. State Bank of Mysore, Canara Bank, Dena Bank, Indian Overseas Bank, Corporation Bank and Bank of India etc., participated in the programme and

availed the opportunity of health check up. After check up, a small get together was arranged at the same venue in which State Secretary of Women's Wing Com. Ameetaa Sharma briefed and enlightened the members present about the latest developments at Confederation level. She also exhorted the members to come forward in large numbers to participate in Trade Union Activities to achieve common goals of Confederation. The message of greetings sent by Com. Harvinder Singh (Secretary, AIBOC, Delhi State) was also circulated amongst women officers on International Women's Day. He also conveyed his compliments and best wishes from Bombay through a tele-call. Com. Vaani, Canara Bank, read out SMS sent by Com. Pushpa Kumar, (Secretary AIBOC Women's wing) on the occasion of International women's Day. Com Jagdishwari, State Bank of

**NEVER BEND BEFORE THE INSOLENT MIGHT**

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Mysore also briefed about the achievement in form of Sabbatical Leave to women officers after long struggle. All the members present expressed thanks for arranging such an event at a very short notice. The meeting concluded with the resolve taken by all

present to actively associate themselves to all calls made by the leaders of their respective Federation/Confederation and work together proactively for the common cause. **The programme was overall a grand success. ■**

### **BANKS OPEN CRECHES TO GET MOTHERS BEHIND DESK, QUICKLY**

**A** creche facility inaugurated at the Head Office of United Bank of India at Kolkata recently. Increasing attrition rates and rising demand for work life balance is forcing organisations to look beyond run-of-the-mill HR interventions. While flexible working hours, alternative work arrangements, leave policies, and benefits in lieu of family care responsibilities have been a part of most company benefit programmes and compensation packages.

#### **HELPS DE-STRESS**

Some organisations are also providing child –care centers, gymnasiums and recreation facilities at the workplace to de –stress employees.

According to Ms. Seema Singh, Deputy General Manager, HR, United Bank of India, recruitments at Public Sector Banks have been on an upswing in the last 2-3 years. With the average age of employees gradually coming down, the need for such facilities will be on the rise.

“New mothers are mentally agonized to leave their babies behind with a domestic help. This affects their productivity. Having such a facility will relieve them of this stress and improve their output,” Ms Singh said. United Bank’s creches has a capacity to accommodate close to 15 children in the age bracket of 0.5 years at present. The bank has invested close to ₹10 lac in setting this facility. ■ *Source: Business Line*

### **BANKING LAW (AMENDMENT) BILL CLEARANCE BY THE UNION CABINET**

*Text of our letter No. 1367/09/12, Date: 28.04.2012, Addressed to Shri. Pranab Kumar Mukherjee, Hon’ble Minister of Finance, Government of India, NEW DELHI.*

Respected Sir,

We are surprised to note that, the Union Cabinet is reported to have cleared the amendments proposed to the Banking Law Bill, which contains several adverse features in the name of the reforms in the financial sector, with a view to pave the way for the handing over the control of the Banking Industry to the Private Sector in the days to come. We have glaring examples before us as to how the new Generation Private Sector Banks have been affecting the economic development of the country at the grass root level, by ignoring the efforts of the Government for the amelioration of the millions and millions of masses living below the poverty line. The dilution of the Government control on the Banks will adversely affect the social banking in our country.

2. The constituents of UFBU, all along have been opposing these initiatives and have protested when the Government appointed the Standing Committee to examine the draft amendment and has strongly advocated that the ownership of the Government and control over the Banking Industry should be with the Government and that the RBI should have strong regulatory mechanism, so that the Banks are able to function freely in the interest of the common man. However, we now understand that the proposed amendments are for:-

- ➔ An increase in the voting rights of an entity in a Private Bank to 26% from 10%, at present.
- ➔ An increase in the voting rights of an entity in a Nationalised Bank to 10% from the existing one per cent.
- ➔ Power to the RBI to supersede the board of a bank for up to a year if it is deemed not working in the depositors’ interests.
- ➔ Power to the RBI to ask for information from banks’ associate companies.

**SAVE PUBLIC SECTOR, SAVE INDIA**

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➡ Taking bank mergers and acquisitions out of the ambit of the CCI etc.

3. We oppose to each and every provisions proposed for the amendment of the Banking Laws (Amendment) Bill and Bank Nationalisation Bill, which will go against the interest of the country. The performance of the Public Sector Banks is demonstrated to the entire world and it withstood the impact of the US economic recession due to its intrinsic strength and strong fundamentals that allowed the economy to sustain all ill effects of the worldwide economic recession. Now the attempt of the Government to create an environment for easy take over of Public Sector Banks by Private Sector, the free for all provisions enabling merger without any control by CCI and RBI etc., are bound to affect the interest of the Banking Industry which has served the nation in a remarkable way for over 40 years ever since the

Nationalisation of the Banks by the Government and supported by the SBI group as a whole.

