



ALL INDIA BANK OFFICERS' CONFEDERATION



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

C/o State Bank of India Officers' Association (North-Eastern Circle)

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To All Affiliates (Please Circulate)

EMPOWERING DEFENCE REPRESENTATIVES THROUGH KNOWLEDGE & TRAINING

The All-India State Bank Officers Federation (**AISBOF**), has over the last six decades been playing a pivotal role in structuring the Disciplinary matters in the Banking industry through the IBA. The National Academy of Trade Union Research and Education (**NATURE**), set up as a wing of AISBOF, since its inception in 1991, has conducted more than 180 programmes in Disciplinary matters for the affiliates of AIBOC across the length and breadth of the country and has been extending an yeomen support for the cause. Trained defence representatives, not only induce a sense of confidence in the psyche of the memberships but also bolsters the image of the organization by equipping themselves with knowledge, so often we call it, the power.

It is alarming to note that off-late, many Disciplinary Authorities across the banks has been inconsistent, and awarding biased, preconceived and disproportionate punishments causing dent in the morale quotient of the officers. It is also a matter of concern to note that at times our Defence Representatives are falling short in providing appropriate argument and failing to counter the onslaughts unleashed for want of adequate knowledge and are falling flat in terms of arguments. It is needless to mention that not only the Defence Representatives, but it is imperative for all the office bearers to be equipped with knowledge and keep themselves updated on Disciplinary matters. Many of our affiliates may not be in a position to conduct training program for Defence representatives independently, due to lack of numbers, cost involvement or for want of adequate infrastructure.

In view of the above, it has been decided that the AISBOF, through **NATURE** would be conducting training programmes for Defence Representatives on a regular basis at its training center at Bangalore. Such programs will be conducted in batches and shall be open for participants across the bank nominated by their respective affiliates. Each affiliate may depute five of its office bearers for each of the programs. A cross section of candidates from different banks/affiliates will thus get the opportunity to freely exchange ideas and promote healthy discussions on the various issues connecting to Disciplinary Proceedings.

The estimated cost worked out per candidate would be approximately Rs.8000/- They would be provided with accommodation (twin sharing basis) in a hotel, food (breakfast, lunch, tea/coffee, snacks) along with training materials, books and other infrastructure. The travel cost has to be borne by the respective affiliates. The exact date of each programme will be intimated in due course.

Let us join hands to strengthen the roots of the organisation through continuous updation of knowledge and ongoing pursuit for excellence.

March on comrades, march on.....

With revolutionary greetings,

Comradely Yours,



Rupam Roy
General Secretary