REPORT OF THE GENERAL SECRETARY
TO
11th ALL INDIA CONFERENCE HELD ON
16th AUGUST, 2015 AT HYDERABAD

Dear Comrades,

I am very happy to extend warm welcome to all of you who came from different parts of the country to this historic All India Conference of our All India Andhra Bank Officers’ Federation which is being held at Hyderabad. I wish that the deliberations and discussions that are going to take place will enhance the prestige and further strengthening of our organization to cater the needs and aspirations of our officers’ community in our Bank.

We are meeting after two years eight months since our All India Conference held on 16th & 17th December, 2012 at Hyderabad. Several developments have taken place during this period under review at International, National level and so many developments at economy, trade union movement particularly banking sector. We have faced many struggles at industrial level and at bank level during this period. I want to place all the developments in a nutshell on behalf of our Executive Committee.

HOMAGE

Before going into the details of the Report, we have a sacred duty of remembering and paying homage to all those personalities who made our lives comfortable through their valuable contributions to the society, but are not in our midst today.

HOMAGE TO DR. A.P.J. ABDUL KALAM:

Former Indian President Avul Pakir Jainulabdeen (APJ) Abdul Kalam passed away on 27 July 2015 following his collapse during a lecture in the Indian Institute of Management, Shillong. He was 83 years and died literally on his self imposed duty to enlighten the students.

He was the most revered, lovable person and till the date of his exit remained a youth icon who was childlike in the midst of children and manlike in the company of men!

Considered as the People’s President, Dr Kalam became the 11th President of the country and occupied the post between 2002 and 2007 during the NDA government headed Atal Bihari Vajpayee. After relinquishing the charge of President of India, he relentlessly taught science to the youth of India.

It is his desire that India should become a militarily strong and formidable country in the world as he believed that it is from such a position of strength only we can monitor the peace in the world! It is thus no wonder that he is involved in the development of several defense projects and also considered as the missile man of India on a mission for peace!

Kalam was one of India’s most eminent scientists and had the unique distinction of receiving honorary doctorates from 30 universities and institutions.

About Avul Pakir Jainulabdeen Abdul Kalam

- Born on 15 October 1931 at Rameswaram in Tamil Nadu, APJ Abdul Kalam went on to become Aeronautical Engineer from Madras Institute of Technology, Chennai.
After graduating in 1960, he joined DRDO as a scientist. He started his career by designing a small helicopter for the Indian Army.

In 1969, Kalam was transferred to ISRO, where he was project director of India's first indigenous Satellite Launch Vehicle (SLV-III).

He also served as the Chief Scientific Adviser to then Prime Minister and as the secretary of the DRDO from July 1992 to December 1999.

He has been awarded with the coveted civilian awards including Padma Bhusan (1981) and Padma Vibhushan (1990) and the highest civilian award Bharat Ratna (1997).

Kalam authored numerous inspirational books including India 2020, Wings Of Fire and Ignited Minds.

Let the patriotic and noble soul rest in eternal peace.

It may be difficult to list out all those names but we wish to make reference to some of the well-known and important personalities as detailed below:

S/Sri

1. Bal Thackrey, Shivsena Supremo,
2. Justice V.R. Krishna Iyer– A distinguished judge of the Supreme Court of India
3. Justice J.S. Verma – Former Chief Justice, Supreme Court of India,
4. B.K.S. Iyengar, the legendary yoga Guru,
5. U.R. Ananthamurthy, Gynapita Awardee & renowned Kannada writer,
6. V.K. Murthy – Dada Saheb Phalke Awardee,
7. Lalguni Jayaraman, Renowned Violinist,
8. U. Srinivas, renowned Mandolin player,
9. Nedunuri Krishnamurthy – Veteran Carnatic Vocalist,
10. Rudra Krishna Srikantan – Carnatic Music Vocalist,
11. R.K. Laxman – Eminent cartoonist,
12. Khushwant Singh – The renowned author and journalist,
14. Vidya Charan Shukla – Former Union Cabinet Minister,
15. Mohammed Fazal, former Governor of Goa & Maharashtra,
16. Arun Nehru – Former Union Minister,
17. Bhuvanesh Chaturvedi – Former Union Minister,
18. Shankantula Devi, Known for her mathematical prowess,
19. Rajni Kothari – a political scientist,
20. Zohra Sehgal, Veteran actress,
21. Smita Talwarkar, Actress,
22. Sadashiv Amrapurkar – Bollywood Actor,
23. Ravi Chopra – Veteran filmmaker,
24. Deven Verma – Veteran Indian film and television actor,
25. Kailasam Balachander – famous Cine director,
26. Rajesh Khanna – Veteran Actor,
27. Suchitra Sen – Famous Bengali Actress,
28. Prabodh Chandra Dey (Mannadey) – famous play back singer,
29. Rituparno Ghosh – National Award winner filmmaker,
30. K. Raghavan – Noted Malayalam Music Composer,
31. Dr. Ravuri Bharadwaja – Eminent Telugu Writer,
32. Phillip Hughes – Australian Cricketer,
33. Norman Gordan – South African fast bowler,
34. Nelson Mandela, former President, South Africa,
35. Seamus Heaney – One of the World’s best known poets,
36. Hugo Chavez – President of Venezuela,
37. Eduard Shevardnadze – Ex-President of Georgia,
38. Russi Mody – A Padma Bhushan Awardee and Management Guru,
39. Richard Attenborough, the maker of famous movie – Gandhi,
40. Ariel Sharon – Israel’s former Prime Minister,
41. Adolfo Suarez – The first elected Prime Minister of Spain,
42. N. Srinivasan – Nuclear Scientist,
43. Nandy Singh – the Hockey Olympian,
44. Ranjit Bhatia – Indian Olympic long-distance runner,
45. V.R. Gowarikar – the Scientist,
46. Neil Armstrong – Astronaut,
47. Aruna Shanbhag – Mumbai KEM Nurse,
48. A.K. Hangal – Freedom fighter and actor,
49. Srikantha Datta Narsimha Raja Wadeyar – son of former Maharaja of Mysore
50. Janaki Ballabh Patnaik – Former Chief Minister of Odisha,
51. Surya Bahadur Thapa – Former Nepalese Prime Minister,
52. Baleshwar Ram – Former Union Minister,
53. Amalendu Guha – Eminent Historian,
54. Khuswant Singh – Renowned Author and Journalist,
55. Akkineni Nageswara Rao, Telugu Film Actor and Producer, known for his work predominantly in Telugu cinema
56. Daggupati Ramanaidu, Famous Film Producer & Studio Owner,
57. Prof. Jayashankar, Father of Telangana Struggle,
58. Dasaradhi Rangacharya, Telugu Writer,
59. Konda Laxman Bapuji, Freedom Fighter,
60. R. Rajamani, IAS – Famous Environmentalist,
61. Kesav Reddy – Telugu Novelist,
62. M. Suryanarayana – Telugu Comedian,
63. G. Venkataswamy – Former Union Minister,
64. Maddineni Babu Rao – Telugu Sports Journalist,
65. Piratla Venkateswarlu – Veteran Journalist,
66. Nedumuri Krishna Murthy – Carnatic Violinist,
67. Turaga Janaki Ram – Telugu Writer and former radio artist,
68. Daroji Eramma – Burra Katha exponent
69. Hanumath Sastry – Telugu litterateur
70. Balu Mahendra – Film director & Cinematographer
71. Uday Kiran – Telugu Film Actor
72. Manayangath Subramanian Viswanathan (MSV),Tamil Music composer
73. Pashupatinath Roy, Former President, BSFI
74. Bashar Navaaz, Noted Urdu Poet, known as an Indo Pak shayar as his poetry
75. V. Ramakrishna, veteran Telugu play back Singer
76. ‘Virasam’ Chalasani Prasad, Noted Writer

❖ HOMAGE TO MS. NIRBHAYA, THE BRAVE SOUL–BY AIABOF ON 8th JANUARY, 2013:

- All India Andhra Bank Officers’ Federation pays homage to the departed soul of Ms. Nirbhaya and many such innocent victims. Further in terms of the communication from our APEX Body, the meeting of the lady officers of twin cities was held at our
Federation office on 8th January, 2013 to pay homage to the departed soul of Ms. NIRBHAYA of the infamous New Delhi dark episode of gang rape and many such innocent victims.

- The meeting presided over by the Lady Vice-President Smt. K.V. Sharada was attended by around 30 lady comrades at a short notice and took pledge in terms of the approved draft from our Women’s Wing of AIBOC.

❖ NATURES HAVOC IN UTTARKHAND DURING JUNE 2013:

- The North India has suffered enormous losses due to the nature’s fury. The monsoon has brought highest rainfall in the last 50 years in the country. The Uttarkhand and Himachal Pradesh have been marooned due to the fury of Alakananda River. The pilgrimage places of Kedarnath have been submerged due to heavy downpour all over the area. The land sliding has caused severe damage to the lives and the properties of thousands and thousands of people. The people who have gone to the holy shrine are stranded and the issue of rescuing the people who are caught in the middle of the landslide and the forest/hilly areas are being provided food etc., through the military services. The damage suffered due to the floods in the Ganges and the rising water level is creating a serious hardship to the pilgrims who are visiting the holy places of North India. The water level raised to such a level that a large number of people were washed out and the houses were submerged and gutted. The State administrations were unable to cope up with enormity of the disaster and Centre and the neighbouring states are rushing the relief operations to all those people who are marooned and lost their houses and properties.

- As per the call of our conscience, it has been decided by the two majority unions (AIABOF & AIABAEU) in the Bank to donate one day’s PL encashment to be contributed to the Prime Minister's Relief Fund to help the flood victims of the devastated state. Accordingly, we have given a joint request to the management to arrange for the same immediately and to save time.

❖ CYCLONE PHAILIN IN ODISHA DURING OCTOBER, 2013:

- Cyclone Phailin left a trail of destruction in Odisha, destroying lakhs of homes affecting nine million people, but human casualties were limited as close to a million people took refuge in shelters. With timely warning by the Indian Meteorological Department (IMD), the country's disaster preparedness teams snapped into action, the pre-positioning of food rations and packaged drinking water in shelters, and the orderly and sometimes forceful evacuation of close to one million people could prevent loss of many more lives. The cyclonic storm that turned into a deep depression over the Bay of Bengal caused incessant rains over four days in several parts of Odisha & Andhra Pradesh. In peripheral effect of Phailin, heavy rains also lashed Tamilnadu, West Bengal, Jharkhand and Bihar, killing 5 people in Jharkhand 14 in Bihar. The coordinated efforts of State Governments, Disaster Management Department and Metrological department deserves accolades as it could save much more loss which was expected due to the calamity.

- Andhra Bank donated Rs.50 lakhs to the Odisha Chief Minister’s Relief Fund for the Phailin Cyclone and Flood victims.
**JAMMU & KASHMIR FLOODS ON 2-9-2014:**

- Entire state of Jammu & Kashmir was hit by the worst floods in the past five/six decades in the first week of September, 2014. Lakhs of people remained marooned over many days and thousands left homeless. Hundreds lost their life. The India Army promptly deployed its troops for the rescue and relief operations. Though, the Army has succeeded in rescuing more than one lakh flood hit people, it is estimated that over 4 lakh are still marooned and the rescue operations are still in progress when this report is prepared.

- As per the call of our conscience, it has been decided by the two majority unions (AIABOF & AIABAEU) in the Bank to donate one day’s PL encashment to be contributed to the Prime Minister’s Relief Fund to help the flood victims of the devastated state. Accordingly, we have given a joint request to the management to arrange for the same immediately and to save time.

**HUDHUD CYCLONE DURING OCTOBER, 2014:** We convey our deep felt concern for the people affected in the recent natural calamity in the form of HUDHUD cyclone in the coastal districts of A.P. i.e., Vizag, Vizianagaram and Srikakulam with heavy concentration in the City of Vizag and a few pockets of the state of Orissa state causing devastation and unprecedented havoc damaging the properties of the residents including the staff working and having properties in the affected areas but working elsewhere and we will be taking up the matter with the management seeking appropriate relief to mitigate their sufferings!

**DEVASTATING EARTHQUAKE VICTIMS OF NEPAL - 25.04.2015:**

The country has witnessed yet another major earthquake and the consequent devastation in the Himalayan Ranges, covering the states of Uttarkhand, Bihar, Uttar Pradesh, West Bengal, North Eastern States. The major damage was in Nepal our immediate neighbor in the Himalayan Ranges. Nepal had never suffered such a major earthquake since 1934. The country was reduced to shambles and debris, killing instantly more than 8,000 people in Kathmandu and nearby places. The trembling that continued for several days with incessant rain was a nightmare to the people of Nepal. The Indian Government reached the relief operations in quick time and rendered all assistance in handling the situation, including evacuating all Indians who were stranded there. Relief help have also reached from US, China, Pakistan and other nations from all over the world including the UNO. According to report the country needs over 2 billion to repair the damage. The trembling also resulted in landslide in Himalayan Ranges, thus exhibiting yet again the vulnerability in the Himalayan Ranges due to these natural calamities. The damage is sure to adversely affect the main business of tourism in Nepal for many days to come. Our hearts go to all those families who have lost their kith and kin their property and lives stock in this calamity as well as in the Northern States of our country.

**27 PILGRIMS DIE IN STAMPEDE AT PUSHKAR GHAT IN RAJAHMUNDRY ON 14.7.2015:**

The Godavari Maha Pushkarams started on a tragic note in Andhra Pradesh with 27 people breathing their last in a stampede at the Pushkar Ghat in this city on 14.7.2015 morning. Several of the victims were women, most of them from Srikakulam,
Vizianagaram and Visakhapatnam. Police shifted some of the bodies to the Government General Hospital in Rajahmundry. The stampede took place at around 9 a.m. after VIPs led by Chief Minister N. Chandrababu Naidu performed sacred rituals in the river. An unanticipated huge influx of pilgrims into the relatively smaller ghat triggered a crush, in which victims could not be reached for assistance in time. Ambulances stationed near the ghat could not reach the spot due to heavy rush of pilgrims on the pathways leading to the ghat. The Chief Minister expressed his profound sorrow over the death of pilgrims and announced an ex gratia payment of Rs.10 lakh to each of the bereaved families. Prime Minister Narendra Modi too expressed his grief over the tragedy.

- Atleast 149 people, including 132 school children were killed in one of the worst brutal and inhuman attack on the Army Public School in Peshawar, Pakistan, by Taliban militants. Suicide bombers killed 61 people near Wagah border crossing, after ‘Beating Retreat’, 45 at volleyball match in Afghanistan, and 26 people in central Yemen at a cultural center where students were celebrating the Prophet Mohammad’s birthday and 130 persons were killed in twin car bombings at a crowded market in Central Nigerian City.

- Flash floods and mudslides have killed at least 53 people in the central and southern Philippines, 500 people were buried alive due to land slide in one of the Afghanistan Village.

- A stampede killed at least 35 people during New Year Eve’s celebrations in Shanghai.

- Fourteen CRPF personnel were killed by Maoists after an ambush near Kasalpara village in Chattisgarh’s Sukma district and atleast 75 persons were killed by militants in Assam’s Kokrajhar and Sonitpur districts, whereas, twenty one persons were killed in four separate militant attacks in the Kashmir Valley.

- 118 people on board on Air Algerie plane got killed in Mali after it crashed, An Air Asia flight from Surabaya, Indonesia, to Singapore crashed, killing all 155 passengers and seven crew on board, 300 people mostly high school students lost their lives when the ferry carrying them drowned in South Korea.

- Terrorists shattered the peace of the world-renowned Mahabodhi temple and surrounding pilgrim spots in Bodhgaya on 7th July 2013, setting off nine blasts in 30 minutes despite numerous intelligence alerts of such an attack.

- A deadly disease Ebola claimed 4000 lives worldwide mostly in West African countries and some from European Countries as well.

- At least 11 people including one woman were killed in a stampede near Durga temple in Jharkhand's Deoghar on 10 August 2015. More than 20 people were injured in the incident. The incident occurred around 4.30 am at Bela Bagan about three kilometers away from the main temple complex. The stampede was triggered when some devotees allegedly tried to run ahead of others, while queue formation for onward journey for darshan.

**COMRADE S. PRAVEEN KUMAR REDDY AMAR RAHE:**

We are very regretful to inform the members that our senior leader and one of the architects of the Federation movement since 1990, Comrade S. Praveen Kumar Reddy has breathed his
last at the age of 64 years on 6th June, 2013 at Hyderabad following brief illness. He was active right from the student days participating in all the activities and had a close affinity towards the left movement. He has built and guided the Federation movement in its formative years particularly in the Telangana region and was a very simple and lovable human being and had enjoyed an enviable range of admirers and followers with his straightforward but helpful approach.

He has held important positions in the Federation since 1991 lending his commitment making several sacrifices in the course in the cause of the Federation development particularly during its crucial formative stage.

Federation also paid floral tributes in his honor by dipping it’s banner in reverence. The Team Federation prays the almighty that may the departed soul rest in peace and let the all pervading fragrant spirit of his commitment in the cause of Federation be left with us as a perennial source of inspiration.

Other officer comrades who have left for the heavenly abode during the period.

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International

A new era of building relationship with world powers and neighbouring countries started with formation of NDA government in our country, when it invited head of States of SAARC countries during the swearing in ceremony. Prime Minister’s visits to Nepal, Bhutan, Sri Lanka, Mauritius, Seychelles ensured proximity amongst these countries on the one hand and on the other hand it built an atmosphere to keep expansionist powers at bay.

In one of the major decisions taken at the 6th BRICS Summit held at Brazil from 14th July to 16th July, 2014, the BRICS nations decided to set up New Development Bank with Headquarters at Shanghai which would have its first President from India. It is a step forward to put up a challenge to supremacy of IMF and World Bank which imposes stringent conditions on developing nations.

India and China signed 13 agreements on Chinese President Xi Jinping’s three-day visit to the country, starting from the home state of Prime Minister Sh. Narendra Modi. Chinese President also announced a new route for pilgrims for Mansarovar. Our Prime Minister is scheduled to visit China in month of May 2015. India and Nepal signed Power Trade Agreement (PTA) to regulate electricity trade between the neighbouring nations which will be effective for next 25 years and deal with power trade, cross border transmission lines and grid connectivity.
India and Australia sealed a long awaited nuclear deal during Australian Prime Minister’s visit to India that would allow Australia to export uranium to India. With the visit of PM to Japan, two countries signed a Defence pact for regional stability and Japan conveyed its decision to double FDI in India and also expressed readiness to provide financial, technical and operational support to introduce bullet trains in India. The first high-speed train is expected to run between Ahmedabad and Mumbai.

The PM’s five day visit to US coincided with the UN General Council meeting, being held there. Prime Minister, in his maiden addresses to the United Nations’ 69th General Assembly, called for a comprehensive convention on terror, demanded revamp of UN to given India its rightful role in the body’s decision-making. He rightly refused the Pakistan Prime Minister’s demand for a piebiscite in Kashmir. Both countries decided to take joint steps for concerted efforts to dismantle safe havens for terror and criminal networks. The two countries also reached an agreement on extending their defense cooperation for 10 more years and took joint pledge to push the bilateral relationship to new levels, resolve issues blocking implementation of the civil nuclear deal. The PM also met a galaxy of top American corporate honchos and promised friendlier business environment. After the NDA Govt. pulled a plug on the WTO agreement due to its objection to a related deal on Food Security, a compromise formula on food subsidies by India and US was reached, paving a way to remove the road block in the stalled WTO deal on easing of Custom’s rule. On the visit of US President Mr. Barack Obama, as the chief guest on the 66th Republic Day of our country, both the countries agreed to move ahead towards implementation of the civil nuclear deal. President Barack Obama supported India’s permanent membership to United Nation’s Security Council (UNSC) during his visit to New Delhi.

Uneasiness in the neighbourhood was evident as Pakistan immediately issued statement reiterating its opposition to India’s membership to UNSC and Pakistani Army Chief General Raheel Sharif had a meeting with the Chinese leaders in Beijing soon after Obama’s visit to India. China on its part brushed aside the report of warmth between the two countries terming it as ‘superficial bonhomie’. China and Pakistan signed 20 agreements on Pakistan’s PM Nawaz Sharif visit to China.

Viktor Orban elected as Hungary’s Prime Minister, Algerian President Abdelaziz Bouteflika wins fourth consecutive term, Ahmed Maiteeq sworn as Prime Minister of Libya, Petro Poroshenko was elected Ukrian’s President. Abdel Fettah Al-sisi Egypt’s Former Army Chief wins landslide victory, Rami Hamdallah sworn in as Prime Minister of Palestinian, Thailand’s Parliament chooses coup leader General Prayut Chan-O-Cha as Prime Minister, Syria’s President Bashar al-Assad sworn in for seven year term, Joko Widodo won Indonesian Presidential elections, Kurdish political Fuad Masun became Iraqi President, Sri Lanka’s new President, Maithripala Sirisena, was sworn in after a clear victory in the polls over the incumbent Mahindra Rajapaksa, Dilma Rouseff won Brazilian Presidential polls, Shinzo Abe is re-elected as Japanese Prime Minister, Anerood Jugnauth is elected as Mauritius Prime Minister.

It really is a matter of grave concern for the whole world that extremism is increasingly manifesting itself in the form of terrorism, world over. Islamist radicals have been intensifying violence. There are several incidents of beheading journalists and other national by the ISIS. Nigerian Boko Haram massacred 375 people in Gamburo town. In one of the most dastardly and repugnance act the Boko Haram abducted 276 teenage girls from a government school in Chibok Town of Nigeria, sparking global outrage. What is more spine chilling is that it is feared that some of the abducted children were used as human bombs.
Scotland voted to stay in United Kingdom in a referendum held on September 18, 2014. China and US agreed to limit greenhouse gas emission ending a 20 year discord. China and Russia signed landmark gas deal after more than decade talks, the G20 summit in Brisbane endorsed stand on tackling Black Money, US and Cuba agreed to revive diplomatic ties. In the Asia Pacific Economic Cooperation Summit in Beijing, the members agreed to initiate formation of free trade area in the Asia Pacific to compete with the Trans Pacific partnership initiative of US. In the 25th ASEAN Summit held at Myanmar, the importance of maintaining peace, stability and ensuring navigation and aviation security, safety and freedom in East Asia was reiterated. India along with US and Pakistan voted against a provision in an UN resolution calling to promptly accede to NPT (Non Proliferation Treaty) as Non-Nuclear weapon nation without condition and to place all its nuclear facility under IAEA safeguard. In a significant development, China and Russia supported India for moving a proposal at the United Nations on the issue of terrorism when India sought to move a resolution to punish those who shelter and finance terrorism.

**SUCCESSFUL VISIT OF PRIME MINISTER TO JAPAN:**

The Prime Minister’s 5 days visit to Japan was considered as a great success in the matter of improving and enhancing the bilateral relationship between both the countries in trade and commerce. A series of agreements were signed between both the countries by Shri. Narendra Modi, Prime Minister with Shri. Shinzo Abe, Prime Minister of Japan, these agreements provide for enhancement of foreign investment in core sector including the defense establishment etc. Both the countries have agreed to double the investment between these two countries and Japan would provide necessary technical support in nuclear establishment etc.

Prime Minister Narendra Modi on 13 January 2015 returned to India after his six-nation tour of Russia and five Central Asian countries namely Kazakhstan, Kyrgyzstan, Uzbekistan, Tajikistan and Turkmenistan.

