

ALL INDIA BANK OFFICERS' CONFEDERATION



(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)
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Circular No. 2021/ 61

Date: 24.08.2021

To All Affiliates (Please Circulate)

Dear Comrade,

AIBOC writes to MD & CEO, PNB on Long Pending Operational and HR Issues Raised by our Affiliate – AIPNBOA

We reproduce below the text of the communique send to the MD & CEO, Punjab National Bank, contents of which is self-explicit. We urge upon all our affiliates to extend all out support to our affiliate AIPNBOA in their agitation.

With revolutionary greetings,

Yours Comradely,

(Soumya Datta)
General Secretary

Text of the Letter No. AIBOC/2021/26 dated 23.08.2021

The Managing Director & CEO
Punjab National Bank
Plot No 4, Sector -10, Dwarka
New Delhi -110075

Dear Sir,

Long Pending Operational and HR Issues Raised by our Affiliate -AIPNBOA

Greetings from **All Indian Bank Officers' Confederation (AIBOC)**, the apex supervisory trade union of bank officers of banking industry in the country.

2.We and our affiliates always firmly believe in participative management which allows for innovation and knowledge sharing, empowering the officers' fraternity with increase in efficiency and productivity, improved morale and job satisfaction, greater focus on management of self, reduced number of

grievances, and quick and effective resolution of dispute, better relationship between the management and the officers, a harmonious working environment for the interest of all the stake holders and maintaining sustainable growth for the bank.

3. We are constrained to draw your kind attention to the fact that **All India Punjab National Bank Officers' Association (AIPNBOA)**, our affiliate had raised several operational and HR related issues to the management since long and resolution of which are very important from the point of view of smooth functioning of the bank and achieving sustained business growth and maintaining harmonious relationship. Unfortunately, it has elicited no response from the part of the management despite sustained follow-up and reminders. Going by the changed environment in the post-merger scenario in the covid-19 induced economic crisis across the world, the issues as indicated below need proper and timely resolution for the benefit of all and the country as well. The situation demands that management should rise to the occasion.

4. The operational issues flagged up by our affiliate encompass cogent suggestions regarding rationalizing the organizational structures (verticals), fewer monitoring authorities for ease of work, acquiring and retaining customers/regaining business gone to competitors, creation of Circles without augmenting staff strength thereby worsening the inadequacy of human resources, harmonizing technology platform upon merger and training the officers to handle them etc. The other critical area flagged is the blending of officers in post-merger scenario to enable officers to get acquainted with the systems and procedures. This will enable the officers to understand the culture, work process and results in work-environment-harmony. Sooner it happens, better for the officers as well as the Bank.

5. Our affiliate has also raised other operational issues – like mounting pressure; multiple commands, impractical/un-implementable instructions and the consequences of the same; the self-centric attitude of various departments within the bank, creating misplaced pressure confusing the officers in prioritizing their work.

6. We also understand that our affiliate has raised HR issues like - constraining to work beyond reasonable hours, non-implementation of best of 3 policy, restricting officers to complete EOD even when there was connectivity problems throughout the day forcing them to work till late hours; calling them to work on holidays and Sunday badly affecting work life balance; rejected compassionate appointments, Medical Aid, Re-designation of officers as Deputy Manager, Inter Circle Transfers, Special concession/incentives to officers working in Kashmir Valley, violation in conduct of disciplinary matters, improvement in lodging, lease accommodation and fixed conveyance, corrections to Performance Management System, abusive/threatening language used etc.

7. It should be imperative to note that these have far reaching effect on the working environment, the social and familial life of officers, and ultimately on the business of the bank.

8. Aggrieved by the apathy towards the issues raised, our Affiliate - AIPNBOA have been constrained to tread the path of agitation, detailing their action programs, including 48 hours of strike. We urge upon you to engage with our Affiliate immediately to resolve the issues. You will appreciate that peaceful and supportive working environment only can bring best out of personnel and this is in the interest of all stake holders.

9. As apex organization, we express our solidarity and support to our affiliate in realizing their substantiated demands/issues and urge upon you to take immediate steps to resolve the issues to avert organizational action else the entire responsibility will devolve on the PNB Management.

Sd/-
(Soumya Datta)
General Secretary