4. We therefore urge upon you to kindly ensure that the amendments proposed by the Government are not pushed through in the Parliament in the interest of the nation. We are confident that the issue will be taken up seriously, to avert any agitation by the constituents of the United Forum of Bank Unions, that represents the entire banking industry having solid support of over one million employees, in the country.

5. Please treat the matter as urgent.

Thanking you sir,

Yours faithfully,  
Sd/-  
(G.D.NADAF)  
CONVENOR

### 8TH TRIENNIAL NATIONAL CONFERENCE OF AIPSBOF HELD AT COIMBATORE

The 8th Triennial Conference of the All India Private Sector Bank Officers Federation was held at "Maharajothi Mahal" in Sri. Ayyappa Pooja Sangam, Ramnagar, Coimbatore on Saturday, the 21st April, 2012.

2. The entire venue, exquisitely decorated was filled with the enthusiastic comrades even before the commencement of the meeting.

3. The conference commenced with the prayer of Tamil Thai Vazthu, after paying a silent prayer for the departed souls of Com. R.N. Godbole, former General Secretary of AIBOC and AISBOF and Com. Varadarajan, Ex. Member of Tamil Nadu Legislative Assembly.

4. The conference was preceded by a Press Conference conducted by Com. G.D. Nadaf, General Secretary, AIBOC/ AISBOF, Com. K. Ananda Kumar, President, Com. P.V. Mathew, General Secretary of AIPSBOF and Com. T.R. Bhat, former President of AIPSBOF.

5. Com. G.D. Nadaf, General Secretary, AIBOC / AISBOF briefed the press about the problems being faced by the old generation private sector banks and also the ill effects of the proposed banking reforms

like FDI, removal of cap on voting rights etc., and the discriminated treatment by the Government, between New and Old generation of Private Sector Banks etc.

6. Com. K. Ananda Kumar and Com. P.V. Mathew, President and General Secretary, opposed the New Licensing Policy of the Government of India in allowing Corporate houses to open new banks and the adverse effects of huge foreign capital already pumped in to the system, which will effect the old generation private sector banks in the long run.

7. Com. P.V. Mathew, General Secretary, in his welcome address during the inaugural session of the conference, recalled the formation of sectoral Federations and narrated the activities of AIPSBOF. He also recalled the heroic battle by the comrades of Dhanalakshmi Bank Officers' Organisation and support given by the AIPSBOF and the Kerala Unit of AIBOC and their leadership. He also narrated the struggle of the Catholic Syrian Banks Officers' Association, in fighting against the move of the management in recruitment of officers on CTC basis and stalling their move.

8. Com. K. Ananda Kumar, President of AIPSBOF, in his Presidential address recalled the heroic struggle

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of the Dhanalakshmi Bank Officers Organisation and sufferings undergone by Com. P.V. Mohanan, an General Secretary and Com. Vijaya Anantha Krishnan, President and their whirlwind tour all over India to mobilize support from various affiliates. He also recalled the contribution made by the past Presidents, including Com. Patki, Com. T.R Bhat and other leaders in strengthening the organisation.

9. Com. P.R. Natarajan, Hon'ble Member of Parliament in his inaugural address narrated the bad state of affairs of Indian economy, and the contribution of Communist party of India, Marxist, to safe guard the Bank men in particular and the Banking industry in general. He lauded the AIBOC for saving the Banking Industry. If at all the Indian economy is strong and withstood the presence of inflation and global meltdown, it is because of strong fundamental of the Indian Banking Sector. He was also very empathetic about the nationalisation of the old generation private sector banks or merger with nationalised banks.

10. Com. G. D. Nadaf, General Secretary, AIBOC / AISBOF in his key note address, congratulated the Dhanalakshmi Bank Officers' Organisation, under the leadership of Com. P.V. Mohanan, General Secretary and Com. Vijaya Anathakrishnan, President, who won the management onslaughts. He enlightened the audience the cause and conviction with which the DBOO officers successfully faught with the management. He had also briefed the challenges ahead and cautioned that the path is not smooth. He also spoke on the issues to be tackled

during ensuing bipartite settlement. Clinching of five days a week, regulated working hours for officers and parity of pay and pension with Central Government employees is going to be a challenge ahead, he said.