During his eight-day visit, which took place from 6 July to 13 July 2015, he met the leaders of the five nations namely President of Tajikistan Emomali Rahmon, President of the Kyrgyz Republic Almazbek Atambaev, President of Turkmenistan Gurbanguly Berdimuhamedov, President of Kazakhstan Nursultan Nazarbayev, and President of Uzbekistan Islam Karimov.

During this visit, Modi also visited Russia and attended the 7th BRICS summit and 2015 Shanghai Cooperation Organisation (SCO) held in Ufa. These two events became the highlight of the visit after PM Modi met and held talks with his Pakistani counterpart Nawaz Sharif and some other leaders.

He flew back to India from Dushanbe the capital city of Tajikistan, which was the last stop of his visit.

**Major highlights of the tour of Russia and five-Central Asian countries**

- Prime Minister Modi, during his stay in Ufa in Russia, attended the Summit of the five-nation BRICS, which focused on economic and security cooperation.

- He also attended the Summit of the six-member grouping, the Shanghai Cooperation Organisation, SCO, which decided to grant full membership to India along with Pakistan.
On the sidelines of the Summit, Modi held a meeting with Pakistan Prime Minister during which a host of significant decisions were taken to improve ties. One major decision was to speed up the trial in Mumbai attack case, including providing of voice samples of the accused.

India-Pakistan joint statement was released at Ufa, Russia

Head of BRICS (Brazil, Russia, India, China and South Africa) nations on 9 July 2015 released the Ufa Declaration. The 7th BRICS was held under the theme 'BRICS Partnership – a Powerful Factor of Global Development'.

Russian Direct Investment Fund (RDIF) on 8 July 2015 signed framework agreements for equity investments in infrastructure projects in BRICS countries

To boost cooperation within the members of the BRICS (Brazil, Russia, India, China and South Africa), Prime Minister Narendra Modi proposed a 10 point initiative named as ‘Dus Kadam: 10 Steps for the Future’.

UKRAINE IS IN CONSTANT DISTURBANCE:

Truce was declared after the President of Russia Mr. Vladmir Putin and Ukrainian President Petro Poroshenoko agreed to a cease fire between the Ukrainian east rebellions supported by Russians and the Government forces under the pressure of European Organization of Co-operation and Security since the war has resulted in the blockade of supply of oil. The subsequent denial and insistence of the Russian President that the Ukrainian armed forces and volunteer battalions should pull back and suspend air strikes along with the exchange of persons kept in captivity. However, the sensitiveness of this region continues. US is backing the Ukrainian Government while the Russians are backing the rebellion armed forces in eastern part of Ukraine resulting in a bitter battle these forces. US has declared additional sanction against the Russia on energy, arms and financial sectors over the Ukrainian crisis. Thus Ukraine is under constant trouble due to the involvement of Russia, the European countries on one hand, and the US Government on the other hand.

BRICS:

The BRICS symbolically represents the names of Brazil, Russia, India, China and South Africa a group of countries have decided to come together and help each other for the development of trade relations amongst themselves. A treaty was entered into between them for the establishment of a development bank and Export credit Insurance agency which would help develop trade relations between them and also for mutual support and co-operation. The Bank would be providing support for the development of trade and commerce. It has been decided that the Chairmanship of the Bank would be on rotation basis. The group has supported the claim of India for the Chairmanship and the Bank is set up with an initial fund worth over $100 billion. We congratulate Shri.K.V.Kamath, who has been nominated as President of BRICS Bank.

THE NATIONAL SCENARIO

The elections to the 16th Lok Sabha saw the defeat of UPA Government and emergence of the NDA Government under the leadership of Sri Narendra Modi. The UPA Government was already marred by large numbers of scams, scandals and corruption
related issues in different ministries. The country witnessed the most bitterly fought five weeks long election process. The positive heartening feature of this sprawling, noisy election was the soaring voter turn outs in all constituencies across states. 66.38% of voters turn out was a record, credit for which largely must go to Election Commission which deployed technology, diligence and imagination to draw voters to the polling booths. The aggressive mobilization strategies consisting of old as well as innovative techniques used by the political parties also impacted the response of 1st time voters and larger section of electorate. For the first time use of ‘NOTA’ option i.e. ‘None of the above’ was exercised by about 59 lac voters which constitutes 1.1% of voters.

- The BJP led by Sri Narendra Modi, registered its best electoral performance by winning 282 seats alone making total of 336 seats for the NDA, while the Congress could win only 44 seats and UPA 59 seats. The fact that the Congress Party could not get even 10% of Lok Sabha seats to be qualified for the Leader of Oppositions post speaks of the frustration of the voters against the party. The results of the elections to 5 states held in Nov-Dec, 2013, which were read as a semi-final to the Lok Sabha, had already shown decimation of Congress Party in the major 4 states. Emergence of Aam Admi Party, a new entrant making remarkable debut in Delhi Assembly was a pointer to the emerging young Indians aspirations for a vibrant, corruption free democratic India. But disappointed with the subsequent attitude of Aam Admi Party, the voters found a savior in Sri Narendra Modi.

- Telangana became India’s 29th state when President of India gave his assent to carve it out from Andhra Pradesh. The newly formed State faced its first Assembly Election along with the Seemandhra simultaneous with the Lok Sabha elections. The congress suffered major setbacks in both regions of Andhra Pradesh. While Telangana Rashtra Samithi got a clear majority to form first government in Telangana, Telugu Desam Party came out on top to form Government in Seemandhra. While Sikkim Democratic Front under the leadership of Sri Pawan Chamling was voted to power for the 5th consecutive term in Sikkim, BJD under the leadership of Sri Biju Parnaik was voted to power for the fourth consecutive term in Odisha.

- Four states went to polls during the period under report. BJP gained majorly by appointing its Chief Ministers in three out of four states. The BJP won 122 of 288 seats in Maharashtra Assembly polls and Davenport Fadnavis was sworn in Maharashtra Chief Minister, heading the BJP-Shiv Sena Government, in Maharashtra. In Haryana, the BJP got a clear majority with 47 seats in the 90-member House and Manohar Lal Khattar was sworn in as its 10th Chief Minister heading the first-ever BJP government in the State. BJP’s Raghubar Das was sworn in as 10th Chief Minister of Jharkhand State when BJP won 37 out of 81 seats and its ally AJSU Party secured five seats. JMM won 19 seats. JVMP bagged 8 and the Congress secured 6 seats only. In Jammu & Kashmir elections, PDP emerged the largest party gaining 28 seats followed by BJP with 25 seats in the 87 seats Assembly. National Conference and Indian National Congress could get only 15 and 12 seats, respectively. After a lot of political drama, BJP-PDP coalition Government has been formed with Chief Minister Mufti Mohammed Sayeed of PDP. BJP’s Nirmal Singh has been given post of Deputy CM. The statements given by the Chief Minister on the day of swearing in ceremony, giving credit to Pakistan and Hurriyat for smooth conduct of elections, in presence of the PM, Mr. Modi has raised storms from various quarters. There are many more inherent contradictions which would test this coalition Government. The decision of PDP to free Masarat Alam,
imprisoned for his alleged anti India stance and rioting was another issue that has been brewing up discordant in the relations of both the parties. It is to be seen how the BJP, which has already sought to downplay its U-turn on Article 370, which grants special status to J&K, confronts such challenges.

• The elections in the National Capital Delhi were held on 7th February, 2015. The two major contestants for the Chief Ministership were the erstwhile soldiers of Anna Bridade, viz. Mr. Arvind Kejriwal, the Convenor of ‘AAP’ Party and Ms. Kiran Bedi who had been inducted in BJP as CM candidate by superseding all senior leaders of the party. AAP won the thundering majority of 67 seats out of total 70 seats. This is a clear message to the BJP & Central Government for its insensitive approach on social and economic issues pursuing LPG policies of UPA Government and its anti-labour stance.

• Tamil Nadu CM J. Jayalalithaa, the first serving Chief Minister was adjudged guilty in an 18-year-old disproportionate assets case by a Special Court in Bangalore and was sentenced to four years imprisonment with imposition of Rs.100-crore fine. State Finance Minister Mr. O. Panneerselvam was sworn in as Chief Minister as an alternative.

• Despite probity and integrity being powerful armour of the Ex-Prime Minister Mr. Manmohan Singh, he could not shield his Government against corruption be it telecom scam, irregularities in the allocation of the coal blocks, the chopper, the tatra truck, the commonwealth and the other scams etc. Though, he is the only politician who has always managed to remain clean despite the corrupt cesspool that he inhabits yet he along with Aditya Birla group Chairman, Mr. Kumar Mangalam Birla and Former Union Coal Secretary Mr. P.C. Parakh have been accused of criminal act and breach of trust in allocation of coal mine in 2005 and is asked to appear before Delhi High Court on April 8.

➢ Ms. Jayalalita has now taken over as the Chief Minister of the Tamilnadu State for the fifth time. The developments may have bearings on the political equations.

➢ During the past one year of coming to power, Prime Minister has created a record of its sort by visiting eighteen countries. During his visit to France, Germany and Canada, he gave signature status to his ‘Make in India’ initiative and assured to provide congenial business environment.

➢ During the visit of our President Shri Pranab Mukherjee to Russia, eight agreements related to field of higher education were signed between Indian and Russian Institution.

➢ Parliament passed the Black Money (Undisclosed Foreign Income and Assets) and Imposition of Tax Bill, 2015 in the Budget session, which provides imposition of a 30 per cent tax on undisclosed foreign income or assets of the previous assessment year. During the session three ordinances- Insurance, Coal and Mining were converted into Acts. The other key decisions taken in the Budget session were amendment of Benami transaction (prohibition act) to target domestic black money, Centre to spend Rs. 20,000 crore for ‘Namami Gange’ for over 5 years, Change in amendment to Child Labour (prohibition and regulation) act 1986 and Amendment to the companies act 2013 to enhance ease of doing business in India. Government to issue land ordinance for the 3rd time after it failed to get the legislation passed in the Rajya Sabha and had to refer it to a joint committee of both the houses after the budget session concluded.
A 14 member task force headed by NITI Ayog Vice Chairman, Sh. Arvind Panagariya is expected to submit its report on number of poor in India. The Committee is likely to suggest a blanket 40% cutoff by dropping the controversial expenditure criterion. Suresh Tendulkar committee had stipulated a benchmark daily per capita expenditure of Rs.27 in rural areas and Rs.33 in urban location in 2011-2012, which was revised by the C.Rangarajan committee to Rs.32 and Rs.47 for rural and urban areas respectively.

India successfully tested indigenously developed beyond Visual Range (BVR) air to air missile ‘Astra’ from a Sukhoi-30 fighter aircraft at the Integrated Test Range located at Chandipur in Odisha.

Communist Party of India (Marxist) CPI (M) unanimously elected Sitaram Yechury as its fifth General Secretary.

A.K. Jyoti assumed charge as Election Commissioner.

NATION’S PRIDE & ACHIEVEMENTS

- The whole of nation was gripped with euphoria with the ISRO scientist created a history by successfully launching the ‘Mangalyan’ in the Orbit of Mars on 24th September, 2014. India has become the only Asian country to complete this mission in first attempt with 1/10th of the cost incurred by NASA for similar mission and the 4th after US, Soviet and 17 members European Space Agency. What is a matter of more pride is that the whole mission was indigenous. ‘Mangalyaan’ started sending pictures of the mars from the very next day of its reaching the orbit.

- Indian Space Research Organisation successfully launched PSLV C23, carrying five foreign satellites, including one French, two from Canada and one each from Germany and Singapore, in the desired orbit. This marks exclusive commercial launch by India and the 26th consecutive successful launch of PSLV.

- INS Kamorta, is the first Indian naval warship ever built in the country with almost 90 percent of indigenous content, with indigenously developed special grade high-tensile steel produced by SAIL.

- India successfully test-fired its indigenously developed, intercontinental surface to surface nuclear capable ballistic missile ‘Agni-5’, which has a strike range of over 5000 kms and can carry a nuclear warhead of over tone, from Wheeler’s Island off Odisha coast.

- ISRO Launches the 1,425 kg Indian Regional Navigation Satellite System IRNSS-IC

- India’s first indigenously designed and developed long-range subsonic cruise missile, Nirbhay is successfully flight-tested in Balasore, Odisha.

- India’s first multi sensor moored observatory “IndARC” deployed at a place half way between North Poll and South Poll.

- Nalanda University is Bihar’s Rajgir district started its first academic session on 01.09.2014, nearly 800 years after the ancient institution was destroyed.
• When J&K was hit by one of the worst floods in 109 years claiming more than 200 lives, the rescue measures undertaken at a war scale without losing time by deploying army to tackle and minimize the damages caused by devastating floods, needs special applause and mention. Our army, as always, emerged as a force to reckon with and made the whole country proud with their dedication and sacrifices in saving thousands of civilians.

• India has joined the group of nations which have been declared free of polio and had been issued a certificate by World Health Organisation. No case of polio has been detected since January, 2011.

• India launched its own payment gateway ‘RuPay’, equivalent of Visa and MasterCard, which will work on ARMs and merchant outlets and help in reducing cash transactions. India is one of the few countries in the world to have its own card payment gateway.

• Indian Space Research Organisation (ISRO) on 10 July 2015 successfully launched five British satellites into space from the first launch pad of the Satish Dhawan Space Centre, Sriharikotta. These satellites are three identical **DMC3 optical earth observation satellites** and **two auxiliary satellites, viz., CBNT-1 and De-OrbitSail**. These all satellites, built by Surrey Satellite Technology Limited (SSTL) and weighing 1440-kg, were launched aboard the 13th flight (PSLV-C28) of the Polar Satellite Launch Vehicle (PSLV). The three DMC3 satellites, each weighing 447 kg was placed into a 647 km Sun-Synchronous Orbit (SSO) using the high-end version of PSLV (PSLV-XL). PSLV-C28 is the ninth flight of PSLV in ‘XL’ configuration.

**NATIONAL/INTERNATIONAL AWARDS**

• Former Prime Minister Sh. Atal Bihari Vajpayee and Late Pandit Madan Malaviya, a freedom fighter and founder of famous Benaras Hindu University were conferred with Bharat Ratna Award this year.

• Sri Sachin Tendulkar, the Cricket legend and Sri C N R Rao, an eminent scientist were awarded with highest civilian honor Bharat Ratna on 4th February, 2014 by the Hon’ble President of India. Sri Sachin Tendulkar is the first sportsman to receive this highest civilian honour.

• Indian child rights campaigner Kailash Satyarthi and Pakistani education activist Malala Yousafzai received the Noble Peace Prize jointly. Other Noble prize winners were Shuji Nakamura, Hiroshi Amano and Isamu Akasaki (Physics), William E. Moerner and Eric Betzig (Chemistry), John O’Keefe, Edvard Moser and May-Britt Moser (Physiology) and **Patrick Modiano (Literature)**

• 49th Jnanpith award was conferred to Hindi poet Kedarnath Singh

• The Centenary Award for India Film Personality of the Year was bagged by actor Rajanikanth.

• ISRO is chosen for the Indira Ganghi Prize for Peace, Disarmament and Development for 2014.

• Veteran film actor Shashi Kapoor has been awarded the Dadasaheb Phalke Award for the year 2014.
ECONOMIC OUTLOOK

INTERNATIONAL MARKET

Crude oil headed for the continuous loss for the third quarter as Iran and world powers work towards nuclear deal may lead to OPEC members increasing crude export. The prize quoted in the international market for May delivery fell to $47.56 a barrel.

The bullion also edged lower with third straight quarterly fall pressured by a strong dollar and expectations that the US federal reserve will increase interest rate this year. The fall was to the extent of 3% during March.

UK annual inflation rate dropped steeply to zero in February for the first time due to falling prices of recreational goods, food, furniture and oil. UK inflation, measured by the Consumer Price Index (CPI) stood at 0% in February compared to 0.3% in January.

China has received support from International Monetary Fund and Asian Development Bank to establish a new multilateral development bank named as Asian Infrastructure Investment Bank (AIIB) that will provide project loans to developing countries and will begin its operations by the end of 2015.

STATE OF THE NATIONAL ECONOMY

The World Bank in a recent report on South Asian Economies projected India to overtake China as the fastest growing economy by 2015-2016. It expressed that India's economy is expected to accelerate to 7.6% in 2015-2016 and 8% in 2017-2018. The IMF in one of its update told that India’s growth is expected to strengthen from 7.2% in 2014-15 to 7.5% in 2015-16 on account of recent policy reforms, a consequent pick up in investment and lower oil prices. Last year, IMF had forecasted a growth rate of 5.6% for the current financial year and 6.4% for the next financial year. The rating Agency Moody's has also forecasted India’s GDP to grow by 7.5% this year and revised sovereign rating to positive. The Indian Government on the other hand expects the economy to grow between 8.1% to 8.5% in the current financial year while RBI has forecasted 7.8% growth.

The Finance Minister extended the target deadline for controlling fiscal deficit to 3 %, which has been set for the next three years at 3.9%, 3.5% and 3.0 % for the years 2015-16/2016-17 and 2017-18, respectively.

The WPI fell -2.65% in April as compared with a -2.33% decline in March, marking the 6th straight month of deflation. However, rising oil prices and rupee depreciation against the dollar may prevent further decline in Wholesale Price Index. Retail inflation declined further as Consumer Price Index came to 4.87% in April, 2015, from revised level of 5.25% in previous month, remaining well below the RBI’s 6% target. The slide was due to sharp fall in food inflation (having nearly 50% weightage in CPI) which eased to a four month low in April at 5.73 % comparing to 6.3% in the previous month.

BI-MONTHLY ECONOMIC POLICIES OF RBI

No key rate change was announced in the First Bi-Monthly policy by Reserve Bank of India on April 7, 2015. The repo rate remained unchanged at 7.5%, having reduced it by a cumulative
50 bps from 8% to 7.50% since the beginning of the calendar year. MSF and reverse repo also consequentially remained unchanged at 8.50% and 6.50%. The decision to keep rates unchanged could be attributed to three major reasons. The fact that food inflation is having an upward bias due to unseasonal rains, uncertainty over fuel price outlook, need to maintain a positive real rate of 1.5-2.5% to encourage financial savings and for positive ‘carry trade’ effects vis-à-vis other nations in bond market to encourage foreign portfolio investors were the reasons which can be attributed to the decision of the Central Bank.

RBI has decided to encourage banks to move towards marginal cost pricing of funds in a time bound manner for base rate determination. In a falling interest rate scenario and at times of liquidity comfort, marginal cost pricing on the liability side will lead to lower deposit rates and in turn to lower base rates. However, even in this scenario, banks’ margins will be adversely impacted since asset re-pricing is immediate while cost of liabilities (deposits) reduces only for fresh liabilities (deposits).

RBI will issue guidelines to private sector banks on a policy on remuneration for the non-executive directors (other than part-time Chairman) that reflect market realities and within the parameters specified in the Banking Regulation Act 1949 and the Companies Act, 2013 and has also decided to discuss with the Government the adoption of a similar remuneration policy for the non-executive directors of the public sector banks.

It is also proposed in the policy to allow NBFC -IDFs to provide take-out finance for infrastructure projects that have completed one year of operation in the PPP segment without a tripartite agreement and to the non-PPP segment, subject to certain conditions. The move will facilitate the concept of take out finance to gather steam in the coming days. So far this model has met with only limited success. Pressure on banks to provide infrastructure finance will ease to some extent.

In the second Bi-monthly policy announced on 2nd June, 2015, RBI has announced a reduction of 25 basis points or 0.25 percentage points in key repo rates. The Governor has given his mind about future reductions saying that the move will depend on the response of the Government to the predicted poor monsoon. The GDP growth expectations of RBI are bullish at 7.6%.

**DISINVESTMENT KICKSTARTS**

The Government’s disinvestment plans for this financial year to raise Rs.41,000 crore to meet a fiscal deficit target of 3.9% have already kick started with the process of 5% share sale in Rural Electrification Corp (REC), to mop up approx. Rs. 1600 crores. Last year, the Government could raise Rs 24,500 crore only through stake sale in state-owned firms, against a target of Rs 43,425 crore. CCEA also approved 10% stake sale in IOC and 5% in NTPC on 13th May, 2015. The department of Disinvestment already has the Cabinet’s approval for sale of five per cent stake each in ONGC and BHEL and 10 per cent each in Nalco and NMDC. Some other names in which a five to 15 per cent stake could be sold include Coal India, Dredging Corp, MMTC, Hindustan Copper, National Fertilizers and Indian Tourism Development Corporation.

Apart from targeting Rs 41,000 crore from minority stake sales in state-owned companies, the Govt. has also budgeted proceeds of Rs 28,500 crore from strategic sale in loss-making Public Sector Enterprises this financial year, making the combined target of Rs 69,500 crore, one of the most ambitious divestment targets ever.
NATIONAL PENSION SYSTEM FUNDS

Amidst the apprehensions of all the Trade Unions including us, all five fund managers of NPS have delivered above average, market-beating returns across assets classes and time lines. The funds are invested in three broad categories of Equity (Nifty Stocks), Corporate Debts and Government Securities. In Equity portion, all the five funds i.e. ICICI, SBI, Kotak, UTI and Reliance have managed to equal or deliver 50-100 basis points more than the over one, three and five years time frames. In corporate debts management, the fund managers have done a spectacular job with returns being 1.7-3.5% points more than the debt mutual funds over one-three and five years period. This performance is repeated with Government Securities as well, with all funds managers managing to beat the guilt fund category convincingly.

All this could be managed because of stellar rally in the equity markets over the last couple of years. With 10 year G-Sec yields softening from 9% level to 7.7%, bond market, too, have rallied fund. NPS fund managers certainly have managed to latch on the rallies in both debt and equity markets.

EPFO DECIDED TO INVEST ITS FUNDS INTO THE EQUITY MARKET

Armed with the performance shown by the NPS funds, the Labour Ministry has taken a decision to invest a portion of Employees Provident Fund in the equity market. The Finance Ministry had been repeatedly putting a pressure over the last few years that a small part of these funds parked on stocks to improve returns and increase market volume. The argument put forth for the decision is that current basket of fixed income assets-Central and State Governments Securities, Special Deposit Schemes and bonds issued by Public and Private Sector and Financial Institutions may not be sufficient to retain the payout of 8.75% interest as has been maintained during the last two fiscal years. It is pertinent to mention here that the yield in G-Sec instruments in which EPFO parks almost 24% of its funds is currently down to 7.7% and is expected to decline further over the next one year.

