

ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)
6th Floor, E-Block, SamriddhiBhavan, 1, Strand Road, Kolkata -700 001
c/o State Bank of India Officers' Association (Bengal Circle)
Phone: 2210-1234, Fax: (033) 2210-2210



e-mail: aiboc.sectt@gmail.com
soumyadatta.aiboc@gmail.com
website: www.aiboc.org
[@aiboc_in](https://twitter.com/aiboc_in)

Circular No. 2021/03

Date: 19.01.2021

To All Affiliates (Please Circulate)

Dear Comrade,

Meeting with IBA – Committee on Staff Accountability

We reproduce below the text of the joint circular from Four Officers' Organisations on the captioned subject.

With greetings,

(Soumya Datta)
General Secretary

ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)
ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)
INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)
NATIONAL ORGANIZATION OF BANK OFFICERS (NOBO)

Date: 18.01.2021

To All Affiliates of AIBOC/AIBOA/INBOC/NOBO

Dear Comrades,

MEETING WITH IBA – COMMITTEE ON STAFF ACCOUNTABILITY- 18TH JAN 2021

As you are aware that keeping in view fast-changing environment particularly of the technology-driven banking, the four officers' organisations sincerely felt the urgent need of providing a transparent and codified safety net in the form of Uniform Accountability policy, which assumes profound significance. Accordingly, the minutes on supplementary issues were inked on 4th Jan 2021 at Mumbai with IBA by the officers' organisations. In pursuance of the understanding, a committee was appointed under the chairmanship of Shri **Matam Venkata Rao, ED, Canara Bank** along with the members viz. **Shri A K Rath, CVO, SBI; Shri A B Viyakumar CVO, IOB; Shri L V R Prasad, CGM (HR) Canara Bank; Shri Sowrappa K, GM Vigilance SBI; Shri Shailendra Kumar Awasthi, AGM, Bank of Baroda; and Shri Rakesh Chopra, Advisor IBA.**

2. The first meeting was held through Video Conference today, in which, apart from the committee members mentioned hereinabove, **Shri Gopal Murali Bhagat Dy CEO IBA and Shri S K Kakkar, Sr Advisor IBA**, participated. General Secretaries of the four officers' organisations and President, AIBOC were engaged in the meaningful exchange of concerns with the committee.

3. The Chairman of the Committee, while unfolding the approach of the committee, stated that based on the Accountability policies of all banks, some gaps were observed viz. **The approach on Credit expansion, NPAs, Non-recoverability of the loans, lapses if existed already, the remedy available, at what point we have slipped to notice the loan accounts, post-mortem to fix the responsibility, gaps in the investigation, classification on vigilance and non-vigilance by Vigilance department and fixing the responsibilities in Consortium-Accounts by a common investigating team.**

4. Responding to the initial observations made by Chairman, the representatives appreciated the expeditiousness with which the exercise has been initiated with a target date to finalise the report. Incidentally, our presentation to IBA covers the issues in three parts i.e. technology-dominated work situation, Non-credit areas and credit areas besides the need to arrive at clarity on Vigilance matters and also discipline and appeal regulations, the business decisions taken are viewed with vigilance angle without required clarity, evaluation variance of loan sanction by the Branch and at Regional and Zonal through committee approach, more than one disciplinary authority involved in D.A.Cases, sharing of password at Single officer Branches, pressure from controllers to achieve unreasonable targets were some of the constraints faced by the

officers in the field. It was presented that the role of service providers –legal, technical, concurrent audit of banking operations as well risk-based audit etc. are to be also examined with a safety clause to secure the interest of the Bank. With lopsided staff provided to deal with Advances portfolio and also pressure exerted to submit compliance report need to be examined seriously.

5. It was expressed by the members, while the issues are raised, it is expected of the representatives to provide solutions and alternatives to the problems faced by the Banks. On our part, we have reiterated that as accountability results into the initiation of the enquiries, there is a need to have a threadbare discussion on Discipline and Appeal Regulations too, as the same is to be dealt by the committee as per the minutes signed by us with IBA.

6. The wealth of information exchanged during the 75 minutes from 5.00 p.m, is certainly a right step forward in achieving a uniform accountability policy in Public Sector Banks.

With greetings,

Yours sincerely,

**Sd/-
(Sunil Kumar)
President
AIBOC**

**Sd/-
(Soumya Datta)
General Secretary
AIBOC**

**Sd/-
(Nagarajan S)
General Secretary
AIBOA**

**Sd/-
(Prem Kumar Makker)
General Secretary
INBOC**

**Sd/-
(Viraj Tikekar)
General Secretary
NOBO**