11. Com. P. Vijayasenan, President, AIBOC Tamilnadu State Unit, who felicitated the function, congratulated the comrades of DBOO for their heroic struggle and success. He also narrated the support given by the AIBOC. Kerala State Committee to the DBOO comrades and praised the KVBOA and FBOA for their involvement in conducting educational institutions.

12. Com. V. Chidambarakumar, Vice President, AIPSBOF congratulated the DBOO comrades who have given hope to the Bank officers' movement. He also read the message sent by Com. P.K. Sarkar, President AIBOC who could not attend the function.

13. Com. R. Subramanian, Vice President of AIPSBOF proposed the vote of thanks.

14. During inaugural session after adopting the General Secretary's report and passing of resolutions, following Office-bearers were elected unopposed.

1. Com. K.Anandakumar	President
2. Com. P. V. Mohanan	Vice President
3. Com. R.Subramanian	General Secretary
4. Com. George D Pallan	Treasurer

and other office bearers of committee members.

15. **Common Bond** Congratulate the newly elected team and wish them all the best. We also compliment leaders of the AIPSBOF for success of the conference. ■

### GUIDELINES FOR PROMOTION IN PUBLIC SECTOR BANKS

**T**he Government of India had issued guidelines on promotions, requirements of minimum experience, mandatory rural/semi-urban service etc.

2. The guidelines earlier had inter alia suggested that minimum of marks in APAR for each year of service should be 75%. Though we had suggested that the total of 225 marks in three years out of the previous four years marks should be considered for the purpose of eligibility for promotion, subsequently we came to know that in some of the Banks the average marks per year obtained by the candidates was in the range of 50 to 60% and the

number of candidates in some Banks are very less. Hence, we have made a suggestion to the Government to extend relaxation in this area and reduce the marks to 50% or 60%.

3. We are glad to inform that, Government has accepted our suggestion and the requirement of minimum 75% marks is relaxed to 60% marks in APAR in each year. The relaxation is subject to the condition that the candidates for scale promotions should pass an examination conducted by IPBS.

4. We are also happy to inform you that the condition

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of not granting the benefit of relaxation in minimum experience of two successive levels of promotions in Scale - III and above stands withdrawn.

5. The relaxations are permitted as a one-time measure for the promotion process for the year 2012 -13.

The relaxations are permitted due to our relentless efforts and this should meet the hopes and aspirations of the officers in the Banking Industry.

6. We reproduce here below the revised Govt. guidelines, for your information.

"(i) The Zone of considerations for promotion should be generally 3 times the number of anticipated vacancies. However, incase these many officers are not available; the zone of consideration shall be atleast two times the number of likely vacancies. For this purpose, the Board of Directors of the Bank may further relax minimum eligibility in length of service by upto six months over and above one year already provided in the guidelines dated 14.03.2012. The relaxation beyond one year in eligibility shall be granted only to the extent that officers at two times the number of vacancies become eligible.

(ii) Vacant positions must be filled subject to the suitability of officers within the zone of consideration as per the Guidelines.

(iii) All officers who are eligible on the cut-off

date of experience requirement would be included in the zone of consideration.

(iv) The officers against whom disciplinary proceedings are in process would be considered in addition to the requirement of zone of consideration as mentioned at (i) above and the recommendations in respect of such officers shall be kept in sealed cover.

(v) The requirement of minimum 75% marks in APAR in each of the year under consideration would be relaxed to the extend of 60% marks APAR in each year for only those scales where passing of an examination by IBPS is mandatory for promotion.

(vi) The condition of not granting the benefit of relaxation in minimum experience at two successive levels of promotions in Scale – III and above, as prescribed at Para 5 (iv) of the guidelines dated 14.04.2012 stands withdrawn.

(vii) The provisions regarding reservations/ concessions, etc., in respect of promotion of SC/ST employees and any other category of employees be followed as per the extant Guidelines in the matter."

7. All the affiliates/members may take note of the revised guidelines. ■

### APAR FORMATS FOR OFFICERS OF PUBLIC SECTOR BANKS.

**Text of the letter No. 1452/97/12, Date: 27.04.2012, Addressed to Sri. D.K. Mittal, Secretary, Department of Financial Services, Ministry of Finance, Government of India Jeevandeep, III Floor, Parliament Street, New Delhi -110 001**

**Respected Sir,**

We invite your kind attention to Government of India, Ministry of Finance, Department of Financial Services letter F.No.9/5/2009-IR dated 23.03.2012 on APAR Formats for officers of Public Sector Banks.

2. One of the items to be highlighted by the appraisee, along with outstanding achievements, during the year under review is, details of his/her participation in strike /agitation called by Union / Association during the period under review.