MONETARY POLICY COMMITTEE (MPC)

The Monetary Policy framework agreement signed by the center and the RBI in the month of March, 2015 has run into its first hurdle over the constitution of the Monetary Policy Committee. The RBI has known to have a view of formation of MPC in line with the recommendations of the Urjit Patel Committee which went into Monetary Policy framework reforms. This Committee recommended a five member NPC with the RBI Governor as its Chairman, the Dy. Governor in charge of monetary policy as Vice Chairman, the Executive Director and two external members to be picked by the Chairman and Vice Chairman who will have the voting power but no veto power will be with the Chairman. The Center, however, prefers the recommendation of the Financial Sector Legislative Reforms Committee (FSLRC) which proposed the seven member panel made up of the RBI Governor and Executive Member of the RBI board, three external members to be picked up by the Government and two external members to be appointed by the Government in consultation with the RBI. The Government representative would be the non-voting attendee but RBI Governor would be empowered with the power of Veto which will need to be accompanied by a public statement explaining the reason for the decision.
OTHER MAJOR DEVELOPMENTS IN BANKING SECTOR

Regarding the banking sector, a major development for the financial year to start with was the removal of forbearance clause by the RBI which necessitates banks to make 15% provision for restructured assets. Pressure due to continued economic slowdown, the Stressed Asset Ratio (Gross NPA+restructured standard advances to gross advances) for the banking system as a whole rose to 10.9% at the end of March, 2015 as compared with 10% in March last year. The five sub sectors having significantly high level of stressed asset are infrastructure, Iron and Steel, textiles, mining including coal and Aviation. As per preliminary data received by RBI, gross NPAs have increased to 4.45% from 4.10% as at March end 2015 and net NPAs after provisions have also climbed to 2.36% of net advances from 2.2%. The point for more concern is that level of distress is more pronounced for Public Sector Banks where gross NPA as on March, 2015, had been 5.17% and Stressed Asset Ratio at 13.20%. As per the report, 36.9% of India’s total debt is at risk which is among the highest in the emerging economies while India’s banks have only 7.9% loss absorbing buffer which is among the lowest. Crisil estimates Gross NPAs in the banking system to touch 5.5% by FY 16 and slippages to NPA from restructured cases to be around 30%. This is certainly a alarming position especially for PSBs which are reeling under pressures as witnessed from the deteriorating balance sheets quarter after quarter, with some exceptions.

PSBs ASKED TO CONSIDER SELLING THE NON-CORE BUSINESS

The Finance Minister has asked Public Sector Banks to do business according to their respective capital base. They have also been asked to consider the possibility of selling their non-core business. This advice seems to have been given to the PSBs’ to unlock their investments to mop up resources in view of the declining capital support from the center to PSBs’ in the name of budgetary constraints.

In 2012-2013, the center had made a budgetary allocation of Rs. 14,588 Cr. to capitalize the Public Sector Banks. However, the actual capital infusion was Rs. 12,517 Cr. only. In 2013-2014, the budget allocation was Rs. 14,000 Cr. and all of it was distributed. In the last fiscal year 2014-2015, while the budget allocation was Rs. 11,200 Cr., the Center infused capital aggregating Rs. 6,990 Cr. in nine Banks. For the year 2015-2016, the center has budgeted Rs. 7,940 Cr. as capital infusion for Public Sector Banks.

The RBI has assessed that PSBs will need as high a sum of Rs. 4.50 lacs Cr. in Tier I capital, including Rs. 2.40 lacs Cr. equity capital to meet the Basel III norms.

RBI FINES THREE PSBs FOR VIOLATING KYC NORMS

The Reserve Bank of India (RBI) has slapped a penalty of Rs. 1.5 crore each on three public sector banks- Bank of Maharashtra, Dena Bank and Oriental Bank of Commerce – for violating rules for Know Your Customer (KYC) and Anti Money Laundering (AML). RBI has also asked eight other Public Sector Banks, including our bank, Punjab National Bank, State Bank of Bikaner & Jaipur, Union Bank of India, Central Bank of India, UCO Bank, Vijaya Bank and Punjab and Sindh Bank- to ensure strict compliance with KYC rules.

PROPOSED MERGERS OF PUBLIC SECTOR BANKS

Meeting the capital requirement of Public Sector Banks has been an issue of concern but sustainable resolution has been elusive. From time to time, the Government has been mooting to bring down its stake in the PSBs to let them raise equity for the market. It is recently been
reported that the working group of consolidation and restructuring of PSBs has proposed merger of weak and small Public Sector Banks with less than two lacs crore loans plus investment with Large State owned banks, which is mere repetitions of Narasimham Committee on Banking Sector reforms. Bank mergers in India have been used more as a tool to bail out weak banks than to expand business. The weak banks have been forced to merge with healthy banks to avoid failure and since 1993, thirteen such forced mergers have taken place. Such mergers have eroded the capital of the acquiring banks due to huge losses of merging bank. For instance, PNB was made to take over Nedungadi bank, OBC was forced to acquire Global Trust Bank eroding their network. The weakening state of small PSBs, the strains in the Central ex-chequer and the urgency to meet more stringent Basel III capital norms are the reasons encouraging those of consolidations but given the poor finances to large PSBs, Large state owned banks also grappling with a high level of stressed assets and scrambling for capital to meet their own needs, this is hardly the right time for this exercise. Those in the favour of mergers claim that merger can obviate the need to duplicate infrastructure and bring down costs through economies of scale but such synergies both cost and revenue can flow in only if the motivation for such activity is driven by complementarities, growth potential and cost efficiency.

The arguments given in the favour are that by sharing infrastructure including back office space and IT and telecom contracts, the profitability can be enhanced. The stronger banks having capabilities of taking over small PSBs include Bank of Baroda, Bank of India, Canara Bank, Punjab National Bank and Union Bank of India. But, let us not forget that the experience of the New Bank of India merger with PNB in the 1990s was not without a massive drain on the exchequer besides a drain on the PNB which took years to recoup from this.

**AGRICULTURE A MAJOR ECONOMIC STRENGTH:**

The Indian economy was known as an agrarian economy since a long time. Agriculture provides employment to over 232 million people in India. The total contribution towards the GDP is 13.9 percent. However, the sector is bogged down with serious crisis due to lack of fresh initiatives and the stagnation it is facing since a long time. Over 85% of the farmers belong to the small farmer’s category and are suffering from the absence of alternative income and are compelled to quit farming in search of better opportunities in urban centres. It is estimated that due to lack of improvement in income in agriculture over 2300 farmers are quitting farming every day. The non-farm sector is seen as a better opportunity for farmers to get a better income and are moving towards non-farm sector in the rural areas. The creation of jobs to the extent of 70 percent of all manufacturing jobs in rural areas has resulted in the increase of income and nearly 52% of India’s GDP from manufacturing comes from rural areas.

The movement of labour force from rural to urban sector is a big challenge to the country. The low income from agriculture has also resulted in increasing debts resulting in a large number of suicides in the rural area. The Government should take a pragmatic view and continue the subsidy which is essential for the survival of the small and marginal farmers in the rural area. The Government is coming out with a number of schemes meant for providing additional income to the rural population in the name of providing gainful employment to the members of the family so that they are able to augment their family income.

The real threat to the rural economy is its shifting of labour from farm sector to non-farm sector. The Government has decided to come out with a project of creating smart cities in the interior parts to ensure that the labour force does not move towards the urban centres, is in a position to get gainful employment in the nearby places.
ECONOMIC SURVEY 2014-15

Ahead of the presentation of the Union Budget 2015-16, the Economic Survey 2014-15 was presented conveying some proposals of the Government. According to the Survey the fiscal deficit has been retained at 4.1% of the GDP in the FY-15. The medium term goal posts had laid out fiscal deficit target of 3.6% in 2015-16 and 3% in 2016-17. The survey is also optimistic about inflationary pressures, betting on moderate inflation and monetary easing in the coming fiscal. It pegged retail inflation to average between 5 percent and 5.5 percent. It also pegged the current account deficit to ease to 1.3 percent of the GDP and less than one percent in the next fiscal on the back of easing of global commodity prices including petroleum products. The survey favours withdrawal of restrictions on gold imports and cut in its import duty in view of improved current account deficit.

The survey points out that direct fiscal cost of subsidies is over Rs.3.78 lakh crores or about 4.24% of the GDP but it reaches just a quarter of the targeted beneficiaries. A rich household benefits more from the subsidy than a poor household. However, eliminating or phasing down subsidies is neither feasible nor desirable, unless accompanied by other forms of supports to cushion the poor and vulnerable and enable them to achieve their economic aspirations.

LABOUR SECTOR:

The Central Trade unions launched a bitter struggle against several anti-labour laws proposed by the Government. The major area on which the Central Government is concentrating is to hand over the administration of superannuation funds to the private managers; so that, they can invest the huge funds that are available in the capital market. The Privatization of Pension Fund has since been completed by the Government. The New Pension Scheme is being made attractive by creating a lot of problems in respect of the EPF and making it less attractive. The ceiling for the eligibility to subscribe towards EPF was increased to 15,000/- during the year 2014. The Government is resisting any increase in the interest rate payable towards the Provident Fund and has permitted the EPF trustees to invest a moderate amount of 5% in the capital market. The total amount that is now available in the EPF amounts is 4,70,000/- crores. It is a hard earned savings of the working class. The amount has to be protected and avenues should be found out to utilize the same in an effective manner.

It is reported that the Government is proposing to limit the basic pay and the dearness allowance and paying the compensation more in the form of other allowance. At present the Provident Fund contribution is at 12% on the Basic Pay and the dearness allowance. The proposed amendment to the labour laws is bound to be opposed by the corporate lobby.

Yet another major initiative that the Government has initiated is to allow switch over from the EPF to New Pension Scheme and also provide more and more sops to encourage the employees to opt for New Pension Scheme. The idea is that the New Pension Scheme is being used towards the investment in the equity market. Presently there are 6 Fund managers and in course of time the Government may allow more number of companies to conduct the business of New Pension Scheme.

REFORMS IN THE BANKING INDUSTRY:

One of the challenges that we are encountering as a trade union is the continuous attack of the Government and the industry lobby against the Public Sector Banks and attempts to hand over these banks to the Private Sector with ulterior motives. It is most unfortunate that the
successive Governments which have utilized the Public Sector for the overall economic development of the country. In particular the agriculture, manufacturing and industrial activity, small business, development of infrastructure etc., in almost all parts of the country is thinking in terms of handing over the Public Sector units to the industrial houses. It is in this direction that some of the initiatives that the Government has taken up in the recent past is definitely not in the interest of the people of the country.

Some of them are:-

a. **Stripping of regulatory powers of RBI:**

   The Government has been repeatedly trying to interfere in the functioning of Reserve Bank of India in regard to various initiatives of the Government and its stubborn approach in regard to the fiscal and monetary policy including the mechanism of interest rate. The Debt Market and the Government Security Market is managed by the Reserve Bank of India and is using the regulatory mechanism to ensure that the bank are functioning in the best interest of the economy. The Government wants that RBI should be more liberal in regard to the operation of interest rate in the market. An MOU has been signed by the Government and RBI in regard to containing of inflation rate in the market.

b. **License for opening new branches by Private Sector:**

   The Government buckling pressures from both the international agencies and the domestic corporate units desired to grant license to more number of Private Sector Banks in our country. The NBFCs were already playing a major role and were a real headache to the Regulator in administering these companies. It is in this background, the decision of the Government to allow more number of new banks in the private sector encouraged a large number of corporate to apply for license. More than 25 applications were submitted by those who were interested in opening banks.

   The fixation of a minimum capital of Rs.500 crore for new license, was not a big order as there were several cash rich corporate waiting in the side wings to open banks in the country. The other condition was that more than 25% of their branches should be opened in rural areas, would also have been managed by these applicants.

   The decision to grant new licenses for private sector to open new banks was stoutly opposed by the UFBU. The strong campaign was conducted against mushrooming of private banks in the background of our earlier experience where our depositors lost huge money by keeping the deposits in the private banks which came up during the 1990’s and thereafter collapsed due to mis-management. Despite the pressure from the industrial lobby and a huge number of applications that were submitted to the RBI the RBI adopted a rigid selection process. RBI granted only two licenses for the existing financial institutions, thus disappointing several industrial houses in the country. The aspirants for license to open banks included big industrial houses such as Reliance, Kotak Mahindra etc. The Reliance has already entered into an agreement for providing outsourced service of State Bank of India in extending several benefits to customers. The new banks for which licenses were granted are 1) Industrial Development Finance Corporation (IDFC Bank) and 2) Bandhan.
The application submitted by the India Post was not considered for the reasons best known to Reserve Bank of India and the Government. In fact, there were lot of speculation in view of the tremendous reach and the office network that the Post Offices have all over the country with huge savings that they enjoy from the domestic savings in the urban as well as rural areas, were anticipating the grant of license. However, the Government was not in favour of granting license to them since their intention was to allow the industrial houses to enter the banking sector with the huge cash that they have at their disposal.

c. **Payment Banks:**

In order to pacify those aspirants who have failed to secure new license for opening banks, the Reserve Bank of India also announced a decision to permit corporate units to establish Payment Banks who would be providing limited banking services to the people. The Payment Bank is not required to have a huge capital. It can be started with a capital of Rs.100 crore. There are certain restrictions in regard to the acceptance of deposits and grant of advances etc. The experiment is yet to take off in full measure. The payment banks will pose a big threat to our market share in rural areas.

**e-regulating security bond market:**

There is yet another move from the Central Government to insist for RBI withdrawal from regulating and operating the Bond Market. The Government intends to allow free marketing of the Government Bonds and permit the private parties to directly deal in the market as regular stocks and securities in the capital market. To-day, due to the regulatory mechanism over 22.5% of the deposits received from the Depositors are required to be kept as liquid security in the form of SLR Bonds and also Cash Reserve Ratio to the extent of 4% which is an important shield and protection available for the people who save their hard earned money and keep the same in the banking system.

A High Power Committee on financial matters has come out openly that the RBI should exit from the Management of Debt Market and administration of G-Sects. And it should be a free market with the provision for the participation of the investors. The feeling world over that if the Management of Government Securities is privatized then there is no need in India to have stringent regulatory mechanism to control and operate the system as is being done now.

**TRADE UNION MOVEMENT**

The joint meeting of the Central Trade Unions held on 9th April 2015 at New Delhi expressed serious concern over the anti-worker, anti-people policies being pursued by the Central Government and their grievous fall out on the life and livelihood of the toiling people and stressed upon the need for stronger united countrywide action Programmes. As per an unanimous decision, a National Convention of Workers was held at New Delhi on 26th May 2015, under the banner of Joint Platform of all the Central Trade Unions of the country along with independent national federations of all sectors and service establishments. It expressed deep concern over anti worker, anti-people and pro-corporate actions of the present Govt. at the Centre in pursuance of the policy of globalization. The convention expressed dismay over various amendments in labour laws to empower the employers with unfettered rights to “hire and fire” and stripping the workers and trade unions of all their rights and benefits,
aggressively pushing through almost unlimited FDI in strategic sectors like Railways, Defence and Financial Sectors by the Government and sweeping changes in the existing Land Acquisition Act, adversely affecting farmers’ right to land and agri-workers’ right to livelihood.

The Convention unanimously decided the following programme:

1. Joint conventions and campaigns during June-July in states, district, and industry level, wherever possible and taking initiative to involve common people in support of workers’ struggle

2. All India General Strike on 2nd September, 2015.

Barely two days before the convention, the Government announced a five member inter-ministerial committee consisting of Finance Minister Arun Jaitley, Oil Minister Dharmendra Pradhan, Power Minister Piyush Goel, Labour Minister Bandaru Dattatreya and Minister of State in PMO Jitendra Singh, to hold dialogues with the unions on their 10-point demands. The Trade Unions were not happy with the assurance given by the Labour Minister to fulfill their demands in the 10-point charter, which include demands such as Government steps to deal with issues like price rise, unemployment, universal social cover for workers and disinvestment of public sector undertakings, as such assurances were given in the past also by none other than the then Prime Minister Shri Manmohan Singh but despite lapse of two years, nothing concrete had taken place.

AIBOC was approached by Sh. Tapan Sen, General Secretary, Center of Indian Trade Unions (CITU) vide a Letter dated 28.05.2015, urging upon our Confederation to join the struggle and country wide united strike action on 2nd September, 2015. Copy of the Letter and declaration is attached, herewith, as annexure. The issue is of utmost importance and requires serious deliberation to decide our course of action to take a future call.

**Dr. P.J. Nayak Committee Report:**

Our members are aware that an RBI Committee headed by Mr. P.J. Nayak, released a draft report on governance changes for PSU Banks and for revamping their ownership structure. The Committee, appointed by the RBI during January 2014 has come out far reaching recommendations on the functioning of the Bank, which hits at the root of the lofty intentions and purpose with which the Indian Banking System was envisaged. The bitter memories of the ‘Sub Prime Lending crisis’ and the financial crisis of Europe are still fresh in the minds of the people, the economists and the Government. The conservative and balanced policies of the RBI and the Public Sector Banks in India apart from the positive role played by the Indian trade unions had saved the Indian Banking System from this financial Tsunami. The need of the hour is to strengthen the Public Sector Banks with capital infusion through budgetary sources and not venture into misadventure as indicated by the Report under reference. Rightly the AIBOC, AISBOF and the UFBU rejected the report outright and have taken up the issue at various forums.

The sum and substance of the report is nothing but a repetition of the Narasimhan Committee 1 and 2 reports, which aimed at privatization of Banking Industry through relinquishing of the ownership of the Government. The Committee has also gone into the functioning of the Boards, the equity structure, performance of weak Banks etc., and made recommendations which are detrimental to the interests of the Nation.
The Committee has also suggested a time frame for transferring the ownership of the Government, reconstitution of the Boards of PSBs under the Supervision of Bureau of Bank Boards.

MAKE RBI THE SOLE REGULATOR WITH NO INTERVENTIONS FROM GOI:

To ensure uniform implementation of regulations, the committee recommended that RBI be made the sole regulator of banks and GOI’s intervention be stopped.

MINIMUM FIXED TENURE FOR TOP PSU BANK EXECUTIVES:

The committee recommended a minimum five-year tenure for CMD and a minimum three-year tenure for Executive Directors in PSU banks. For private sector banks, the minimum and maximum age prescribed by the Companies Act at the time of appointment should be applicable to all directors. For whole-time directors, the maximum age should be 65. Also for bank CEOs, an age limit of 65 years should be imposed.

TO CREATE AUTHORISED BANK INVESTORS (ABIs):

The RBI should designate a specific category of investors as Authorised Bank Investors (ABIs), consolidating all funds diversified investors. A single ABI should be permitted a maximum 20% investment in a bank without approval and 15% if it has a board representation in the bank. Other investors can hold no more than 10% without regulatory approval.

To set up a Bank Investment Company (BIC):

The GOI should set up a BIC as a core investment company under RBI’s registration, to hold equity shares in banks which are presently held by GOI. The BIC should resemble a passive sovereign wealth fund.

Move towards fully empowered boards in PSU banks:

The committee recommended upgrading the quality of board deliberation in PSU banks to provide greater strategic focus. To empower and make these boards more effective, the committee recommends reconfiguring the entire appointment process for boards. The Calendar of Reviews should be revoked or freshly designed so as to ensure that the board’s time is spent largely on critical themes.

Privatise PSU banks or design a new governance structure:

To avoid repeated capital support from the government and ensure ability to compete successfully, the committee suggested either to privatise PSU banks or to design a radically new governance structure.

OTHER KEY RECOMMENDATIONS

Govt. of India to consider reducing its holding in banks to less than 50%, to ensure restoration of level-playing field for PSU banks in matters of vigilance enforcement, employee compensation and the applicability of the right to information.

To entrust selection of the top management of PSU banks during phase I to a newly-constituted Bank Boards Bureau (BBB). The committee also recommended that the BBB
be set up by executive order of the GOI and comprise three senior bankers chosen from among those who are either serving or retired Chairmen of banks, one of whom will be the Chairman of BBB.

The Chairman and each member of BBB to be given a maximum tenure of three years. There will be no renewal of their contract; thereby ensuring that BBB’s autonomy and independence is not compromised. Their remuneration would be at least that of existing public sector bank Chairmen.

Cases of vigilance enforcement against whole-time directors and other bank employees for decisions taken by them to be based on evidence that the director or employee personally made a wrongful gain.

For old private sector banks where RBI has doubts about whether boards are adequately independent of controlling shareholders, the RBI should mandate that all director appointments be made with its prior approval.

For old private sector banks where RBI has doubts about whether the CEO has full control over the executive management of the bank, it should examine the precise areas of intervention by directors in bank committees and outside of it, and mandate a separation between board oversight and executive autonomy.

NATIONAL PAYMENT CORPORATION OF INDIA:

Our members are aware that the clearing operations were under the control of the Reserve Bank of India, and in their absence with State Bank of India and its subsidiaries. However, it was later on extended to the Nationalized Banks as well. However, in course of time, the RBI desired in the wake of reforms that the Government and RBI privatize the clearing operations and hand it over to a separate Corporation. The UFBU opposed the move of the Reserve Bank of India and protest actions were initiated. The UFBU also took a delegation to RBI and insisted that the clearing operations should remain within the control of RBI and the Nationalized Banks in view of the huge potential that is available for the misuse of the clearing operations. However, the RBI went ahead with their game plan and finally succeeded in the establishment of National Payment Corporation of India which is now managing the clearing operations. With the extensive use of technology they have been able to reduce the redundancy of carrying the instruments to the clearing houses and instead the entire process has now been done through transfer of mirror image and its acceptance in clearing. The clearing ultimately, will become a channel for real time transfer of money as in the case of cash transactions in the banking industry. However, in the name of customer service, holidays for CCPs functioning in different places are curtailed.

BHARTIYA MAHILA BANK

The country’s first women’s Bank- the Bharatiya Mahila Bank was inaugurated by the Prime Minister of India on 19th November 2013, in a function organized at Mumbai. UPA Chairperson Mrs. Sonia Gandhi was also present on the occasion. Finance Minister had announced the setting up of this bank in this year’s budget as part of the government’s efforts to target three key constituencies—the youth, women and the poor. Parliament passed the supplementary demand for grants, allocating Rs.1,000 crore as initial capital to establish the women’s bank, clearing the way for final approval from the Reserve Bank of India.
Presently, bank’s nine branches, one each in Delhi, Mumbai, Kolkata, Chennai, Ahmedabad, Indore, Bangalore, Guwahati and Lucknow, are all operational with its Headquarter in Delhi. It will be scaled up to 25 branches and 127 cash machines and serve more than 33,000 predominantly women customers at the end of the first year. Usha Ananthasubramanian, Executive Director of Punjab National Bank is the Chairperson of the bank, which is predominantly employing women. The bank is initially staffed by officials selected on deputation from other public-sector banks.

JAN DHAN YOJANA

The successful implementation of PMJDY by PSBs has attracted worldwide attention and recognition. The latest being initial approval by The Financial Action Task Force (FATF), a global anti terror financing agency to a paper by India on how it achieved the task in a few months of opening 12.56 crore accounts while adhering to Know Your Customer norms. FATF is a global agency that prescribes standards for countries to develop policies to combat terror financing.

THREE SOCIAL SECURITY SCHEMES LAUNCHED

After a huge success of Prime Minister Jan Dhan Yojana in which more than 14 crore accounts are opened by the banks in record time, three new social security schemes have been launched by the Prime Minister viz. Pradhan Mantri Suraksha Bima Yojana and Pradhan Mantri Jeevan Jyoti Bima Yojana and Atal Pension Yojana (APY). The Pradhan Mantri Suraksha Bima Yojana envisages accident insurance worth Rs. 2 lacs at just Rs. 12/- per annum for all bank account holders whose age is between 18-70 years covering permanent disablement due to accident. The Pradhan Mantri Jeevan Jyoti Bima Yojana is for the target group of 18-50 years of bank account holders providing life insurance worth Rs. 2 lacs at just Rs. 330/- per annum. Any person would be eligible to join these schemes through one saving bank account only. The cabinet approved operationalisation of Government’s 3 social security schemes in the pension and insurance sectors. The third one is Atal Pension Yojana. Under the APY, subscribers would receive a fixed monthly pension of Rs. 1000 , Rs. 2000, Rs. 3000 , Rs. 4000, Rs. 5000 at the age of 60 years, depending on their contributions, which itself would vary according to the age of joining the scheme. The minimum age of joining APY is 18 years and maximum age is 40 years. Therefore, minimum period of contribution by any subscriber under APY would be 20 years or more.

