

ALL INDIA BANK OFFICERS' CONFEDERATION



(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)
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Circular No. 2021/ 69

Date: 21.09.2021

To All Affiliates (Please Circulate)

Dear Comrade,

AIBOC WRITES TO MD&CEO, CSB BANK LTD. ON HR ISSUES

We reproduce below the text of the Letter No. AIBOC/2021/27 dated 21.09.2021 addressed to the MD&CEO, CSB Bank Ltd. on the iniquitous suspension of 10 officers for your information. Copy of the communique has also been sent to the Governor, Reserve Bank of India and Regional Office at Thiruvananthapuram, the Secretary, DFS, New Delhi and the SEBI (Securities and Exchange Board of India)..

Long Live United Struggle.

#BankBachaoDeshBachao

With revolutionary greetings,

Yours Comradely,

(Soumya Datta)
General Secretary

Text of AIBOC Letter No. AIBOC/2021/27 dated 21.09.2021

The MD & CEO
CSB Bank Ltd
Head Office
Thrissur

Dear Sir,

HR Issues: Iniquitous Suspension of 10 officers of CSB Bank

It came to our notice that ten officers of the Bank have been suspended from the service on 14/09/2021 with the allegation "you have committed acts of gross misconduct in connection with failure/refusal to operate ATM cash replenishment only with digital/online combination (OTC) locks as per RBI guidelines."

02. We also came across the standard operating procedure (SOP) issued by the CSB Bank regarding the OTC system for opening of ATM vaults, which insists that " Each custodian has to generate unique One-Time-Combination (OTC) code through OTC App installed on their mobile phones in the geolocation tagged with the ATM."

03. We would like to draw your attention the relevant RBI Circular in the matter vide letter (RBI/2018-19/214 dated June 14, 2019, titled 'security measures for ATM,' which, inter alia, states that "(a) All ATMs shall be operated for cash replenishment only with digital One Time Combination (OTC) locks". While the RBI letter is conspicuously silent regarding any directive to download a mobile app on the personal mobile handset of the officers, it is surprising that the Management of CSB Bank Ltd. issued an order that a mobile app has to be installed in the personal mobile phone of the officers of CSB Bank Ltd. Incidentally, mobile handsets are not provided by the bank to the officers for official use.

04. We feel that the act of suspension on the flimsy ground that the officers did not download the mobile app in their personal handsets is a travesty of justice and smacks of authoritarian and personal bias against the members of our affiliate CSBOA. The suspension order is thus apprehended to be illegal, unjustified, improper, gross misconduct on the part of the Management and is an act of encroachment of personal liberty. It is pertinent to mention that the Hon'ble Supreme Court, in the case of Puttuswamy v. Union of India on August 24, 2017, has delivered that "the right to privacy is a fundamental right protected under Part III of the Constitution of India."

05. The entire issue has created deep angst and resentment across the banking fraternity. It is likely to snowball into a major IR issue in the banking industry for which the CSB management will be held squarely responsible. AIBOC excoriates such a retrograde and iniquitous act of the CSB management. If the said suspensions are not revoked forthwith, AIBOC will be compelled to launch a country-wide agitation against the 'misdeeds' of the CSB management.

Yours sincerely,

Sd/-
(Soumya Datta)
General Secretary