3. We feel that, inclusion of details of participation in strike /agitation called by Union /Association, in self appraisal of the candidate conveys a wrong message that, notwithstanding the outstanding achievements, he/she may be deprived of the legitimate promotion on account of joining in the agitational programme.

**LET NOBLE THOUGHTS COME TO US FROM EVERYWHERE**

# COMMON BOND

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This may lead to deunionisation of officers, which will be against the constitutional provision on fundamental rights granted to every citizen to form Union and Association.

4. The management is supposed to maintain details of strike participation of every employee / officer. The participation in agitation /strike by an official as a member of the Union / Association, as a collective action, should not be criteria for suitability to promotion. Under the provision of 'no pay for no work', salary and allowances of employee /officer concerned, would have

been deducted for the strike observed by them.

5. Hence, we request your good self to arrange to remove the relevant clause on strike /agitation from the Self Appraisal format in Annual Performance Review and to advise the Banks accordingly.

With greetings

Yours faithfully  
Sd/-  
(G.D.NADAF)  
GENERAL SECRETARY

### **BANK EMPLOYEES' PENSION REGULATIONS 1995 PAYMENT OF PENSION FOR COMPULSORILY RETIRED EMPLOYEES AND PAYMENT OF COMPASSIONATE ALLOWANCE FOR DISMISSED AND REMOVED EMPLOYEES.**

**Text of our letter No.1452/103/12, Dated 04.05.2012, Addressed to, The Chairman, The Indian Banks' Association, World Trade Centre Complex, Centre 1, 6th Floor, Cuffe Parade, MUMBAI - 400 005.**

Dear Sir,

We wish to bring to your kind notice the fact that originally the Pension Regulations were made effective from 01.01.1986, but the Compulsory Retirement Pension (Regulations No.33), Compassionate Allowance (Regulation 31), Invalid Pension (Regulation 30) and Pension on Voluntary Retirement (Regulation 29) were made applicable only from 01.11.1993. As this created an anomalous situation for the officers who had retired prior to the above Regulations, approached the Court of law and had sought legal remedies and got relief from 01.11.1993. But the officers who retired under Voluntary Retirement Scheme, compulsorily retired officers and also officers who were dismissed /removed from service were not given the pensionary benefits from 01.01.1986.

2. Some of the aggrieved officers of Punjab National Bank and United Bank of India who were compulsorily retired or dismissed /removed from the service had filed writ petitions against the Banks, who had refused to consider pensionary benefit or compassionate allowance as the case may be, from 01.01.1986. Relief was given by the Supreme Court of India to

compulsorily retired employees as per W.A. No.2768 of 2002 of Madras High Court in the case of Sri. C.P. Krishnaswamy Vs. Punjab National Bank and Dismissed employees as per C.A. No.2729 of 2006 in the case of United Bank of India Vs Prasanna Kumar Roy and others. The relief given by the Apex Court of the country is w.e.f 01.01.1986.

3. The basic grounds relied upon by the Court in ordering the eligibility date as 01.01.1986, rejecting the differential out off date of 01.11.1993 for Compulsory Retirement Pension was that the cut off date viz 01.11.1993 was held arbitrary, discriminatory and violative, of Article 14 and 16 of the constitution of India. As a consequence, the grounds are applicable for cases involving dismissals who are eligible for compassionate allowances also.

4. We have enclosed a copy of the judgment in the above case for your reference and perusal. We request you to implement the orders of the Supreme Court by instructing all the Banks suitably.

5. Please expedite and render justice to the aggrieved officers.

Thanking you

Yours faithfully,  
Sd/-  
(G.D.NADAF)  
GENERAL SECRETARY

**KNOWLEDGE IS POWER**

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## JUNE - 2012

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### DEARNNESS ALLOWANCE

The Index Numbers for the quarter ended March 2012 are as under:

MONTH & YEAR	INDEX AS PER 2001 SERIES	CONVERSION FACTOR	INDEX AS PER 1960 SERIES
Jan 2012	198	4.63 x 4.93	4519.52
Feb 2012	199	4.63 x 4.93	4542.35
March 2012	201	4.63 x 4.93	4588.00
Total			13649.87
Average = 13649.87/3			4549.96
Difference in excess of 2836 points			1713.96
D.A.paid for the previous quarter on (i.e. 420x4)			1680.00
Difference			33.96
Increase in number of Slabs = 33.95/4 =			8.49

Accordingly, Dearness Allowance is payable to Officers on 428 (i.e. 420+8) slabs with effect from 01-05-2012 as against 420 slabs for the previous quarter. The rates worked out are as per the industry level scales upto Scale VII including SBI.

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