The government has directed banks to sell the policies to all their account holders setting again an unrealistic deadline of May 31, 2015, which can be extended to August 31, this year.

The schemes, no doubt would be beneficial to a common man of the Nation but already slogging staff of Banks are further burdened, causing a lot of mental pressure.

MUDRA BANK LAUNCHED

The Prime Minister launched the MUDRA bank with a corpus of Rs. 20,000 crore and credit guarantee of Rs. 3,000 crore. The bank will be responsible for developing and refinancing all micro-finance institutions (MFIs) which are in the business of lending to micro and small business entities engaged in manufacturing, trading and service activities.
UNITED FORUM OF BANK UNIONS (UFBU)

SALARY REVISION – 10th BIPARTITE SETTLEMENT - EVOLUTION

The UFBU submitted its Charter of Demands in respect of the Workmen as well as the Officers’ Community together on 30.10.2012 comprehensively in order to ensure an orderly negotiation for the 10th Bipartite Settlement as per the tradition that has been established since the last 3 negotiations. The IBA convened a ritual meeting immediately on submission of the Charter of Demands to create a record that they have commenced the negotiations in good time.

UFBU MEETING ON 31st JANUARY, 2013 AT MUMBAI:

Charter of demands on wage revision: The meeting took note that most of the Banks have given their mandate to the IBA for negotiating with the unions on the charter of demands for revision of wages and service conditions. The meeting further took note that the IBA is collecting the data from all the banks relating to numbers of employees, stage wise details, which would be the basis for making calculations on load, Item wise cost etc. In the meantime, it was expected that the IBA would commence the formal negotiations with the unions but IBA has not fixed up the date for the same. Having regard to the need for early wage revision, the meeting decided to address a letter to the IBA to commence the negotiations immediately.

NATIONWIDE GENERAL STRIKE ON 20TH & 21ST 2013 FEBRUARY, 2013:

The meeting welcomed the joint call of all Central Trade Unions for the nationwide General Strike on 20th and 21st February, 2013 against the anti people, anti labour, Neo-liberal economic policies being pursued by the government. The meeting observed that in the banking sector also the government is seriously pursuing their reform measures as evidenced by the recent passage of the banking law amendment bill. The meeting also took note of the Government attempts at consolidation and merger of banks and their recent guidelines to the banks combining the banks into 8 groups In the name of functional co-ordination. Attempts are also afoot to grant licenses to industrial and corporate houses to start their own private banks thus depicting their policy of double standards- expansion of private banks and consolidation of public sector banks. There are also serious efforts to outsource the regular banking jobs and service to private contract agencies which would jeopardize the jobs and job security in the banking sector. In this situation of similar attacks in every sector and the need for a concerted effort to oppose and repulse all these attacks, the meeting welcomed the growing unity amongst the Central Trade Unions and their initiatives of united struggles and actions.

Hence, the meeting decided that in continuation of struggles against the economic policies of the Government, UFBU should support the call of the Central Trade Unions and join the nationwide 2 days strike on 20th and 21st February, 2013. Accordingly, strike notice is being served on the IBA and all our units are requested to observe the strike call in all the banks all over the country including the RRBs and Co-operative Banks.

ISSUES AND DEMANDS:

- In support of the 10 point Charter of Demands of Central Trade Unions
- Control alarming price rise
- Hands off trade union rights
Stop Banking Reforms
Stop Outsourcing
Early wage revision
Settle pending issues like compassionate appointment scheme
Anti Trade Union action of Government and Management

TWO DAYS STRIKE ON 20th & 21st FEBRUARY, 2013 – A GRAND SUCCESS

As decided by UFBU, we have observed two days All India Strike on 20th & 21st February, 2013. Revolutionary greetings to all the members of the Federation on behalf of the TEAM FEDERATION for successful implementation of the two days strike programme and we are confident that the members will exhibit the same spirit of solidarity in future also in response to the calls of the UFBU and the Central/Bank level leadership in pursuit of all our legitimate demands. We also congratulate all the office bearers of the TEAM FEDERATION for their excellent support and coordination at Zonal Level in ensuring the successful participation of the members.

UFBU MEETING ON 22nd FEBRUARY, 2013 AT MUMBAI:

The Meeting conveyed its heartiest congratulations to all the units of UFBU and entire rank and file employees and officers for their massive and enthusiastic participation in the Nationwide General Strike on 20th and 21st February, 2013 at the call of central trade unions and the UFBU. The strike has manifested the oneness of the bank employees and officers with the total trade union movement in our country.

BIPARTITE TALKS WITH IBA ON 22-02-2013:

Further to UFBU’s submission of charter of demands on the IBA for our wage revision and the improvement in service conditions, the IBA had invited UFBU and accordingly a preliminary round of discussions took place today between IBA and UFBU.IBA team was represented by Shri. K R Kamath, CMD-PNB and Chairman of IBA, along with the members of their Negotiating Committee. UFBU was represented by leaders of our 9 Constituent Unions. Both the sides felt and agreed that the negotiations should be expedited and concluded in a time bound manner.IBA informed that the Negotiating Committee will be headed by Mr. T M Bhasin, CMD- Indian Bank and Vice Chairman of IBA. From UFBU, we pointed out that simultaneous to the discussions on our charter of demands, the IBA should also take efforts to resolve the pending issues like Compassionate appointment scheme, coverage of remaining employees / officers under pension option scheme, Improvement in Family Pension, Updation of Pension etc.

Next Round of Talks: It has been decided that the next round of talks will be held on 4th March, 2013.

Comrades, the discussions on our charter of demands have begun. It shall be the endeavor of UFBU to expedite the discussions and strike a fair deal. We exhort all our units and members to remain united and be in readiness to all the calls of UFBU to achieve our demands to our satisfaction.

Due to delay in compilation of data etc., and non-availability of members of Negotiating Team, the meeting on 4th March has been postponed.
BIPARTITE TALKS WITH IBA ON 22-04-2013:

A round of discussion was held today in Mumbai between IBA and UFBU on our charter of demands for revision of wages and service conditions. The IBA was represented by the negotiating team headed by Mr. T M Bhasin (CMD Indian Bank and Senior Vice President, IBA). UFBU was represented by the constituent unions. NOBW could not be present due to their pre-fixed agitational programme in Delhi.

During this meeting, IBA provided the detailed data relating to establishment expenses of the banks as on March 31st 2012, which will be taken as the basis for calculations in the ensuing wage revision exercise. According to the data, the total establishment expenditure/wage bill of the public sector banks as on 31.03.2012, comes to Rs.56,292 crores for workmen and officers put together.

The IBA also submitted the following Management issues for discussions by UFBU.

**Officers:**

1. Introduction of Cost to Company
2. Introduction of Performance linked Variable Pay
3. Restrictions on applicability for wage revision

**Workmen:**

1. Introduction of Cost to Company
2. Introduction of Performance linked Variable Pay
3. Deployment of Staff by invoking Para 536 of Sastri Award and superseding the provisions of 8th BPS
4. Rationalisation of special pay posts
5. Departmental action to continue after retirement
6. Premature retirement of workmen employees in public interest after 55 years of age or 30 years of service
7. Simultaneous disciplinary action under departmental enquiry as well as judicial proceedings

IBA further stated that they would make their presentations on these issues in the next meeting. They also informed that the next round of discussions would be held by the middle of May 2013.

Comrades, while we have come to the IBA for wage revision, it is clear that they are trying to foist anti-employee, anti-officer propositions. It appears that wage revision will be a challenging task before us. Hence our unity and vigilance are very important when we proceed with our charter of demands.

From the UFBU we insisted on the IBA that the long pending issue of compassionate ground appointment scheme should be resolved on a priority basis. We also brought to their notice the problems faced by employees and officers on account of introduction of Grid-based clearing system by the RBI and urged for solution so that the issue does not become a dispute. Further developments will be informed to unions in due course.
UFBU MEETING WITH IBA ON 07-06-2013 AT MUMBAI:

IBA’s Negotiating Committee headed by Shri T.M. Bhasin met the United Forum of Bank Unions today at IBA office in Mumbai.

In today's meeting, we demanded that there should be a time bound programme to complete the negotiations without much delay to arrive at the wage revision settlement at the earliest. IBA also agreed with our views and informed that the same can be worked out by mutual discussions. Today we also demanded that the wage revision should be effective from 1st November 2012 and that the new pay scale should be constructed by merging the DA at 4876 points i.e. the DA applicable to July- September, 2012 quarter. We also insisted that the IBA should make their offer on the percentage of wage load acceptable to them. For this, the IBA informed us that they would consult the higher authorities in the Government and inform us in the next round of discussions. The IBA suggested that the pay scales could be constructed by merging the DA applicable upto 2009. We did not agree to this proposal. These issues will be discussed further.

In today's meeting the IBA also explained their issues like introduction of Cost to Company, Performance related wage, restricting the wage revision, increased mobility to award staff, rationalization of Special Pay etc. While expressing our reservations and viewpoints, we suggested that these issues can be reverted during subsequent discussions.

From the UFBU we also submitted that in the proposed wage revision, the hike in wage load should be exclusive of the cost on pension and other superannuation benefits and also the cost of hospitalization expenses reimbursement. The IBA informed that this would be kept in mind by them. The IBA informed that they will shortly inform us the date for the next round of negotiations.

UFBU MEETING HELD ON 04-07-2013

UFBU Meeting was held on 4th July 2013 in Chennai under the chairmanship of Com. Vinil Saxena, President, and National Confederation of Bank Employees (NCBE). The meeting deliberated at length, the issues being confronted by the bank employees and officers, the developments at national level and its likely impact on Banking Industry.

It was noted with serious concern the delay in wage revision negotiations and the lack of seriousness on the part of Indian Banks’ Association (IBA) in taking up the issues raised by the Unions in the Common Charter of Demands. Despite three rounds of discussions held between IBA and the representatives of UFBU on different dates, the progress is sluggish. The meeting decided to impress upon IBA to have serious and meaningful negotiations on the issues with an intention to have an early conclusion to the wage settlement.

The meeting also decided to Observe ALL INDIA DAY on 19th July, 2013 on the eve of 44th Anniversary of bank nationalization in our country with the following programmes.

◊ Display of posters
◊ Distribution of leaflets containing our Resolution
◊ Holding seminars, rallies, processions, etc. in all State Capitals/other centres
Election of new Convenor and Chairman of UFBU:

To have a better cohesiveness and co-ordination, it was decided in the meeting to introduce
the position of Chairman of UFBU apart from Convener and Com. K K Nair, General Secretary
of Indian National Bank Officers’ Confederation (INBOC) was unanimously elected as Chairman
of UFBU.

Consequent to retirement on superannuation of Com. P K Sarkar, Convener, the
representatives of UFBU unanimously elected Com. M V Murali, General Secretary, NCBE as
the new Convener of UFBU.

UFBU MET FINANCE MINISTER ON 06-08-2013:

A nine member UFBU delegation met the Hon’ble Finance Minister Shri P. Chidambaram on 6th
August, 2013 at his North Block Office in New Delhi. Delegation consisting of representatives
from all the nine constituent of UFBU was led by Shri Basudev Acharya, Member Parliament.
The Delegation submitted a memorandum to the Finance Minister for his kind attention,
consideration and favourable disposal of the issues and demands as mentioned below.

✓ Compassionate ground appointment scheme in Banks;
✓ Wage revision for employees and officers in the Banks;
✓ Introduction of 5 Day Banking;
✓ Grievances of the Bank retirees;
✓ Industrial Relations in State Bank of India;
✓ Proposals of SBI management to merge Associate Banks;
✓ Proposals of RBI to permit corporates and business houses to start their own
  Banks.

Finance Minister, after going through the Memorandum and listening to oral representation,
assured the representatives of faster wage negotiation exercise and asked the delegation to
negotiate first four issues with IBA. He also assured that he will seek information on the
Industrial Relation position in SBI and will take a view on that. However, on the issue of
merger of Associate Banks and proposals of new Banks, he emphasized that these are policy
matters and decision on them will be taken after due consideration. The delegation once again
urged upon him to have a positive consideration on the issues.

BIPARTITE TALKS WITH IBA HELD ON 12-8-2013

Another round of bipartite talks took place today in Mumbai between IBA and UFBU on our
demands for wage revision. IBA was represented by their Negotiating Committee led by its
Chairman Shri T M Bhasin. UFBU was represented by all our nine constituent unions. The
meeting condoled the death of Com. R J Sridharan, Chairman, AIBOA, who was in the
negotiating committee till 9th Bipartite Wage Revision.

The meeting was held in a cordial atmosphere and discussions were fruitful. In the day-long
discussions held, satisfactory decisions on some of the important issues could be arrived at.
Continuing the discussions of the last round of talks held on 7th June, 2013, we emphasized
the need for IBA to expedite and conclude the settlement in a time bound manner. We also
asked them to react and respond to the issues like date of effect for commencement of the
revised wages, consumer price index point up-to which Dearness Allowance is to be merged
with basic pay for construction of revised pay scales, quantum of wage revision, etc.
**Date of Effect:** In response, the IBA agreed that the new wage settlement would be effective from 1st November, 2012, i.e. the date from which the 10th Bipartite Settlement is due.

**Merger of DA for constructing revised Pay Scales:** IBA explained their constraints to consider merger of Dearness Allowance at higher index points. After prolonged discussions and on the insistence of the UFBU for merger of D.A at a higher level to enable construction of Pay Scales in a reasonable manner looking to the Pay Scales of employees and officers in comparable sectors, IBA agreed and conceded to merge Dearness Allowance upto 4440 Consumer Price Index i.e. 401 slabs and construct new pay scales accordingly.

**Increase in wage load:** On the offer of the wage load increase, IBA wanted to study the cost impact of the merger before responding. However, the UFBU reiterated its demand that the offer should be exclusive of superannuation cost and improvements in other welfare measures. IBA indicated that the same would be kept in mind by them.

**Reimbursement of Hospitalisation Expenses:** To our demand for 100% reimbursement of hospitalisation expenses incurred by the employees/officers for self and eligible family members, IBA offered introduction of Mediclaim policy facility under which hospitalisation expenses would be reimbursed by the insurance company upto Rs.2 lacs for sub-staff, Rs.3 lacs for clerical staff and Rs.4 lacs for officers per year. Looking to the various implications of switching over to the new scheme and the need to examine the pros and cons of the scheme, we said that a detailed study is required on the contents of the scheme offered before responding.

**Management’s Issues:** The management’s issues like introduction of cost to company method, Fixed Pay and Variable Pay concept were discussed and UFBU has given its strong views against the same. However, the matter remained inconclusive.

**Compassionate Ground Appointment Scheme:** Another vital issue, much dearer to all the bank employees, which is relentlessly being pursued by the UFBU is restoration of compassionate appointments in the Banking Industry. IBA informed us in today’s meeting that its recommendations for introduction of compassionate appointment scheme on similar lines prevailing in Central Government for its employees has been sent to Ministry of Finance, Govt. of India for its approval. No doubt, it is an important step in the direction of restoring compassionate appointments in the Banking Industry which is a long pending demand. While thanking the IBA for the positive step taken in this direction, we earnestly hope that the Government would accord its approval at the earliest.

Comrades, in today’s discussions, we could arrive at conclusion on two vital issues i.e. date of effect and merger of dearness allowance. We thank the team of the Negotiating Committee of IBA for this forward movement in the discussions.

The date for the next round of discussions will be decided in due course.

**UFBU MEETING AT CHENNAI ON 20.11.2013**

A meeting of the United Forum of Bank unions was held at Chennai on 20th November, 2013. A serious concern was shown that no real progress has taken in talks. Meeting also expressed its strong protest against the various measures being taken by Government and the RBI like issue of licenses to corporate and business houses to start their own Banks, allowing foreign banks to get national status and even to take over our Banks, attempts to privatisate the Banks,
merger of Banks, etc. Hence, UFBU decided to give a call for All India Strike in all the Banks on 19th December, 2013, which was later preponed to December 18 as 19th December was a holiday in the state of Goa, Daman & Diu.

Subsequent to the strike call given by UFBU, IBA called for Bilateral Negotiations on 14th December 2013. After lot of deliberations, IBA offered a meager increase of 5% over the wage expenses covered by the pay slip components i.e. exclusive of the cost on other components and superannuation benefits. The reasons cited by the IBA for such small rise was increasing NPA’s and declining profitability in banking industry.

IBA also stated that they would like to cover the discussions on salary revision only up to scale 3 officers. Our demand for introduction of 5 days banking was also not accepted by IBA as it did not find favour from the government. IBA also advised that the issue of compassionate appointments scheme is still under consideration of the government. Since the offer of the IBA fell very short of our demands and expectations, they were rejected with a request to reconsider the issues and come out with the revised offer. In the absence of any revised stand of the IBA, UFBU decided to go ahead with its strike on 18th December 2013.

The Chief Labour Commissioner (Central) held conciliation proceedings on 16th December 2013 at his office New Delhi. IBA retreated their stand and UFBU conveyed to CLC that in view of the rigid stand of the IBA on all the issues, it will not be possible to withdraw the strike. Talks failed and UFBU decided to go ahead with all its agitational programme including strike on 18th December 2013.

**STRIKE ON 18TH DECEMBER 2013- A THUNDERING SUCCESS**

“Kudos Comrades” - the All India Bank Strike on 18th December, 2013, at the call of UFBU, as being reported from throughout the country, is a thunderous success. We heartily thank and congratulate the membership all over the Country for the rock-like solidarity that led to the thunderous success of the Strike.

The intention of UFBU is not to resort to agitation or strike uncalled for, whereas the casual approach of the Government/IBA in the process of wage negotiations and the recalcitrant attitude of the Government in its efforts to implement the banking sector reform measures, which are detrimental to the Nation on the whole, have compelled the UFBU to resort to such agitation programmes. However, we trust that the thunderous success of today’s strike will serve as an eye-opener to the Government and IBA towards resolution of our issues at the earliest.

This one day strike is just the beginning – Taking into consideration, the casual approach of Government/IBA in the area of wage negotiations and the adamant attitude of the Government in the implementation of Banking Sector Reforms, resolution to all our demands/issues can be achieved through sustained struggle alone.

**UFBU MEETING AT HYDERABAD ON 23.12.2013**

Pursuant to the massive success of our strike action on 18th December 2013, a meeting of UFBU was held in Hyderabad on 23.12.2013.

The meeting thanked all the Central Trade Unions for their support to our strike action and also thanked the United Forum of Reserve Bank Officers and Employees (AIRBEA, AIRBWF, AIRBOA) and All India Insurance Employees Association for the solidarity and fraternal support to our struggle.
The Convenor informed that after issuance of strike notice on 2nd December 2013, IBA came with an initial offer of 5% increase on pay slip components of all workmen and officers such as Basic Pay, Special Pay, Fixed Personal Pay, Professional Qualification Pay, Dearness Allowance, House Rent Allowance, City Compensatory Allowance (where applicable), Transport Allowance and Annual Medical Aid, which does not include the cost of superannuation and other components such as LFC, leave encashment, etc. He also informed that since there was no response from the IBA despite request for substantial increase in the minimum offer, as it was felt too low, the one day All India Bank Strike on the 18th December 2013 was not withdrawn.

The meeting decided that UFBU shall urge upon IBA to resume the negotiations forthwith with a better revised offer so that meaningful discussions can be held thereupon so as to conclude the Settlement within a timeframe and it was also decided that if the IBA would fail to improve their offer and come forward to settle the demands expeditiously, UFBU shall continue the agitation and decided the action programs.

Since no positive development took place, as per the decision taken, strike notice was served on IBA on 31st December 2013 for 48 hours strike on 20th and 21st January 2014. IBA invited UFBU for next round of negotiations on 29th January 2014, thereby ridiculing the entire working class in the Banking Industry.

CLC fixed the conciliation meeting on 13th January 2014, in which government officials were also present, apart from IBA and UFBU representatives. Agreeing to the suggestions made by CLC (Central), the representatives of IBA agreed to prepone negotiations with the representatives of UFBU to 17th January 2014. UFBU consented to the CLC that it will attend the negotiations with an open mind but also conveyed that the decision on strike will depend on the outcome of the meeting to be held on 17th January 2014.

Discussions restarted on 17th January 2014 as decided before CLC. After the protracted negotiations, IBA agreed to revise their offer from 5% (1575 cr.) to 9.5% amounting to around 3000 crores (exclusive of retirement benefits and other cost). IBA also offered to have next round of negotiations on 27th January 2014 and assured to expedite the negotiations and conclude the settlement by June 2014. In view of these developments UFBU conveyed their decision to defer the strike.

Again on 27th January, 2014, when negotiation resumed, it was expected that IBA will substantially improve their offer. But to our utter dismay, IBA improved their offer by 0.50% only i.e. final offer of 10% only. UFBU rejected the offer made by IBA instantly and unanimously decided to go on two days strike on 10th & 11th February, 2014 (Starting from 6.00 am on 10th February to 6.00 am on 12th February, 2014).

It is also pertinent to mention that immediately after UFBU decided to observe two days strike, IBA has invited us for negotiations on 13th February, 2014. Consequent to our strike notice, CLC (Central) has called IBA and all constituents of UFBU for conciliation meeting on 6th February, 2014. In the conciliation meeting before CLC, held at the office of the Chief Labour Commissioner on 6th Feb., 2014, IBA remained rigid at their offer of 10% rise on Payslip components. However, at the advice of CLC to hold negotiation prior to 10th Feb., IBA agreed to have another round of negotiation subject to UFBU deferring the Strike. UFBU maintained before CLC that unless a reasonable increase in the earlier offer of 10% increase is made by IBA, review of strike decision is not possible. Conciliation proceedings failed as IBA in the absence of any mandate from the Government could not enhance the offer.
TWO DAYS’ ALL INDIA BANK STRIKE ON 10th & 11th FEBRUARY, 2014 – A HISTORIC SUCCESS

Congratulations Comrade – we are elated to note the unprecedented success of the ‘Two Days’ All India Bank ‘Strike’ on 10th & 11th February 2014 for which call was given by the UFBU. We congratulate all the members all over the country for their enthusiastic participation in various programmes conducted in this regard at different centres and making the programmes a grand success.

The two days’ strike is only a warming up exercise which should send strong signals to Government / IBA that the Bank employees will not be silent spectators if the Government is adamant in its attitude in implementing the reforms and the IBA / Government combine ignore the just reasonable aspirations of the Bank employees. UFBU is aware of the aspirations and expectations of the employees. All efforts would be made to achieve the improvements with a balanced approach. In the meantime, we urge all our members not to give scope for rumours and its circulation that are aimed to vitiate the atmosphere. At this crucial juncture, we should not give any scope to the vested interests to develop vedge in the unity of Bank employees.

UFBU is meeting on 19th Feb 2014 at Mumbai to take stock of the situation and finalize the next course of action programs.

Meanwhile, the IBA has invited the UFBU for talks on 3rd March, 2014 at Mumbai just on the eve of the proposed UFBU meeting at Mumbai.

UFBU MEETING AT MUMBAI ON 19.02.2014

UFBU has met at Mumbai on 19th February, 2014 and decided to attend the talks with IBA to be held on 3rd March and depending on the outcome of the same to decide the future action programs.

Banking Laws Amended – Bills passed by Parliament: The meeting took note that despite our protests and opposition, the Government had pushed through the Banking Law Amendment Bill providing for certain liberalisation in the Banking Regulations Act and Bank Nationalisation Act besides amending the SAREFEASI/Debt Recovery Act. However, the clause relating to exemption of bank mergers from Competition Commission and also the clause on allowing Banks to do Forward Contract business had to be withdrawn by the Govt. and thus the Govt. could not do all that it wanted to do.

The meeting noted with thanks that number of MPs spoke both in Lok Sabha and Rajya Sabha on these Bills opposing the same and reflected the views and concerned of UFBU. Some of them moved amendments to the Bill to modify the adverse clauses. While the Government was persisting with the Bill as it is, the MPs belong to entire BPA, Left, TMC, AIADMK, etc. staged a walk out on this issue. Still the Government went ahead and got the Bills passed manifesting their commitment to the banking reforms.

The meeting expressed its thanks to all these political parties and MPs who echoed our demands inside the Parliament on the occasion of the consideration of these Bills. The meeting further noted that since the Government is serious about their agenda like bank mergers, giving banking license to corporate houses, etc., the UFBU should remain more united and vigilant in the days to come to oppose such measures.
Attacks in SBI: The meeting took note of the attacks of the management on the legitimate trade union rights and the vindictive actions against the leadership of AISBOF. The meeting decided to extend all necessary support and solidarity in case the problems are not sorted out amicably.

Nationwide General Strike on 20th and 21st 2013 February, 2013: The meeting welcomed the joint call of all Central Trade Unions for the nationwide General Strike on 20th and 21st February, 2013 against the anti people, anti labour, Neo-liberal economic policies being pursued by the government. The meeting observed that in the banking sector also the government is seriously pursuing their reform measures as evidenced by the recent passage of the banking law amendment bill. The meeting also took note of the Government attempts at consolidation and merger of banks and their recent guidelines to the banks combining the banks into 8 groups In the name of functional co-ordination. Attempts are also afoot to grant licenses to industrial and corporate houses to start their own private banks thus depicting their policy of double standards- expansion of private banks and consolidation of public sector banks. There are also serious efforts to outsource the regular banking jobs and service to private contract agencies which would jeopardize the jobs and job security in the banking sector. In this situation of similar attacks in every sector and the need for a concerted effort to oppose and repulse all these attacks, the meeting welcomed the growing unity amongst the Central Trade Unions and their initiatives of united struggles and actions.

Hence, the meeting decided that in continuation of struggles against the economic policies of the Government, UFBU should support the call of the Central Trade Unions and join the nationwide 2 days strike on 20th and 21st February, 2013. Accordingly, strike notice is being served on the IBA and all our units are requested to observe the strike call in all the banks all over the country including the RRBs and Co-operative Banks.

ISSUES AND DEMANDS:

- In support of the 10 point Charter of Demands of Central Trade Unions
- Control alarming price rise
- Hands off trade union rights
- Stop Banking Reforms
- Stop Outsourcing
- Early wage revision
- Settle pending issues like compassionate appointment scheme
- Anti Trade Union action of Government and Management

TALKS WITH IBA ON 26-09-2014

Further to the last round of meeting held on 17th instant, another round of bipartite meeting was held with the IBA today (26.9.2014). IBA was represented by Shri Rajeev Rishi (CMD Central Bank of India), Chairman of the Negotiating Committee along with other members of the Negotiating Committee. UFBU was represented by all its constituent unions.

In today’s meeting there was a detailed discussion on our demand for 100% reimbursement of hospitalisation expenses incurred by the employees/officers and their family members and the group mediclaim scheme offered by the IBA in response thereto. We explained our various apprehensions about the implementation of the scheme and hassle-free reimbursement of claims thereunder. We reiterated that employees/officers should not be required to deal directly with the insurance company or their Third Party Administrators. IBA has agreed and
accordingly clarified that even though employees would be covered by the mediclaim scheme, they would continue to submit their claims to the management as hitherto and the reimbursement would be made by the Banks with the improved benefits of the scheme accruing to the employees. IBA also agreed to incorporate the suggestions submitted by the UFBU while finalising the scheme. Hence a broad in-principle consensus was mutually agreed upon and the final scheme would be worked out accordingly on the above lines.

UFBU has also raised the following issues during the discussions

- Pension related matters i.e. 100% DA on pension for pre-Nov. 2002 retirees, improvement in family pension, provision for periodical updation of pension
- Introduction of 5 days banking / 5 days working
- Regulated working hours for officers

After discussion, IBA informed that they are inclined to favorably consider the demand of 100% DA on pension for pre-Nov. 2002 retirees. IBA further informed that cost aspect on improvement in family pension is being worked out and they would soon take a decision on the same. IBA responded positively on this issue. As regards updation of pension, IBA informed that in view of the high cost involved, it would be difficult to agree to the same. On our insistence, IBA agreed that any viable and affordable proposition from the UFBU in this regard would be examined.

As regards 5 day banking / 5 day working, IBA regretted their inability to accept our demand in the present situation. From UFBU, we insisted on this issue and hence IBA agreed that if a detailed note is submitted to them with the requisite logic and rationale, they would apply their mind afresh on this issue.

From the IBA, they wanted to know our views and reactions on introduction of cost to company method as well as fixed and variable pay concepts. From UFBU we have reiterated our standpoint that the same are not acceptable to us. IBA also insisted for limiting the wage revision discussions upto scale III officers instead of upto scale VII which was also declined by us.

On the vital issue of improvement in the offer of IBA over 11%, despite our indication that we would be flexible in our demand, depending on improvements in other areas, IBA has conveyed that they are unable to improve their offer unless UFBU scale down further in its demand considering the financial constraints of the banks. We categorically informed IBA that UFBU would be reasonable and flexible in its approach provided the same is reciprocated by the IBA on the issues raised by us and insisted on IBA to improve their offer to take the negotiations forward. However, IBA was adamant in their stand and did not improve their offer and stuck to their earlier offer of 11%. UFBU expressed its unhappiness over the rigid stand of IBA on improvement.

In the UFBU meeting held subsequently, representatives of all the constituent unions expressed their dissatisfaction and condemned the lackadaisical approach and adamant attitude of IBA and unanimously decided to undertake agitational programmes to press our demands and to expedite the settlement. After deliberations, it was decided to observe One day Protest Strike preceded by the following action programmes:
10.10.2014  |  BLACK BADGE WEARING
17.10.2014  |  COUNTRY WIDE PROTEST DEMONSTRATIONS
Between 18.10.2014 & 31.10.2014  |  ONE DAY DHARNA AT ALL STATE CAPITALS
             |  (Date shall be decided by the State Unit of UFBU)

COUNTRY WIDE ONE DAY PROTEST STRIKE

It was also decided that the one day protest strike shall be followed by intermittent and relay strikes as well as indefinite strike.

UFBU DECIDES TO INTENSIFY THE AGITATION

- All India Strike on 12th November, 2014
- Relay Zonal Strikes from 2nd to 5th December, 2014
- Withdraw Co-operation to the Managements

“We had informed about the negative approach of the IBA in the negotiations for wage revision. Having regard to the need to express our strong resentment and protest, **UFBU has already given the call for observing certain agitational programmes including demonstrations on 17th October 2014 and for holding Dharnas in various States between 18th and 31st October, 2014. In view of the intermittent festival holidays in various parts of the country, the dates for the strike actions were decided to be finalised later.**

In this background, UFBU meeting was held today in Bengaluru to chalk out the programmes and after due deliberations, the following further programmes have been decided upon:

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<th>Date</th>
<th>Event</th>
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<tr>
<td>29th October, 2014</td>
<td>Press Meet at all State Capitals and major centres (Press Note of UFBU, to be released by all the constituent unions, will be sent in due course)</td>
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<tr>
<td>30th October, 2014</td>
<td>All India Protest Day Badge Wearing Demonstrations/Rallies at all Centres</td>
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<tr>
<td>11th November, 2014</td>
<td>Centralised Demonstrations at all Centres</td>
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<tr>
<td>12th November, 2014</td>
<td>ALL INDIA ONE DAY PROTEST STRIKE</td>
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<tr>
<td>2nd December, 2014 to 5th December, 2014</td>
<td>Relay Zonal Strikes</td>
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<tr>
<td>To be followed by</td>
<td>Further Strikes including Indefinite Strike</td>
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It was also decided unanimously by the UFBU to withdraw all types of extra co-operation by workmen/officers with immediate effect and to boycott all meetings called for by the bank managements after normal office hours. The meeting also decided against working on Sundays and other holidays.

The schedule of Relay Zonal Strikes is as under:

<table>
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<tr>
<th>Date</th>
<th>Zone</th>
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<tbody>
<tr>
<td>02.12.2014</td>
<td><strong>Southern Zone</strong> consisting States of Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Telangana and Union Territories of Lakshadweep and Puducherry.</td>
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</tbody>
</table>
03.12.2014  **Northern Zone** consisting States of Chhattisgarh, Haryana, Himachal Pradesh, Jammu & Kashmir, Madhya Pradesh, New Delhi, Punjab, Uttar Pradesh, Uttarakhand, Rajasthan and Union Territory of Chandigarh

04.12.2014  **Eastern Zone** consisting States of Bihar, Jharkhand, Odisha, Sikkim, West Bengal, North Eastern States and Union Territory of Andaman & Nicobar Islands

05.12.2014  **Western Zone** consisting States of Goa, Gujarat, Maharashtra and Union Territories of Daman & Diu

It is two years since we submitted our charter of demands. While 13 rounds of negotiations have taken place, there is no satisfactory progress in the talks because of the negative attitude of the IBA/Government. Everyone is aware that employees and officers in the banking sector are doing their best to serve the customers and implement various schemes of the Government despite innumerable hardships and difficulties. Yet, the genuine demand for adequate wage revision is being delayed and denied.

Even though we have shown our willingness to adopt a flexible approach in order to finalise the settlement expeditiously, the same is not being reciprocated by the IBA. Thus, once again, we have been pushed to the path of agitation and struggle.

**CONCILIATION MEETING HELD BY CLC ON 5.11.2014**

Further to the Strike notice served on the IBA by the UFBU, conciliation meeting was held today in New Delhi by Mr. P.P. Mitra Chief Labour Commissioner, Ministry of Labour, Government of India. IBA was represented by Mr. M.V. Tanksale, Chief Executive, Mr. Unnikrishnan, Dy. Chief Executive and other officials. UFBU was represented by all the constituent unions.

During the conciliation proceedings, the IBA contended that due to the reducing profitability of the Banks, they are unable to accept the demands of the UFBU and stated that for the sake of an amicable settlement, they would be willing to consider improving their present offer provided UFBU agrees to substantially reduce the demands. IBA also suggested that UFBU should defer the strike so that the negotiations may be further continued.

On behalf of the UFBU, we explained the reasonability and justification of our demands and stated that the IBA’s offer falls too short of our expectations and hence not at all acceptable. We further stated that looking to the runaway inflation as well as the increasing stress and workload under which bank employees and officers are working now-a-days, we deserve adequate wage revision. We also said that besides improvement in emoluments and service conditions, other demands like 5 day banking, regulated working hours for officers, improvement in pension scheme, extending the old pension scheme to the newly recruited employees, etc. are also needed to be resolved but the IBA is not forthcoming on these issues.

After hearing both sides, the Chief Labour Commissioner suggested that both IBA and the UFBU should take steps to reconcile the differences and reach an amicable settlement. He further advised the IBA to talk to the UFBU to find out how the strike could be averted. He also adjourned the conciliation proceedings to 3-00 PM on 10th November, 2014 for further discussions.

Thus, our demands remained unresolved and UFBU decided to go ahead with the strike. **Hence, members to march on to 12th November 2014 strike without any let up.”**
ALL INDIA BANK STRIKE ON 12.11.2014 – A GRAND SUCCESS

We congratulate all our members and the Zonal leadership of our Federation for having ensured that one day All India Bank Strike a total success. We are confident that the members continue to show the same level of commitment in all the future calls of UFBU in pursuit of a fair 10\textsuperscript{th} bipartite wage settlement.

Going by the adamant indifference of the Government of India and IBA it is now clear that the struggle is going to be long drawn and we may be forced to intensify the action programs further.

CONCILIATION MEETING HELD BY CLC ON 1.12.2014

Another round of conciliation held by Shri B.B. Bhatnagar, Dy. Chief Labour Commissioner (Central), on 1\textsuperscript{st} December 2014 at Mumbai ended in futile despite the best efforts of UFBU and also the Dy. CLC (C) as the IBA remained still adamant with its offer of 11% increase in pay slip components.

At the commencement of the Conciliation, the representatives of IBA played the same old tune of non-affordability of banks as the sole reason for not offering better wages to their employees.

UFBU contended that employees need to be given their due share through reasonable wage revision when the banks are continuously earning huge operating profits and the hard work of bank employees needs to be recognized. UFBU also contended that the reasonable wage revision sought for is just considering the present living conditions as well as in comparison with the wage increase offered in other comparable public sector organisations.

Despite the suggestion of the Dy. CLC (C) to clear the stalemate, IBA informed that they do not have mandate for further increase in their offer. The Dy. CLC (C) adjourned the meeting to 4 p.m. to enable the IBA representatives to have consultations to break the stalemate.

In the conciliation meeting held in the evening, IBA requested for deferment of strike quoting that Government has a positive view in the issue. But, UFBU conveyed that the deferment of strike and the proposal to continue the negotiations would be possible only if there is an improvement in the offer of IBA indicating the positiveness.

Considering the genuine approach of UFBU, even the Dy. CLC (C) suggested IBA to consider the demand of the unions to improve the offer and settle the issue through negotiations, in order to avert the strike, but IBA took rigid stand by conveying that they do not have mandate to go beyond 11% increase in pay slip components.

In the absence of any improvement, UFBU decided to proceed with its Relay Zonal Strike as the conciliation talks were inconclusive due to the negative and unyielding stand of IBA. It is just the casual and careless attitude of IBA that has forced the UFBU to intensify its agitation for achievement of a reasonable wage settlement to the bank employees.

The representatives of the constituent unions of UFBU met and discussed on the need to further intensify the agitation. It was decided that after the conclusion of Relay Zonal Strikes, the representatives of UFBU would meet after proper assessment of impact of Relay Zonal
Strikes, areas of improvement required, if any, and decide on further strategies to be adopted in the future action programmes. It was further decided to create awareness amongst the general public and esteemed customers while deciding on further sustained agitation programmes including indefinite strike.

**THUNDEROUS SUCCESS OF RELAY ZONAL STRIKES FROM 2ND TO 5TH DECEMBER 2014**

Revolutionary Salutes to all our constituent Units and the membership in toto – The Relay Zonal Strikes started from 2nd December 2014 to till date have seen unprecedented success, displaying the anguish and frustration of the bank employees, who are being denied the reasonable wage revision and also the undue delay on the part of IBA in conclusion of the settlement.

We already informed about the total success of Relay Zonal Strike observed in Southern Zone on 2nd instant, which had paralysed the banking services throughout the Southern Zone.

We are glad to inform that the Relay Zonal Strikes on 3rd December in Northern Zone, on 4th December in the Eastern Zone and today in the Western Zone, have also ended in grand success.

**UFBU FURTHER INTENSIFY AGITATIONAL PROGRAMMES**

12th November 2014, an All India Stay out Strike by the entire workforce had evoked no response from all concerned in the Industry. Forced back to the wall, Association/Union representatives responded to the call of conciliation by Deputy CLC [C] on 01.12.2014 at Mumbai, maintained a reasonable stand to commence the negotiations by IBA. Even to facilitate the IBA to eke out an assurance from the Government authorities, we agreed to meet at 16.00 hours after a brief adjournment.

Our responsiveness has been treated as our weakness, it appears. As expected, IBA failed to commit a minimum number at the end of the day and avoid the relay strikes. Unions have been forced to adhere to the call of relay strikes from December 2 to December 5, 2014, once again making it a resounding success, as a disciplined organization / constituents of UFBU.

To make our restlessness more pronounced, we have decided to observe the following programmes in all State Capitals and major cities.

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<tr>
<th>Date</th>
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<tr>
<td>16.12.2014</td>
<td>Candle Light March</td>
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<tr>
<td>10.01.2015</td>
<td>Human Chain</td>
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<tr>
<td>19.01.2015</td>
<td>Women Rally</td>
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We advise our Units to coordinate and observe the call in a demonstrative manner to draw the attention of authorities at various levels. Further programmes are being decided and shall be advised soon.

**SALARY REVISION- THE BATTLE CONCLUDES**

It was on 23rd February, 2015 that the long awaited Salary Revision could finally be settled. The salient features of the settlement were as under:
1. The wage revision will be effective from 01.11.2012.

2. The annual wage increase in salary and allowances @ 15% which works out to Rs. 4725 crores on salary slip components.

3. The new scales will be constructed after merging dearness allowance corresponding 4440 points as on November 2011, which works out to 60.15% and adding a load factor of 2% on Basic pay plus Dearness Allowance as on 31st March 2012 amounting to around Rs. 597 crores.

4. Distribution of annual wage increase between Workmen Unions and Officers’ Associations will be worked separately based on breakup of establishment expenses as on 31.03.2012.

5. Every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days.

6. All others issues of the Managements and Unions/Associations discussed during the process of negotiation will be settled to the mutual satisfaction.

7. The parties will meet on mutually convenient dates to draw out a detailed Bipartite Settlement/Joint Note on the various issues on which consensus position have been reached. The parties will endeavour to finalise the Bipartite Settlement/Joint Note within a period of ninety days.

During this ninety days period, apart from three formal meetings of the Negotiating Committee members, some informal discussions with the leaders of the confederation, meetings were held between the UFBU Constituents to form unanimity on the proposed Medical Insurance Scheme in lieu of the scheme for reimbursement of Hospitalisation expenses presently in vogue in Public Sector Banks as well as on issue Salary Revision. The Confederation expressed its strong views about taking up of the issues of retirees like 100% DA neutralization for retirees prior to 01.11.2001, updation of pension, revision in family pension and extension of another option of pension to resignees and compulsorily retired who have been excluded from the option of pension despite the clear understanding in the last settlement and emphasized that group hospitalization insurance policy for retirees should also be demanded from IBA.

After several informal and formal meetings of sub group with IBA to discuss observations and suggestions on construction of pay scales on the draft provided by IBA, Cost Sheet/Distribution Sheet for the historic tenth Bipartite Settlement was signed on 20th May, 2015.

The copy of Joint Note and Record Note signed on 25th May, 2015 giving all other details of the salary revision and other benefits was circulated to all within no time after signing of the same.

Regarding two Saturdays off, RBI has conveyed its NOC, which has been forwarded by IBA with its recommendations to the Government. Its implementation may take some time due to the technicalities involved. We are hopeful that two Saturdays off may become a reality by July, 2015.
Further to our circular on the finalization of the cost distribution sheet, we are glad to inform you all that the 10th Bipartite Settlement has been signed on 25th May after a marathon run of 18 rounds of negotiations spreading over a period of 31 months.

The settlement we should all understand has been reached in the midst of several disturbing developments in the public sector banks that are facing lot of challenges upfront and the Govt. of India trying to push forward it’s agenda of reforms in the Banking sector for which a road map has been laid down by P.J.Nayak Committee.

The focus of UFBU now needs to be shifted to such issues which are likely to challenge the very existence of certain banks in the name of consolidation and strengthening of public sector banks even while making efforts to implement the terms of settlement at the earliest and as well as to pursue the unfulfilled tasks like the Pension updating and the issue of regulated working hours etc., that has evoked no positive response from the Central Govt, thus far.

The settlement we believe has been reasonably fair in the circumstances even though it has been a disappointment for the retirees prior to November, 2012 as the issue of updation of pension could not be achieved even if the issue was kept open by way of a Joint Record note of discussions wherein the respective stand of the UFBU and the IBA on the issue are recorded.

The issue of employee salary, welfare and the retirement benefits like PF and pension etc., is the sole responsibility of the Management and the bank is supposed to arrive at the net profit only after making all the provisions relating to the staff emoluments. In fact, in terms of Section 10 (7) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970, the dividends can be announced only after meeting all the provisions/ obligations to the staff which includes the funds for superannuation benefits, thus the linkage to profitability cannot be a valid reason.

In fact, in terms of the memorandum of settlement on Pension dated 29th October, 1993 between IBA and officers/workmen organizations in the note to the settlement under point 12, it was clearly mentioned that “provisions will be made by scheme, to be negotiated and settled between the parties to this settlement by 31st December, 1993 for applicability, qualifying service, amount of pension, payment of pension, commutation of pension, family pension, updating and other general conditions etc., on the lines as are in force in RBI”.

But unfortunately, in the subsequent pension scheme guidelines 1995, the above aspect was not included and the issue is still elusive, whereas the same was implemented in all the public sector and also for all the Central/State Government employees.

Thus, we believe that for the persons who have retired prior to November, 2012, the solution will come only through the pension updation. Another issue remains to be resolved is the issue of 100 % DA neutralization for pre 2002 retirees.

The adamant stand of the IBA on the issue in terms of the Joint Record Note of Bipartite discussions, on the plank of financial burden is strange and unacceptable and it’s a real challenge for the UFBU. I am sure that AIBOC will come with appropriate strategy soon and the issue will be on top of the agenda in the forthcoming Executive Committee meeting of AIBOC scheduled to be held on 8th June, 2015 at Hyderabad.
We also understand that the senior officers who are in the Zone of currency of the present settlement i.e., November, 2012 to October, 2017 are feeling agitated due to lack of improvement in pension amount and the prospect of reduction in the net pension payable post commutation!

Even while appreciating their observations and concern it is to be noted that the above was primarily because of the following aspects that are being furnished not as justification but as a part of analysis and explanation.

- The unprecedented growth in quantum of basic pension which has almost grown @ 63% (merger + load) resulting in much higher commutation portion and value and basic pension. (An increase of Rs.100/- of commutation of basic pension will result in an additional value @ Rs.11,772/- as per the applicable annuity on superannuation at 61 the age reckoned for the purpose. (The calculation being - 9.81x100x12)

- The successive merger of index points from the 6th bipartite to 9th has been 548/536/604/548 respectively whereas the same was a whopping 1604 points in the 10th!

- The merger point was increased by 1604 points between the 9th and 10th settlement alone whereas a total of 2236 points were increased from 6th to 9th settlements!

- The shift to the concept of wage slip cost vis-à-vis the traditional concept of establishment expenses for deciding the load in the present settlement shall also imply that the incremental cost of pension which includes the cost of commutation was to be borne by the Banks only and the same was thus not included in the accepted load factor of 15 % which in turn may have restricted the scope for much loading in the basic pay having further cost implications on the retirement benefits! (In the 9th settlement the load factor was @ 17.5% on establishment cost which include the superannuation costs).

- It is under the above circumstances to fill the cost gap in the distribution chart to load the 15% the concept of special allowance which will rank for DA has been negotiated!

- The additional stagnation increment with a reduced time frame of 2 years in Scale II, III and IV also could not help much since the same is given effect from 1.05.2015 and thus the people who have retired upto April 2015 could not reap any benefit!

**Other Highlights of the settlement:**

- The issue of holiday on 2nd and 4th Saturday is the real landmark achievement of the present settlement and is being appreciated by all sections of the employees.

- The improvements in the Leave rules like increase in PL accrual to 270 days, reduction in notice period for PL to 15 days, introduction of paternity leave and improvements in maternity leave etc., are appreciable.

- Increase in FPP & PQP along with Basic Pay @ 63% which has a direct bearing on the superannuation benefits.

- Improved Hospitalization Scheme with much higher limits which of course may need some more fine tuning and the extension of the same to retirees @ Master Policy rate.

- Increase in Halting allowance, Deputation allowance, CCA, Project Area allowance and Medical Aid etc.
Other Clarifications:

- It is clarified that the Officiating allowance is not part of the settlement and the present eligibility continues till any changes are communicated.

- It is clarified that the officers who were in the service of the bank on or before 1.11.1993 only are eligible for FPP, since it is the amount paid for computerization settlement in the form of Advance increment/Fixed Personal Allowance to all the employees in terms of 6th Bipartite settlement signed in 1995.

We reproduce hereunder the text of Circular No.2015/25 dated 25.05.2015 issued by General Secretary, AIBOC for information of officers along with the details of the settlement.

**Text of AIBOC C.No.2015/25:**

**A LONG DRAWN BATTLE CONCLUDES**

**10TH BIPARTITE SETTLEMENT SIGNED**

"FIRST THEY IGNORE YOU, THEN THEY LAUGH AT YOU, THEN THEY FIGHT YOU, THEN YOU WIN" – (Mahatma Gandhi). Precisely speaking these were the stages, we all witnessed while fighting our battle for a fair wage settlement. There had been umpteen numbers of roadblocks, resistances and backward pulls from many quarters in our road to reach final settlement. But, let us salute and congratulate our membership for the stoic solidarity, which made the 25th May, 2015, another historic day in the history of Trade Union Movement of the Banking Industry when the anxiety, apprehensions, restiveness thrusted upon us for more than two and a half years could be put to an end by signing of 10th Bipartite Settlement! Comrades, ultimately, clarity has emerged for our future stand and actions.

Please refer to our last Circular No. 2015/24 dated 20.05.2015, whereby, we had apprised our members about signing of Cost Sheet / Distribution Sheet for Officers under 10th Bipartite Settlement on 20.05.15. The salient features with regard to pay slip component were also highlighted in that circular. However, we would like to clarify that the additional stagnation increments for Scale II and Scale III and one for Scale IV would be made effective from 01.05.2015 only. The dates mentioned in our Circular No. 2015/24 were because of a mistake in the Cost Sheet. However, the contract of stagnation increment has been as per the prevailing practice followed in the past.

We would also like to mention that there have been many representations regarding reduction in the pension amount for those retired after 01.11.2012. Let us clarify that with merging of D.A. amount and 2% load, the basic pay has increased substantially whereas, DA amount has reduced. Therefore, the commutation amount also works out higher, leaving the residual pension lesser than the pre-revised salaries. However, we took up the matter with IBA and they have agreed to incorporate a clause to give option to the retirees to choose the percentage of commutation in the arrears payable as per their choice to keep the residual pension not lesser that the earlier one.

We had also advised our members that joint note will be signed on 25.05.2015. We are happy to advise our members that the process has been concluded today by signing of joint note. The copy of joint note is being attached with this Circular.
IBA has agreed to advise the Government to permit the banks to make payment of arrears as ad-hoc amount, pending amendments to the regulations.

**SALARY REVISION FOR OFFICERS - CONCLUSION OF DISCUSSIONS BETWEEN THE IBA AND THE OFFICERS’ ASSOCIATIONS**

The Negotiating Committee of Indian Banks’ Association (IBA) representing the managements of banks held several rounds of discussions with the authorised representatives of the Officers’ Associations on salary revision and other issues concerning service conditions for officers in Banks. In the course of the deliberations, common viewpoints have emerged between the two parties. The outcome of the discussions acceptable to both sides is listed in Annexure I to this Note. The representatives of the Officers’ Associations have also agreed that the existing service conditions be modified to the extent what has been stated in Annexure I.

IBA agreed that it shall recommend to the Public Sector Banks, as in Annexure II, to initiate the process of amending the Officers’ Service Regulations and Bank Employees’ Pension Regulations, 1995 dated 29th September 1995 /26th March 1996, in order to implement what is stated in Annexure I. The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.

IBA shall take steps to recommend to the Private Sector Banks which are listed in Annexure III and which have authorized the IBA in this regard, to give effect to the salary revision for their officers up to Scale III on the same lines as mentioned in Annexure I.

The representatives of Officers’ Associations have requested that pending formal amendments to the Officers’ Service Regulations / Rules as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980 and the applicable provision of State Bank of India Act, 1955. IBA may advise the banks to disburse immediately an ad-hoc amount, equivalent to the net arrears payable for the period from 1st November 2012 to 31st May 2015 and continue to pay revised salary and allowances on ad-hoc basis. IBA has agreed to make suitable recommendations to the Government in this regard for its consideration.

The Officers’ Associations on behalf of the officer-employees in banks listed in Annexure II & III agree that the understandings reached as detailed in Annexure I hereto are in full satisfaction of their demands.

IBA reiterated and made presentation of a scheme for introduction of performance linked variable pay in addition to fixed pay be considered as part of this wage revision exercise to increase efficiency in operations. After discussions, it was decided to pursue the matter at a later stage.

Representatives of the Officers’ Associations have assured full co-operation on their part, their affiliates and members, in implementation of measures aimed at improving customer service, optimum utilization of manpower, expansion of banking activities to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the banking industry.

Mumbai,
Dated 25th May, 2015.
For Indian Banks’ Association

T M Bhasin
Ashwani Kumar
Animesh Chauhan
Shyam Srinivasan
Ashwini Mehra
M V Tanksale
K Unnikrishnan
K S Chauhan

For All India Bank Officers’ Confederation

Y Sudarshan
Harvinder Singh
K Anand Kumar
G V Manimaran
Dilip Saha
V Raghavendra Sarma
Harshavardhan M
P V Mohanan
D N Prakash
Thomas Franco
Debasis Ghosh
Sanjay A Manjrekar
K Rajendran
M Sreenath
Sunil Kumar

For All India Bank Officers’ Association

Alok Khare
S S Shishodia
Dr .Kumar Arvind
S Nagarajan
M.A.Srinivasan
S.N Dutta
Shri G Gunasekaran
Narendra Kotiawala

For Indian National Bank Officers’ Congress

K K Nair
V V Ramana
R Chandramoorthy
R C Sharma
Nagesh D Dande

For National Organisation of Bank Officers

R R Kulkarni
S U Deshpande
K Subramani
A R Bhatwadekar

48
Annexure 1
Scales of Pay

<table>
<thead>
<tr>
<th>Scale</th>
<th>23700</th>
<th>30560</th>
<th>32850</th>
<th>32850</th>
<th>42020</th>
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<td>1145</td>
<td>1310</td>
<td>1310</td>
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<td>7</td>
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<td>Scale II</td>
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<td>32850</td>
<td>45950</td>
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<tr>
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<td>1145</td>
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<td>10</td>
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<td>Scale III</td>
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<td>Scale IV</td>
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<td>Scale V</td>
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<td>Scale VII</td>
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</table>

Fitment: Fitment shall be stage-to-stage, i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

Stagnation Increments

Officers in JM Grade Scale I who have moved to scale of pay for MMG Scale II in terms of Regulation 5(b) after reaching maximum of the higher scale shall be eligible for four stagnation increments for every three completed years of service of which first two shall be 1310/- each and next two 1460/- each.

Officers in MMG Scale II who have moved to scale of pay for MMG Scale III in terms of Regulation 5(b) after reaching maximum of higher scale shall be eligible for three stagnation increments of Rs.1,460/- each for every three completed years of service and a fourth stagnation increment of Rs.1,460/- two years after receipt of third stagnation increment.

Provided that officers who have completed two years or more after receipt of the third stagnation increment will get the fourth stagnation increment with effect from 1.5.2015. Officers in substantive MMG Scale III i.e., those who are recruited in or promoted to MMG Scale III shall be eligible for four stagnation increments of Rs.1,460/- each for every three completed years of service and a fifth stagnation increment of Rs.1,460/- two years after receipt of fourth stagnation increment provided that the officers who have completed two years after receipt of the fourth stagnation increment will get the fifth stagnation increment w.e.f 1.5.2015.

Officers in SMGS-IV shall be eligible for one stagnation increment of Rs.1,650/-three years after reaching the maximum of scale w.e.f. 1.5.2015.

Dearness Allowance

On and from 1.11.2012, Dearness Allowance shall be payable for every rise or fall of four points over 4440 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at 0.10% of Pay.
House Rent Allowance (w.e.f. 1.11.2012):

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage of Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Major “A” Class Cities and Project Area Centres in Group A</td>
<td>9%</td>
</tr>
<tr>
<td>ii) Other places in Area I, and Project Area Centres in Group B</td>
<td>8%</td>
</tr>
<tr>
<td>iii) Other places</td>
<td>7%</td>
</tr>
</tbody>
</table>

Provided that if an officer produces a rent receipt, the House Rent Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over 0.75% of Pay in the first stage of the Scale of Pay in which he/she is placed with a maximum of 150% of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

**Note:** The claims of officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to 150% of House Rent Allowance as hitherto.

City Compensatory Allowance (w.e.f. 1.11.2012):

<table>
<thead>
<tr>
<th>Area</th>
<th>Rate</th>
<th>Maximum Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Places in Area 1 and in the State of Goa</td>
<td>4% of Basic Pay</td>
<td>Rs.870/- p.m.</td>
</tr>
<tr>
<td>ii) Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair</td>
<td>3% of Basic Pay</td>
<td>Rs.600/- p.m.</td>
</tr>
</tbody>
</table>

Special Allowance (w.e.f. 1.11.2012)

With effect from 1.11.2012, officers shall be paid Special Allowance as under:

- Scale I-III - 7.75% of Basic Pay + applicable Dearness Allowance thereon
- Scale IV-V - 10% of Basic Pay + applicable Dearness Allowance thereon
- Scale VI-VII - 11% of Basic Pay + applicable Dearness Allowance thereon

**Note:** The special allowance with applicable DA thereon shall not be reckoned for superannuation benefits, viz, pension including NPS, PF and Gratuity.

Provident Fund (w.e.f. 1.11.2012)

a) The officers who are presently covered under the Bank Employees’ Pension Regulations, 1995/96 shall continue to contribute 10% of the Pay towards Provident Fund and there shall be no matching contribution.

b) Officers of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.

c) Officers who are presently covered under Contributory Provident Fund Scheme who did not opt for Pension Scheme available under Joint Note dated 27th April, 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.
Pension (including State Bank of India)

With effect from 1st November 2012, the Pay drawn under this Joint Note by the officers who are members of the Pension Fund shall be taken into consideration for the purpose of calculation of pension as per the Pension Fund Rules/Regulations in force.

Note: Officers in service of the Banks as on 1st November 2012 and who have retired thereafter but before 25th May 2015 and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

Medical Aid (other than State Bank of India)

On and from 1st November 2012, reimbursement of medical expenses shall be as under:

a) Officers in JMG & MMG Scales - Rs.8,000/-p.a.
b) Officers in SMG & TEG Scales - Rs.9,050/-p.a.

Hospitalisation Expenses (other than State Bank of India)

In substitution of the clause (9) of the Joint Note dated 27/04/2010, the reimbursement of hospital expenses under Regulation 24(1) (b) (i) of the Officers’ Service Regulation 1979/1982, shall be as detailed in Annexure IV of this Joint Note.

Recovery of House/Furniture Rent

i. House rent recovery shall be @ 0.75 % of the first stage of the scale of pay in which the officer is placed or the standard rent for the accommodation, whichever is less.

ii. Furniture rent recovery shall be @ 0.15% of the first stage of the scale of pay in which the officer is placed.

Fixed Personal Pay (w.e.f. 1.11.2012)

Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

<table>
<thead>
<tr>
<th>Increment Component (')</th>
<th>DA as on 1.11.2012 (')</th>
<th>Total F.P.P. payable where bank’s accommodation is provided (')</th>
</tr>
</thead>
<tbody>
<tr>
<td>(A)</td>
<td>(B)</td>
<td>(C)</td>
</tr>
<tr>
<td>1310</td>
<td>143</td>
<td>1453</td>
</tr>
<tr>
<td>1460</td>
<td>159</td>
<td>1619</td>
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<tr>
<td>1650</td>
<td>180</td>
<td>1830</td>
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<tr>
<td>1800</td>
<td>196</td>
<td>1996</td>
</tr>
<tr>
<td>1960</td>
<td>214</td>
<td>2174</td>
</tr>
<tr>
<td>2120</td>
<td>231</td>
<td>2351</td>
</tr>
</tbody>
</table>

Note:

i. F.P.P. as indicated in “C” above shall be payable to those officer employees who are provided with bank’s accommodation.
ii. F.P.P. for officers eligible for House Rent Allowance shall be “A” + “B” plus House Rent Allowance payable on the last increment of the relevant scale of pay.

iii. The increment component of F.P.P. shall rank for superannuation benefits.

iv. Only officers who were in the service of the bank on or before 1.11.93 will be eligible for F.P.P one year after reaching the maximum scale of pay they are placed.

**Professional Qualification Pay (PQP) (w.e.f. 1.11.2012)**

A. Officers shall be eligible for Professional Qualification Pay as under:

i. Those who have passed only CAIIB – Part I / JAIIB Rs.670/- p.m. one year after reaching top of the scale.

ii. Those who have passed both parts of CAIIB –
   a. Rs.670/- p.m. one year after reaching top of the scale.
   b. Rs.1,680/- p.m. two years after reaching top of the scale.

B. An Officer employee acquiring JAIIB/CAIIB (either or both parts) qualifications after reaching the maximum of the scale of pay, shall be granted from the date of acquiring such qualification the first installment of PQP and the release of subsequent installments of PQP shall be with reference to the date of release of first installment of PQP.

**OTHER ALLOWANCES**

**Deputation Allowance (w.e.f. 1.6.2015)**

Deputation Allowance shall be at the following rates:

<table>
<thead>
<tr>
<th>Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>An officer deputed to serve outside the bank</td>
<td>7.75% of Pay with a maximum of Rs.4,000/- p.m.</td>
</tr>
<tr>
<td>An officer deputed to an organization at the same place or to the training establishment of the bank</td>
<td>4% of Pay with a maximum of Rs.2,000/- p.m.</td>
</tr>
</tbody>
</table>

**Hill and Fuel Allowance (w.e.f. 1.11.2012)**

<table>
<thead>
<tr>
<th>Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Places with an altitude of 1000 metres and above but less than 1500 meters and Mercara Town</td>
<td>2% of Pay subject to a maximum of Rs.750/- p.m.</td>
</tr>
<tr>
<td>(b) Places with an altitude of 1500 metres and above but less than 3000 meters</td>
<td>2.5% of Pay subject to a maximum of Rs.1000/- p.m.</td>
</tr>
<tr>
<td>(c) Places with an altitude of 3000 metres and above</td>
<td>5% of Pay subject to a maximum of Rs.200/- p.m.</td>
</tr>
</tbody>
</table>

**Halting Allowance (w.e.f. 1.6.2015)**

<table>
<thead>
<tr>
<th>Grade / Scales of Officers</th>
<th>Metro ((\prime))</th>
<th>Major ‘A’ Class Cities ((\prime))</th>
<th>Area-I ((\prime))</th>
<th>Other Places ((\prime))</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officers in Scale VI &amp; above</td>
<td>1800</td>
<td>1300</td>
<td>1100</td>
<td>950</td>
</tr>
<tr>
<td>Officers in Scale IV &amp; above</td>
<td>1500</td>
<td>1300</td>
<td>1100</td>
<td>950</td>
</tr>
</tbody>
</table>
Special Area Allowance (w.e.f. 1.11.2012)

At places where special area allowance is payable in terms of Regulation 23(ii) of Officers’ Service Regulations 1979/1982, the said allowance shall be payable at rates as in Annexure V.

Mode of Travel and Expenses on Travel

It is reiterated that the following provision shall continue to apply wherever an officer is required to travel on duty:

a) An officer in Junior Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.

b) An officer in Middle Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if the distance to be travelled is more than 1000 kms. He may, however, travel by air (economy class) even for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.

c) An officer in Senior Management or Top Executive Grade is entitled to travel by AC 1st Class by train or by air (economy class).

d) An officer in Senior Management or Top Executive Grade may travel by car between places not connected by air or rail provided that the distance does not exceed 500 km. However, when a major part of the distance between the two places can be covered by air or rail only the rest of the distance should normally be covered by car.

e) Any other officer may be authorised by the Competent Authority, having regard to the exigencies of business, to travel by his own vehicle or by taxi or by the Bank’s vehicle.

The remaining provisions as in Sub-regulations (2) & (3) of Regulation 41 of Officers’ Service Regulations shall remain unchanged.

Note: Entitlement by Steamer – Delux Cabin

Leave Travel Concession (w.e.f. 1.6. 2015)

a) During each block of 4 years, an officer shall be eligible for leave travel concession for travel to his place of domicile once in each block of two years. Alternatively, he may travel in one block of two years to his place of domicile and in another block of two years to any place in India by the shortest route.

b) Alternatively, an officer, by exercising an option anytime during a 4 year block or two year block, as the case may be, surrender and encash his LTC (other than travel to place of domicile) upon which he shall be entitled to receive an amount equivalent to the eligible fare for the class of travel of which he is entitled up to a distance of 4500 kms (one way) for officers in JMG-Scale-I and MMG – Scale II & III and 5500 kms (one way) for officers in SMG- Scale IV & above.

c) An officer opting to encash his LTC shall prefer the claim for himself / herself and his/ her family members only once during the block / term in which such encashment is
availed of. The facility of encashment of privilege leave while availing of Leave Fare Concession is also available while encashing the facility of LTC.

d) The mode and class by which an officer may avail of Leave Travel Concession shall be the same as the officer is normally entitled to travel on transfer and other terms and conditions subject to which the Leave Travel Concession may be availed of by an officer, shall be as decided by the Board from time-to-time. Provided that w.e.f. 1st May 2010 an officer in Junior Management Grade Scale I while availing LTC will be entitled to travel by air in the lowest fare economy class in which case the reimbursement will be the actual fare or the fare applicable to AC 1st Class fare by train for the distance traveled whichever is less. The same rules shall apply when an officer in Middle Management Grade Scale II and Middle Management Grade Scale III while availing LTC where the distance is less than 1000 kms.

Definition of Family:

For the purpose of medical facilities and for the purpose of leave fare concession, the expression „family“ of an employee shall mean -

a) the employee’s spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brother/ sister with 40% or more disability, widowed daughters and dependent divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters as also parents wholly dependent on the employee.

b) The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding 10,000/- p.m. If the income of one of the parents exceeds 10,000/- p.m. or the aggregate income of both the parents exceeds Rs.10,000/- p.m., both the parents shall not be considered as wholly dependent on the officer employee.

c) A married female employee may include her natural parents or parents-in-law under the definition of family, but not both, provided that the parents/parents-in-law are wholly dependent on her.

Note: For the purpose of medical expenses reimbursement scheme, for all employees, any two of the dependent parents/ parents-in-law shall be covered.

Project Area Allowance

On and from 1st November 2012, Project Area Compensatory Allowance shall be payable at the following rates:

- Project Areas falling in Group A – Rs.400/- p.m.
- Project Areas falling in Group B – Rs.350/- p.m.

Mid Academic Year Transfer Allowance

On and from 1st June 2015, Mid Academic Year Transfer Allowance shall be payable at Rs.1100/- p.m. subject to other conditions.

Split Duty Allowance
On and from 1st November 2012, Split Duty Allowance shall be payable at 200/- p.m.

**Compensation on Transfer (w.e.f. 1.6.2015)**

An officer on transfer will be eligible to draw a lumpsum amount as indicated below for expenses connected with packaging, local transportation, insuring the baggage etc.

<table>
<thead>
<tr>
<th>Grade / Scale of Officer</th>
<th>(‘)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officers in Scale IV and above</td>
<td>20,000/-</td>
</tr>
<tr>
<td>Officers in Scale I, II and III</td>
<td>15,000/-</td>
</tr>
</tbody>
</table>

**Maternity Leave (w.e.f. 25.5.2015)**

a) Maternity leave, which shall be on substantive pay, shall be granted to a female officer for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.

b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.

c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.

d) Leave may also be granted once during service to a childless female officer for legally adopting a child who is below one year of age for a maximum period of six months subject to the following terms and conditions:-

i. Leave will be granted for adoption of only one child.

ii. The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.

iii. The leave shall also be available to biological mother in cases where the child is born through surrogacy.

iv. The leave shall be availed within overall entitlement of 12 months during the entire period of service.

**Paternity Leave**

With effect from 1.6.2015, male officer employees with less than two surviving children shall be eligible for 15 days paternity leave during his wife’s confinement. This leave may be combined with any other kind of leave except casual leave. The leave shall be applied upto 15 days before or upto 6 months from the date of delivery of the child.

**Holidays**

In terms of understanding dated 23rd February 2015, reached between IBA and Officers’ Associations every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days. IBA has initiated steps to get clearances from the Reserve...
Bank of India and Government of India. The change will be effective after approval by the Reserve Bank of India and Notification of the change issued by the Government of India.

**Privilege Leave**

On or from 1.6.2015 under Regulation 33(4) of Officers Service Regulation 1979/82, Privilege Leave may be accumulated up to not more than 270 days except where leave has been applied and it has been refused. However, encashment of Privilege Leave shall be restricted up to a maximum of 240 days.

Further, in modification of Regulation 33(5) of Officers’ Regulations, 1979/82, an officer desiring to avail of privilege leave shall ordinarily give not less than 15 days’ notice of his intention to avail of such leave.

**Special Sick Leave**

With effect from the 1.6.2015, Special Sick Leave up to 30 days may be granted to an officer employee once during his/her entire period of service for donation of kidney/organ.

**Date of Effect**

For payment of arrears, the benefits under various provisions as above shall be from 1st November 2012, unless otherwise specified against the relevant provisions.

**ROLE OF AIBOC IN THE SALARY REVISION**

We all are aware that the challenges this time were many folds, the conditions were not conducive and it would not be an exaggeration to say that there had been resistance even from within, i.e. from some of the constituents, which could be due to different perception. Our confederation played a major role in gaining improvement in various benefits received in the Xth Bipartite Settlement apart from two Saturdays off in a month. Getting an increase of 15% in Payslip component would not have been possible as some of the major Constituents were more than satisfied on 13% increase only. The additional stagnation increments in Scale II & III and one Stagnation increment in Scale IV as well as Special Allowance carrying DA were made possible only with the efforts of our Confederation. The leaders of other Constituents also realized that insisting raise in HRA and Transport allowance would not be wise and beneficial and towed our line, resulting in wider benefits to the members.

We must highlight these facts among general cadres to gain and build their confidence in the Organisation. We also need to emphasize the crucial and key role played by our Confederation in optimising the benefits to all categories of staff, whether financial or in service conditions, particularly the two Saturdays off – the most cherished desire of all section of employees.

AIBOC expressed its dissatisfaction on non settlement of retirees’ issues viz. DA neutralization, pension updation and revision in family pension. The IBA incorporated the issues in the Record Note and assured to resolve the issues at the earliest.

**MARCH TO PARLIAMENT BY JOINT FORUM OF PUBLIC SECTOR OFFICERS’ ASSOCIATIONS ON 9TH DECEMBER, 2014**
A Joint Forum of Public Sector Officers’ Associations consisting of All India Bank Officers’ Confederation (AIBOC), All India Power Engineers’ Confederation (AIPEC), National Confederation of Officers’ Associations of Central PSUs (NCOA) and Sanchar Nigam/MTNL Executives Association, (SNEA/MEA) was formed in a meeting held in June, 2014 at New Delhi to protest against the anti-working class, anti-people and anti-national policies of the Government.

The representation was made to the Prime Minister of India on 9th June, 2014, along with the resolution passed by the Forum in this regard. Since there was no response from the Hon’ble Prime Minister / any other concerned department of the Government, the Forum decided to organize a March to Parliament on 9th December, 2014, to protest against the Government policies.

The meeting of the Forum which was held on 16th & 17th August, 2014 resolved to reach to common masses to highlight the issues of national interest by a sustained movement by organising public rallies, through mass media and public domain and through other publicity material and A MARCH TO PARLIAMENT during the winter session of Parliament.

The undersigned attended the programme along with some local officers of New Delhi Zone.

ALL INDIA BANK OFFICERS’ CONFEDERATION (AIBOC)

Meeting of the General Secretaries of AIBOC affiliates at Mumbai on 30.1.2013:

The meeting of the General Secretaries took place at Mumbai on 30.1.2013 to deliberate the following issues.

- The proposed industrial strike on Feb 20th & 21st
- The review of wage revision talks
- The Industrial relation scenario in SBI

Your General Secretary was present at the said meeting where after thorough debate the following decisions have been taken unanimously.

- AIBOC has decided to join the strike for two days and wanted to propose the same under the banner of UFBU with the addition of the demands pertaining to the banking industry like Wage revision, mergers, 5 day week and withdrawal of banking amendments bill etc.
- To play a very important and proactive role in the wage negotiations and as part of the UFBU movement in realization of our demands.
- To extend all types of support to the SBIOA in their ongoing struggle with their management.
- To call for the AIBOC EC meeting after the industrial strike to take further stock of the developments.

AIBOC WORKING COMMITTEE MEETING HELD ON 27-08-2014 AT SHIMLA
The Working Committee Meeting of AIBOC was held on 27th August, 2014 at Shimla. The Committee had met at a very crucial phase to have a detailed discussion on the wide range of issues confronting the Banking industry in general and that of the officers’ in particular.

**Highlights of issues:**

- 10th BIPARTITE NEGOTIATIONS
- MEETING WITH IBA ON DISCIPLINARY & VIGILANCE PROCEEDINGS
- STAFF HOUSING LOAN TO BANK EMPLOYEES
- DEMAND OF COMPASSIONATE APPOINTMENT IN PSBs
- GUIDELINES ON TRANSFER OF FEMALE EMPLOYEES IN PSBs
- CHANGE IN GUIDELINES FOR AVAILMENT OF LFC / HTC TO PSBS
- FIVE DAY WORKING WEEK IN BANKING INDUSTRY
- OUTSOURCING IN THE NAME OF BUSINESS CORRESPONDENTS
- SUICIDE COMMITTED BY PNB OFFICER/ ABDUCTION OF BANK EMPLOYEES
- REDUCTION IN GOVERNMENT SHARES HOLDING IN PUBLIC SECTOR BANK
- FDI IN INSURANCE, DEFENCE, RAILWAYS
- FORM HOLIDAYS UNDER CTS
- INIFORM GUIDELINES FOR APPOINTMENT OF OFFICER DIRECTOR REPRESEING THE RESPECTIVE AFFILIATES
- REPRESENTATION ON THE BOARDS OF THE PUBLIC SECTOR BANKS (AIBOC GUIDELINES)

After due deliberation on the issue, it was decided and resolved that all Affiliates must follow the common practice of forwarding the Panel to the Management for appointment of Representative of Officers on Board in the following order:

- General Secretary
- President (If General Secretary is not eligible / does not qualify the criteria)
- Senior most office bearer of the Organization, irrespective of designation (If both the above not eligible)

However, the affiliates may take any other unanimous decision in rare and exceptional circumstance.

➢ **AIBOC EC MEETING HELD ON 8-10-2014 AT NEW DELHI**

The 74th Executive Committee Meeting of our Confederation was held in emergent circumstances at New Delhi on 8th October, 2014.

After the detailed discussions and after seeking the views of all the affiliates, it was decided that the action programme declared by the United Forum of Bank Unions on 26th September, 2014, should be strictly followed by all the affiliates of the Confederation. However, a deep concern was expressed over the delay in deciding the strike date. It was also stressed by the House that there is an urgent need for intensifying the agitation call in order to strengthen the movement for an early wage settlement. The House was of the view that one day strike will not serve the purpose and strike schedule should be fixed in such a way that the impact of the same is felt by IBA & the Government. Considering the views of the house, the following action programme was unanimously decided by the EC.

10.10.2014 | Black Badge Wearing
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>13.10.2014</td>
<td>A massive rally at Jantar Mantar, New Delhi and all State HQ at 5 p.m. “Withdrawal of extra cooperation” i.e. No late sitting beyond working hours/not attending the offices/official work on Sundays and holidays.</td>
</tr>
<tr>
<td>17.10.2014</td>
<td>Country wide protest demonstrations, jointly with UFBU constituents</td>
</tr>
<tr>
<td>Between 18.10.2014 &amp; 31.10.2014</td>
<td>One day dharna at all State capitals (Date shall be decided by the State Unit of UFBU)</td>
</tr>
<tr>
<td>30.10.2014</td>
<td>The Press Statements / Releases / Advertisements in newspapers to mark the second anniversary of submission of Charter of Demand &amp; Massive rallies and demonstrations in all State Headquarters</td>
</tr>
</tbody>
</table>

It was also decided that AIBOC will persuade the other constituents of UFBU in the next meeting (scheduled for 13.10.2014 at Bangalore) to observe minimum 2 days strike in such a manner that its impact is felt by all the authorities concerned. The Executive Committee has nominated one Office Bearer for each State to coordinate the action programme with the respective State Secretaries and supervise the implementation of the programme.

- **AIBOC WORKING COMMITTEE MEETING HELD ON 8-12-2014 AT NEW DELHI**

They have reviewed the progress of the negotiations and it has been decided to:

1. Further intensify the program of withdrawal extra cooperation including the adherence to working hours etc.
2. A minimum of 3 days all India strike in the last week of January in consultation with the UFBU.
3. Drawing up a set of protest programs, demonstrations and candle light processions etc in all State Capitals etc.

**TRIENNIAL CONFERENCE OF AIBOC ON 8th, 9th & 10th MARCH, 2014:**

The 10th Triennial Conference of the Confederation is held on 8th, 9th, and 10th March, 2014 at Thiruvananthapuram. The inaugural session started at 6.30 pm with a chorus injecting an atmosphere of revolutionary zeal at the very beginning. Seated on the dais were Com. Harshavardhan M., and Com. Harvinder Singh, President & General Secretary, respectively, Com. A.K. Padmanabhan, President CITU, Adv. Smt. Chandrika, Worshipful Thiruvananthapuram Mayor, Com. S.R. Sengupta, founder President of AIBOC and an array of past Presidents and General Secretaries of the organisation.

The Business Session was presided over by Com. Harshavardhan M., President of the Confederation. He welcomed the entire house which was thronged by more than twelve hundred delegates from the length and breadth of the country representing all affiliates of the Confederation. He invited Com. Harvinder Singh, General Secretary to take up the agenda proper and present the report of the confederation for the entire Triennial period for the consideration of the house.

We are glad to inform you that Com. Y. Sudershan, General Secretary, All India State Bank Officers’ Federation & Com. Harvinder Singh, General Secretary, Bank of India Officers’
Association were unanimously elected as President and General Secretary of AIBOC for the term 2014-17. Our General Secretary was elected as Vice President & our President was elected as Dy. General Secretary of AIBOC for the term 2014-17.

We are eligible to depute 37 delegates and as per the decision of the AIBOC, the observers are not allowed. As per the existing practice, it has been decided to depute the delegates up to Working Committee level. However, as more than 37 Working Committee members wish to attend they also can be taken as special category of observers duly obtaining the permission.

3rd TRIENNIAL CONFERENCE OF AINBOF ON 20th & 21st SEPTEMBER, 2014:

The 3rd Triennial Conference of AINBOF is held on 20th and 21st September, 2014, at New Delhi. The Inaugural Session commenced sharp at 5.30 pm, on 20th September, 2014, at State of the art Kedar Nath Sahni Auditorium at S.P. Mukherjee Civic Centre, J.L.Nehru Marg, New Delhi. The ambience of the hall, overflowing with 1500 delegates, fascinated one and all. The Chief Guest for the occasion was none other than the Doyen of Officers’ Movement, the veteran leader Com. S.R. Sengupta. Apart from him, the other dignitaries escorted to the dais were President - Com. Nirmal Kumar Bari, Working President AINBOF and General Secretary AIBOC- Com. Harvinder Singh, General Secretary - Com. Dinkar S. Punja, State President - Com. Prakash Karotya and State Secretary - Com. Debasis Ghosh and the Treasurer - Com. Ravi Goel.

Business Session held on 21.09.2014 at Ramjas School, Chitragupta Road, Paharganj, New Delhi, commenced sharp at 10.00 am, after the breakfast. The session was presided over by the President Com. Nirmal Kumar Bari. He requested the General Secretary Com. Dinkar S Punja to conduct the session as per the agenda circulated along with the notice of the meeting.

We are glad to inform you that Com. Harvinder Singh, General Secretary, Bank of India Officers’ Association & Com. G.V. Manimaran, General Secretary, Canara Bank Officers’ Association were unanimously elected as President and General Secretary of AINBOF for the term 2014-17.

ALL INDIA ANDHRA BANK PENSIONERS & RETIREES FEDERATION (AFFILIATED TO AIBPARC, A WING OF AIBOC)

We are glad to inform that the foundation meeting to form the retirees organization was held in our Federation premises attended by our retired comrades on 30.08.2013. The meeting was attended among others by Com. N. Raja Gopal Reddy, G.S.R. Murthy , A. Sairamulu our ex-office bearers and also leaders from the fraternity like Com. A.V.V. Ragahva Rao from Bank of India, Com. C. Gangadhar Yadav from Syndicate Bank.

Our President and the General Secretary have also attended the meeting as special invitees.

The following decisions were taken at the said meeting.

1. It was decided to form the union by name “ALL INDIA ANDHRA BANK PENSIONERS & RETIREES FEDERATION.

2. The following office bearers were elected unanimously.
   - Sri V.V. Raghava Rao as President
   - Sri A. Janardhana Reddy as General Secretary
- Sri A. Suryanarayana as Treasurer

As the formation of the above Federation is in tune with the decision of AIBOC, we being the major organization for the serving officers have an onerous responsibility in helping the cause of mobilizing the members from the retirees and in this regard the EC can also deliberate on the modalities and the role play of the Federation at apex level as well at the Zonal level.

At present, the Retirees Federation requests for giving the office address of our Federation as C/o for the purpose of registration.

**8th STATE COUNCIL MEETING OF AIBOC-A.P. STATE ON 29.12.2013**

The 8th State Council Meeting of AIBOC-A.P. State was held on 29th December, 2013 at Hotel Sitara Royal, Hyderabad. Com. Harshavardhan Madabhushi, President, AIBOC attended as Chief Guest.

Com. P. Rajasekhara Reddy (Syndicate Bank) & Com. G. Subrahmanyam (SBI) were unanimously elected as President & Secretary of AIBOC A.P. State for the triennial term 2013-2016. From our Federation, Com. V. Raghavendra Sarma, Com. N.V. Satyanarayana and Com. D. Venkateswarlu were co-opted as Vice President, Organising Secretary and Deputy Secretary respectively.

**INCENTIVES TO OFFICERS POSTED TO NORTH EASTERN REGION – REVISION**

We are very pleased to inform you that the Government has not only substantially enhanced the amount of incentives of Rs. 1,600/- per month, which was hitherto paid only to the officers from outside North Eastern States but has also permitted this allowance to local officers.

i. The incentive shall be 20% of basic pay with minimum Rs.3,000/- pm and maximum Rs.7,500/- p.m.

ii. Officers belonging to a State in North Eastern Region but posted in other States of North Eastern Region shall also be eligible.

**ENCASHMENT OF LEAVE ON COMPULSORY RETIREMENT**

A long pending issue of permitting encashment of leave on compulsorily retirement was raised by us in one of the Sub-Committee meeting held with IBA, during the course of Salary revision talks. Ultimately, the IBA agreed to the same and issued a Circular No. HR & IR/76/H7/E9/755 dated 11.05.15, to permit Banks for encashment of PL for compulsory retired employees/officers, w.e.f.30th April, 2015. This is yet another victory of our Confederation in resolving one of the long pending issues.

**ISSUE OF SECOND AND FOURTH SATURDAYS OFF**

The issue of 2nd and 4th Saturday off is being pursued by AIBOC and the text of the latest circular on the subject is being reproduced hereunder which shall put to rest any speculation in this regard.

**Text of Circular 54 dated 10-08-2015:**

*A lot of queries are being received by us on implementation of second and fourth Saturdays off in Banking Industry. We understand the anxiety as the issue which is very important, the most cherished and agreed demand of AIBOC, is being delayed in its implementation.*
“A few individuals from other organisations who were never serious about the demand or were even creating hurdles in its achievement, are now shedding crocodiles tears. These paper tigers are provoking common members by giving false information.

Let us advise you that in-principle approval of Govt. and RBI is already in place on the settlement signed with IBA and more specifically on second and fourth Saturdays off. We are in continuous touch with DFS & IBA officials and have been following the issue. The delay is on account of some clarifications being sought by authorities which are replied by officials down the line and IBA. As a responsible Organisation we are vigorously following up and pursuing the issue. However, we cannot make any irresponsible statement of starting any agitation etc. at the present stage. One upmanship is not our objective. We are committed to our members and are endeavouring that fruits of our undeterred efforts for achieving this objective is reaped by them positively.

We are sure that IBA, Govt. & RBI cannot deviate from implementation of 2nd & 4th Saturday off. We intend to wait for another week or so and shall review the position before taking any stand on the issue including start of agitation with due information to other constituents of UFBU.”

Thus let all the speculations in the matter Rest in Peace.

**Communication received from IBA on:**

**OFFICERS’ SERVICE REGULATIONS FITMENT OF PROMOTION FROM ONE SCALE TO HIGHER SCALE**

Consequent upon the revision of the pay scales of officers as per the Joint Note signed on 25th May, 2015, and effective from 1st November, 2012 the fitment of the pay of officers promoted from one scale to higher scale was required to be revised. We are happy to inform that Management Committee of IBA in its meeting held on 31st July, 2015, has approved the continuation of 2011 model, as adapted to the current pay scales in respect of promotion of officers from one scale to the next higher scale for promotions effected on or after 1st November, 2012.

**PAYMENT OF HOUSE RENT ALLOWANCE (HRA) AND CITY COMPENSATORY ALLOWANCE TO EMPLOYEES AS PER CENSUS 2011**

Payment of HRA and CCA to Bank employees, who are parties to the Bipartite Settlement, is made on the basis of classification of areas depending upon the population of the places. For the purpose of payment of HRA and CCA, the latest available official figures of the All India Census are taken into account. The official figures as per All India Census 2011 have since been published by the Registrar General and Census Commissioner, India.

In term of the official census 2011 figures, many places have been upgraded and therefore, the revised HRA and CCA is payable as per the new classification of the places/cities. The revised HRA/CCA as per the new classification shall be effective from 1st March, 2011.

i. Major “A” class Cities/Places with population of more than 45 lakhs
ii. Places with population of over 12 lakhs and below 45 lakhs
iii. Places with population of over 5 lakhs and below 12 lakhs
iv. Places with population below 5 lakhs
GENERAL STRIKE ON 2ND SEPTEMBER, 2015 BY CENTRAL TRADE UNION

Our members are aware that the Central trade unions have given a collective call of nationwide strike on 2nd September, 2015. We have also been approached for participating in the strike. We being an apolitical Organisation, have conveyed, in our reply, that our decision for the participation would depend upon inclusion of our issues related to supervisory cadre like ratification of ILO conventions 87 & 98, etc. which have not found any place so far, despite our raising the same from various platforms. Our decision to participate in the strike would depend upon the response of the Central trade unions on the issue. We have simultaneously requested Convenor, UFBU, to convene a meeting to discuss on this issue as well as on the issues pertaining to delay in implementation of second and fourth Saturdays off, other pending issues of officers like advisories to be issued by RBI on not calling officers on Sundays/ Holidays and/or to pay appropriate compensation for the same, Disciplinary matters, Appointments of MDs/CEOs & Non-Executive Chairmen in the Nationalised Banks in violation of the provisions contained in section 9 of Banking Companies (Acquisition & Transfer of Undertakings) Act 1970/1980 and the schemes made there under.

SNIPPETS AT INDUSTRY LEVEL:

- Stop resorting to Strikes, Chidambaram tells bank unions (Business Line – 21.12.2012)
- Banks told to gear up for direct benefits transfer – Hard work ahead from January 1 : Chidambaram (Business Line – 22.12.2012)
- Finance Minister said that Banks would require around ` 1 lakh crore capital over the next 5 to 10 years (Business Standard – 24.12.2012)
- PSBs to open 5k ATMs in 51 Cash Transfer Districts (Economic Times – 31.12.2012)
- Banks get three more months to implement Basel III norms (Business Line – 31.12.2012)
- Banks demand more tax breaks for bad-loan provisioning (Business Line 8.1.2013)
- Banks look for lower lock-in period for tax-saving fixed deposits (Business Standard – 9.1.2013)
- PSBs to lag behind private banks in Q3 earnings (Business Line – 9.1.2013)
- Government approved ` 12,517 cr capital infusion for banks (Business Line 11.1.2013)
- Banks want PAN rule relaxed for non-deduction of tax at source (Business Line – 15.1.2013)
- Banks look to sell NPAs of ` 4,500 cr before March 31st (Financial Express – 16.1.2013)
- Post Offices to be roped in for direct benefit transfers (Financial Express – 16.1.2013)
- PSB chiefs may get fixed 3-year term from this April (Financial Express – 23.1.2013)
- Bank’s provisioning may rise Rs.15,000 cr in two years – The Hindu 04.02.2013
- Government plans to infuse `20k cr into PSBs to meet Basel III norms – Financial Express 14.2.2013
- Banks will Hire 56,500 in next six months – Economic Times 18.2.2013
- All woman bank will function from November, Finance Minister – Business Line 04.03.2013
- Finance Minister tells PSBs to reveal top defaulters – Economic Times 5.3.2013
- Bad Loans weigh on PSU Banks as growth falters – Economic Times 5.3.2013
- RBI asks Co-operative Banks to set up CBS by 31st December – Financial Chronicle 14.3.2013
- PSBs fail to recover loans worth Rs.68,000/- crores – The Financial Chronicle 18.3.2013
- Finance Minister asks PSU Banks to restrict loan write-offs – Business Line 1.4.2013
- Banks want powers to ensure KYC compliance – Business Line 13.4.2013
- The Gujarat High Court has said Co-operative Banks cannot use SARFAESI, 2002, for recovery of debts from its defaulters – Business Standard 24.4.2013
- RBI cautions banks on sale of gold – The Times of India 06.05.2013
- RBI holds banks guilty, finds non-compliance with KYC norms, acceptance of fake PAN – Deccan Chronicle 14.05.2013
- Andhra Bank opens express loan centre – Business line 21.05.2013 – various newspapers 21.05.2013
- Finance Minister favours merger of PSU Banks to create global giants – Deccan Chronicle 21.05.2013
- Provisioning hits PSBs’ Q4 net – The Financial Express 25.05.2013
- The Reserve Bank of India on 27 May 2013 imposed restrictions on banks and NBFCs for providing loans against gold coins
- Finance Minister seeks RBI nod for all-women bank – The Financial Chronicle 3.6.2013
- The RBI (Reserve Bank of India) on 3 June 2013 increased the validity period of setting up of banks from one year to 18 months.
- Andhra Bank launches Child Rights and You (CRY) donation plan – various newspapers 06.06.2013
- RBI on 7 June 2013 directed the banks to audit and verify the documents of all credits of 5 crore and above periodically to prevent frauds.
• Reserve Bank of India on 7 June 2013 extended the restriction on advance against gold on co-operative banks set to curb the demand for gold.

• The Finance ministry on 7 June 2013 asked the Indian Banks' Association to set up an independent body to manage the corporate debt restructuring (CDR) mechanism.

• RBI imposed a fine on Axis Bank, HDFC Bank and ICICI Bank for violation of KYC norms and anti-money laundering guidelines – 11.6.2013.

• 29 Axis Bank accounts hacked, Rs.13 lakhs withdrawn from ATMs – Business Line 15.06.2013

• Andhra Bank opens ‘Navshakti’ branch at Vijayawada – various newspapers 22.6.2013

• RBI easing KYC norms to remove hurdles in opening new bank accounts – Business Line 24.6.2013

• NPA clause of Public Sector Banks likely to be changed – The Economic Times 28.06.2013

• Tata, Birla lead race to set up Banks – Business Line 2.7.2013

• PSBs Reward Staff to recover small loans – Business Standard 2.7.2013

• RBI has given in-principle approval to set up the country’s first all woman bank – Business Line 03.07.2013

• Andhra Bank donates Rs.1 crore to Chief Minister’s Relief Fund of Uttarakhand – various newspapers 13.7.2013

• RBI on 15 July 2013 imposed fines of around 49.5 crore on 22 private and public sector banks for violating KYC/anti-money laundering norms.

• RBI fines 22 banks for violating anti-money laundering norms – Business Line 16.07.2013

• Andhra Bank ropes in Mckinsey to rejuvenate business process – The Hans India 26.7.2013

• Banks have been directed by RBI not to accept any fresh post-dated equated monthly instalment (EMI) cheques at locations where the facility of ECS/RECS is available – Business Line 26.7.2013

• RBI has imposed Rs.5.62 lakh penalty on SBI for violation of the terms of agreement for opening and maintaining Currency Chests – Business Line 8.8.2013

• RBI has decided to sell Government Bonds worth 22000 crore rupees every Monday to check volatility in the foreign exchange market – 10.08.2013

• Prime Minister said there is a need for fresh thinking on economic policy-making and the Reserve Bank of India (RBI) should revisit its monetary policy keeping in mind the fiscal constraints facing the globalised economy – 17.8.2013
The Reserve Bank of India (RBI) is concerned about price stability as well as growth, and it would be “inaccurate and unfair” to conclude that the central bank is obsessed with inflation 17.8.2013.

All- women bank to have 25 branches by FY 2014 end – Financial Chronicle 19.8.2013

The Reserve Bank of India imposed monetary penalty on six banks for violation of the Know Your Customer (KYC)/Anti Money Laundering guidelines – 25.8.2013

The Reserve Bank of India (RBI) is looking into the complaint against State Bank of India (SBI) for shaming students and their parents for defaulting on their education loan – 28.8.2013.

The Reserve Bank of India (RBI) on 3.9.2013 directed banks to make sure that housing loans sanctioned to individuals must be disbursed in line with the completion of the different stages of construction of a project. The central bank made it mandatory for banks that all disbursements of housing loans must not paid upfront to the developer/builder.

Raghuram Rajan takes charge as 23rd Governor of Reserve Bank of India – various newspapers 5.9.2013

Banks need not get RBI nod for opening branches – Business Line 5.9.2013

Banks name defaulters, but hesitate on publishing photos – Mint 6.9.2013

The RBI has allowed cash withdrawals of up to Rs.1,000/- a day through pre-paid cards, including gift cards issued by banks from point of sale terminals, a move aimed at enhancing customer convenience in using plastic money - Indian Express 6.9.2013

The Andhra Bank Malakpet Branch was completely gutted as a result of a short-circuit on 6.9.2013

The Employees Provident Fund Organisation (EPFO) said employees will soon be able to see, update and manage their Provident Fund accounts online – Mint 7.9.2013

Deccan Chronicle Holdings Limited has been declared a willful defaulter by Central Bank of India – Financial Express 11.9.2013

Canara Bank to charge Rs.60/- per year for SMS alerts – Business Line 11.9.2013

Banking Sector will create eight lakh jobs in the next six years, mainly due to expansion of branches and retirement of existing staff, says an Assocham study – Economic Times 12.9.2013


The RBI has decided to create a central repository on large borrowers – both individuals and entities with exposure of more than Rs.10 crore to help banks deal with credit risks – Business Line 13.9.2013

RBI asks banks to allot different product code to dormant account – 18.9.2013
• The Reserve Bank of India has tightened the screws on gold loan Non-Banking Finance Companies to protect borrowers against unfair practices and check the unbridled growth of such NBFCs – Business Line 18.9.2013.

• The Central Bank asked NBFCs to stop misleading advertisements that claim loans get issued within minutes - Mint 18-9-2013

• The Finance Ministry & RBI are considering a plan to give cheaper funds to lend to the auto and housing sectors as the festive season approaches – Times of India 19.9.2013

• SBI Chairman summoned to court on last day in office – Contempt petition filed by officers’ union for withdrawing ‘check-off’ facility – Business Line 30.09.2013

• RBI Deputy Governor has said only a provisional list of new bank licenses will be announced by January, 2014 – Business Line 7.10.2013

• Central Government asks PSU banks to ramp up rural ATMS - Financial Chronicle 10.10.2013

• The Union Government of India on 15 October 2013 decided to bring all the post offices across India under the core banking solution system to cover more people of rural areas with AADHAAR seeded accounts. This will help the people to avail the benefits of various schemes including old age pension and MGNREGA through direct benefits transfer.

• New Pension Scheme: Corpus up to Rs.2 lakhs can be fully withdrawn at retirement – Business Line 19.10.2013

• The Centre on 23.10.2013 said it has allocated Rs 2,000 crore to State Bank of India and Rs 1,800 crore to IDBI Bank as part of its plan to infuse Rs. 14,000 crore in fresh capital to 20 public sector banks. “The capital infusion is done with the twin objective of adequately meeting the credit requirement of the productive sectors of the economy as well as to maintain regulatory capital adequacy ratios,” a Finance Ministry statement said.

<table>
<thead>
<tr>
<th>Bank-wise allocation</th>
<th>Amount (Rs crore)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allahabad Bank</td>
<td>400</td>
</tr>
<tr>
<td>Andhra Bank</td>
<td>200</td>
</tr>
<tr>
<td>Bank of Baroda</td>
<td>550</td>
</tr>
<tr>
<td>Bank of India</td>
<td>1,000</td>
</tr>
<tr>
<td>Bank of Maharashtra</td>
<td>800</td>
</tr>
<tr>
<td>Canara Bank</td>
<td>500</td>
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<tr>
<td>Central Bank of India</td>
<td>1,800</td>
</tr>
<tr>
<td>Corporation Bank</td>
<td>450</td>
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<tr>
<td>Dena Bank</td>
<td>700</td>
</tr>
<tr>
<td>IDBI Bank</td>
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<tr>
<td>Indian Overseas Bank</td>
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<tr>
<td>Oriental Bank of Commerce</td>
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<tr>
<td>Punjab and Sind Bank</td>
<td>100</td>
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<tr>
<td>Punjab National Bank</td>
<td>500</td>
</tr>
<tr>
<td>Syndicate Bank</td>
<td>200</td>
</tr>
<tr>
<td>UCO Bank</td>
<td>200</td>
</tr>
<tr>
<td>Union Bank of India</td>
<td>500</td>
</tr>
<tr>
<td>United Bank of India</td>
<td>700</td>
</tr>
<tr>
<td>Vijaya Bank</td>
<td>250</td>
</tr>
<tr>
<td>SBI</td>
<td>2,000</td>
</tr>
</tbody>
</table>

• Axis Bank Ltd on 24 October 2013 launched the e-KYC initiative to facilitate paperless banking to Aadhaar card holders at Mumbai. With this step, Axis Bank became the first bank to allow customers to open an account with just their Aadhaar number. The Reserve Bank of India allowed paperless electronic authentication—or electronic know-
your-customer (e-KYC)—provided by the Unique Identification Authority of India (UIDAI) as officially valid.

- The Reserve Bank of India allowed the commercial banks to revise the periodicity of interest payments thus enabling savings bank account and term deposit holders to earn interest at shorter intervals – The Hindu 29.10.2013


- Finance Minister relaxes norms for CMD jobs in PSBs, as per new guidelines, candidate needs to complete one year as Executive Director to become eligible for Chairman and Managing Director – Business Standard 29.10.2013

- Syndicate Bank to pay interest on monthly basis – Business Line 31.10.2013

- Over 34,000 branches of Indian public sector banks would become vulnerable as the popular Windows XP operating system would no longer be supported by Microsoft in about 150 days, shows a study conducted by the software giant – Financial Express 13.11.2013

- The Bangalore Police shut down 1,037 ATMs in the city due to Banks failure to comply with their directive on security measures – Hindu 25.11.2013

- ABIRD, Rajahmundry gets National Award from Central Rural Development Institute, New Delhi Eenadu 27.11.2013

- The RBI directed Banks to charge customers for transaction SMS alerts on the basis of usage, instead of imposing a fixed fee – Deccan Chronicle 27.11.2013

- Mr. M.V. Tanksale, former Chairman and Managing Director of Central Bank of India, has taken over as Chief Executive of the IBA - Business Line 2.12.2013

- Cyberabad Police Commissioner directed banks to voluntarily shut ATMs located at inaccessible and risky places – Hindu 4.12.2013

- Andhra Bank has received nearly Rs.200 crore capital infusion from the Government – various Newspapers 24.12.2013

- Banks approach RBI to hike ATM transaction fee – Business Line 7.1.2014

- Give a missed call to know your bank balance – Syndicate Bank has introduced such a facility for its customers – Business Line 11.1.2014

- Interest rate on PF deposits raised to 8.75% for 2013-14 – Business Standard 15.1.2014

- Panel set up to study ATM Fee structure – To make operations of ATMs viable, the National Payments Corporation convened a committee of six banks to come up with suggestions around cost and charges for use of the ubiquitous machines – Indian Express 16.1.2014

- The RBI warned banks that non-adherence to its instructions on customer service and charges relating to the NEFT will be viewed seriously as it brings disrepute to the NEFT system – Business Line 23.1.2014
• RBI will withdraw from circulation all banknotes issued prior to 2005 from April 1, 2014 – Hans India 23.1.2014

• India Post to install 3,000 ATMs, 1.35 lakh micro-ATMs by September, 2015 – Financial Express 27.1.2014

• Charging own customers for ATM use is ridiculous, says RBI Deputy Governor – Hindu 31.1.2014

• Public Sector Banks have reported fraud cases of Rs.1 lakh & above, amounting to Rs.6,174.83 crore till January during the 2013-14 FY – Financial Express 8.2.2014

• Andhra Bank eyes Rs.800 crore equity infusion in FY 15 – Business Line 12.2.2014

• FM to PSBs: Don’t use entire profit on wages, dividends - Financial Express 12.2.2014

• Finance Minister wants banks to start giving interest-free loans to sugar industry by February end - Financial Express 12.2.2014

• Banks hired 3 lakh in four years, says IBA – Financial Chronicle 17.2.2014

• RBI forms panel to expand reach of mobile banking - To boost mobile banking, the RBI has formed a technical committee to examine the feasibility of encrypted SMS-based fund transfers. Transfers that can be facilitated using an application that can run on any mobile handset. The committee will study challenges faced by banks in mobile banking. It will consider the advantages/challenges of having a single application across all handsets in an SMS-encrypted environment, the RBI said.

• Public sector banks will have to race against time to install 137 ATMs every day to meet the Finance Ministry’s target of putting up cash dispensing machines at all their branches by March end. According to the ministry, all the public sector banks are running behind schedule. The banks, which are required to install onsite ATMs at 34,668 branches by March 31, had set up 5,726 at the end of August.

• The Reserve Bank will shortly issue Rs.10 denomination banknotes with rupee symbol bearing the signature of new governor Raghuram G Rajan. It will shortly issue Rs.10 denomination Banknotes incorporating rupee symbol on the obverse and reverse, without inset letter in both the numbering panels, in the Mahatma Gandhi Series-2005 bearing the signature of Raghuram G Rajan, Governor, RBI,” it said in a notification. RBI said the year of printing ‘2013’ will be printed on the reverse of the banknote.

• Finance Ministry suggests two approaches to arrest NPAs: The finance ministry has asked PSU banks to adopt two different approaches to arrest the rise of bad loans. They should support companies defaulting on payments due to economic environment or circumstances outside their control and take action against willful defaulters.

• Advisory group set up for national bill payment system: The Reserve Bank of India has constituted an advisory group to implement a national bill payment system, so that households will be able to use bank accounts to pay school fees, utilities, medical bills and make remittances electronically.
• **RBI allows banks to pay interest at shorter intervals:** Savings bank account and term deposit holders can now earn interest at shorter intervals, with the Reserve Bank allowing banks to revise the periodicity of interest payments – 29.10.2013.

• **Top 30 defaulters of PSBs account for one-third of total bad loans:** Top 30 loan defaulters of the public sector banks account for one-third of the total gross non-performing assets of state-run lenders, according to the Reserve Bank data. The gross non-performing assets (GNPA) amount of top 30 accounts of public sector banks (PSBs) stood at Rs 63,671 crore at the end of June 2013. The total GNPA outstanding of 26 PSBs was Rs 1,82,829 crore. Thus, the top 30 accounted for 34.83 per cent of total gross bad loans.

• **Banks set up 24 x 7 self-service branches:** 60,000 new customers now transact at ICICI Bank's electronic branches every month - Now, you could visit a bank branch in the middle of the night to deposit money and get the funds credited to your account instantly. Banks have started opening unmanned electronic branches offering most of the banking services, beyond regular banking hours. ICICI Bank, the country’s largest private sector lender, has already set up 61 such branches across 33 cities. Due to its popularity, the bank plans to increase its electronic branch count to 100 by the end of March 2014.

• **Hi-Tech Service:** Electronic branches offer facilities to deposit cash, withdraw money, deposit cheques and get instant receipts, transfer funds, open fixed deposits and generate bank statements.

• **Your vehicle insurance details will soon be just an SMS away:** Insurance Regulatory and Development Authority (IRDA), will be providing vehicle insurance information to all the stakeholders through Short Messaging Service (SMS) and web-based applications of the Insurance. Soon, when a traffic policeman asks for your car or bike insurance, you won’t have to worry if you do not have the papers with you. A simple text message from your mobile phone will retrieve the details instantly.

• **Banks must issue TDS certificates to customers in time:** RBI has pulled up banks for failing to issue TDS certificates in form 16A in time. Banks must issue such certificates to customers whose income tax is deducted at source within time frame provided by Income tax rules.

• **PM’s council wants Govt. to cut stake in banks to 51%:** The Prime Minister's Economic Advisory Council has recommended phased dilution of government stake in public-sector banks, from 58 per cent to 51 per cent, and introduction of on-tap licensing of new banks.

• **Public sector banks lagging in risk appraisal skills:** Most banks have identified training gaps in the areas of credit/risk management, agriculture programmes, and foreign exchange, according to Reserve Bank of India. These areas require an equal measure of knowledge of rules, practices and specialised skills for appraisals, on the one hand, and an awareness of markets, on the other.

• The Reserve Bank today directed public sector banks to provide credit to women self help groups at a rate of 7% per annum so as to get the benefit of interest subvention scheme under the Swarnajayanti Gram Swarozgar Yojana Aajeevika (SGSY) scheme.
• **Banks wrote off over Rs 1 lakh cr in last 13 yrs:** Reserve Bank Deputy Governor K.C. Chakrabarty has said banks have written off a whopping Rs.1 trillion in the past 13 years and criticised the lenders because as much as 95 per cent of these write-offs were for large borrowers.

• **RBI designates 29 bank branches to collect advance income tax:** The Reserve Bank of India has appealed to income-tax assessees to pay their income-tax dues well before the due date to avoid the March-end rush seen every year. The banking regulator has designated 29 public and private sector banks as agency banks to accept payments of income-tax dues, according to an RBI statement.

• **Woman Bank Manager attacked, robbed, left bleeding at ATM:** A 44-year-old woman bank manager was attacked at an ATM in the heart of the Bangalore city by a man wielding what appears like a toy gun and a machete, robbed of her valuables and left unconscious and bleeding for nearly three hours inside as he pulled the shutters of the facility down before fleeing. The violent robbery took place at the Corporation Bank ATM at NR Square near the city corporation headquarters shortly after 7 am. The victim, Jyothi Uday, is a resident of Rajarajeshwari Nagar and the Manager of Corporation Bank’s Service Branch on Mission Road, a short distance from the ATM where she was attacked.

• **ATM attack: Police set 45-day deadline to banks to install CCTV cameras:** In another stringent step in the light of a recent brutal attack on a woman bank official at an unguarded ATM kiosk, Police set a 45-day deadline to banks to install CCTV camera and alarm systems at ATMs. The move comes close on the heels of over 1,000 unmanned ATM kiosks here being shut down after the November 19 savage attack caught on CCTV footage sparked a national outrage.

• "CCTV cameras and alarm systems should be installed at ATMs of all the banks in the city within 45 days," Bangalore Police Commissioner said.

• **Lok Adalats to help banks, NBFCs recover loans:** The Authority was constituted under the Legal Services Authorities Act, 1987. This legislation provides free legal services to the weaker sections of the society and allows organisation of Lok Adalats for amicable settlement of disputes. According to RBI data, in 2011-12, scheduled commercial banks referred 4,76,073 loan recovery cases aggregating Rs 1,700 crore to Lok Adalats. They recovered Rs.200 crore via this channel. Besides Lok Adalats, banks have two other channels to recover their loans — the Securitisation and Reconstruction of Financial Assets and Enforcement of Security Interest Act (SARFAESI Act) and Debt Recovery Tribunals (DRTs).

• **Now, you can withdraw money from the neighbourhood grocery:** SBI allows debit card holders to draw cash from stores with point-of-sale terminals. In a first-of-its-kind initiative, SBI is allowing cash withdrawal of up to Rs.1,000 from any shop/trader with a point-of-sale (PoS) terminal. "A fee of Rs 7.50 will be charged to the customer, a part of which goes to the trader. Actually, it is a win-win situation for all.

• **Top SBI official in CBI net for alleged graft; probe ordered:** Accused of receiving kickbacks for Rs.75-cr loan sanctioned to a private firm. SBI has constituted an internal committee comprising two senior Managing Directors — Hemant Contractor and A. Krishna Kumar — to investigate allegations of wrongdoing against its Deputy
Managing Director Shyamal Acharya. Acharya, who heads the mid-corporate group and has handled key loan accounts such as Kingfisher Airlines, has been asked to proceed on leave.

- **Andhra Bank on overdrive: Seizes Rs.160 cr assets of Deccan Chronicle:** Andhra Bank has taken possession of two properties of Deccan Chronicle Holdings Ltd (DCHL) worth Rs.160 crore. The properties are located in Chennai and Bangalore. Bank have acquired them under the provisions of Securitisation and Reconstruction of Financial Assets and Enforcement of Security Interest (Sarfaesi) Act.

- **Bank can publish defaulter's photo in newspapers, High Court:** Bombay High Court refused to stop publication of photographs of a defaulter firm in newspapers, saying that it was in larger public interest.

- **RBI begins probe into UBI over mounting bad debts:** The RBI has initiated a special inspection of Kolkata-based United Bank of India, apparently prompted by an alarming rise in bad loans that has forced the bank to report a Rs.490-crore loss in the second quarter. While it's not unusual for RBI to undertake such a move, there was speculation about what might have triggered RBI's move.

- **Every adult should have bank account by Jan 2016, RBI panel:** Banks may have just two years to achieve the ambitious target of providing a universal electronic bank account to every Indian resident above the age of 18.

- **RBI hikes NBFCs' gold loan limit to 75% of value:** In a significant breather for non-banking finance companies, especially gold loan companies, the Reserve Bank of India has allowed them to give higher amount of loan against gold jewellery pledged by borrowers. NBFCs can now give up to 75 per cent, up from 60 per cent now, of the value of the gold jewellery pledged as loan. The RBI has raised th cap with immediate effect in view of the moderation in the growth of gold loan portfolios of NBFCs in the recent past, and also taking into consideration the experience so far.

- **SBI offers 2-year sabbatical to women staff:** Women employees of SBI can now take two-year sabbatical leave from work for purposes like children's education. State Bank of India is likely to extend this facility to single male parents as well. "We have brought in a two-year sabbatical for our women staff in case they want to take it for any purposes like education of their children, taking care of the elderly parents/in-laws.

- **RBI fixed the upper age limit at 70 years for M.D. and CEO in private sector banks**
  - The decision was taken to comply with the Section 196(3) of the Companies Act, 2013
  - Individual bank’s boards free to prescribe a lower retirement age for whole time Directors
  - Earlier, no maximum age was specified and decisions were taken case by case

- **Kotak Mahindra Bank first bank in India to fully own insurance business**
  - RBI gave permission to the bank for setting up Kotak General Insurance
- Kotak General Insurance will be the 29th non-life insurance company in the country
- The CEO of the company will be Mahesh Balasubramanian
- The bank already promotes life insurance with Old Mutual of South Africa

**ICICI Bank became the first bank in India to launch EMI facility on Debit Card**

- This was so far available only for credit cardholders.
- Will enable customers to convert their high value transactions into easy installments
- Facility available to debit cardholders with minimum fixed deposit of 10000 rupees

**The capital infusion into each bank was made on the basis of adoption of new criteria by the Union government. According to the new criteria, the banks would be rewarded with extra capital for their equity on the basis of their efficiency and performance so as to further strengthen their position. The criteria includes**

- Weighted average of Return on Assets (ROA) for all PSBs for last three years put together
- Return on Equity (ROE) for these banks for the last financial year.

**Amount allocated to different banks on the basis of the above mentioned two efficiency criteria:**

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Name of the Bank</th>
<th>Amount (Rupees in crore)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>State Bank of India (SBI)</td>
<td>2970</td>
</tr>
<tr>
<td>2</td>
<td>Bank of Baroda (BoB)</td>
<td>1260</td>
</tr>
<tr>
<td>3</td>
<td>Punjab National Bank (PNB)</td>
<td>870</td>
</tr>
<tr>
<td>4</td>
<td>Canara Bank</td>
<td>570</td>
</tr>
<tr>
<td>5</td>
<td>Syndicate Bank</td>
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<tr>
<td>6</td>
<td>Allahabad Bank</td>
<td>320</td>
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<tr>
<td>7</td>
<td>Indian Bank</td>
<td>280</td>
</tr>
<tr>
<td>8</td>
<td>Dena Bank</td>
<td>140</td>
</tr>
<tr>
<td>9</td>
<td>Andhra Bank</td>
<td>120</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>6990</strong></td>
</tr>
</tbody>
</table>

**RBI imposed the penalties on these organizations in exercise of powers vested under the provisions of Section 47(A)(1)(c) read with Section 46(4)(i) of the Banking Regulation Act, 1949. Apart from this, RBI also cautioned State Bank of India, Axis Bank and State Bank of Patiala for violating KYC or AML instructions.**

**HDFC bank was named among 50 most valuable banks in 2014 with a market capitalisation of 41.58 billion US dollar. It was ranked at 45th position.**

**RBI fines three PSBs for violating KYC norms:** The Reserve Bank of India (RBI) has slapped a penalty of Rs. 1.5 crore each on three public sector banks- Bank of Maharashtra, Dena Bank and Oriental Bank of Commerce – for violating rules for Know Your Customer (KYC) and Anti Money Laundering (AML). RBI has also asked eight other

- The RBI has advised all Public Sector Banks, some Private Sector Banks and Foreign Banks to appoint an internal ombudsman to resolve customer complaints effectively.
- Bandhan financial services may soon get RBI license from the RBI after having infused Rs.1020 crore equity taking its network Rs.2616 crore.
- The Union Cabinet approved a proposal to amend Negotiable Instrument Act amending the stipulation that the offence of rejection / bouncing of cheque under section 138 will be inquired into and tried only by the court within whose legal jurisdiction the bank branch where the payee presents the cheque for payment is situated.
- The Union Cabinet allowed the proposal to include Real Estate Investment Trust (REIT) as eligible financial instrument / structure under the foreign exchange amendment act 1999 to ease big ticket foreign investment. The Government has also increased the threshold for foreign investment proposals requiring cabinet approval to Rs.3000 crore from the current Rs. 1200 crore.
- While passing the Finance Bill for 2015-2016, the Finance Minister deferred the plan to set up a Public Debt Management Authority (PDMA) which would have handled the Public Debt Management of the Government being taken care by RBI so far. The Bill which also proposed that SEBI will regulate the Government Securities market was deleted from the Finance Bill for this financial year. The changes were made as it is believed that the RBI was not comfortable with the same. However, Finance Ministry would be issuing a draft strategy for the separation of debt management from the Central bank for public discussion
- The RBI has come up with the new set of rules on priority sector lending. Distinction between direct and indirect lending to agriculture has been scrapped. The priority sector non achievement will now be assessed on a quarterly average basis at the end of the respective year from 2016-2017 onwards, instead of present annual basis. Foreign banks with less than 20 branches can meet 40% target by 2019-2020 and export credit up to 32% will qualify as priority sector lending. Under these rules, medium enterprises, social infra and renewal energy will qualify as agriculture loans. Loans to food and agri infra processing will be considered priority sector lending.
- The RBI has also directed Bank Boards to deliberate on seven critical themes- Business Strategy and Risk, Financial report of their integrity, customer protection, financial inclusion and human resources as prescribed by the P.J. Nayak Committee. The central bank in its first bi-monthly monetary policy statement had proposed to do away with the calendar of reviews and instead, replace it with the seven critical themes.
- After the Supreme Court directed the Center and State Governments to grant legal recognition to third gender, the RBI directed banks to include ‘Third Gender’ in all forms/applications wherein any gender classification is envisaged, aimed at helping transgender persons open bank accounts and avail related services.
- The Reserve Bank of India on 17 December 2014 imposed monetary penalty on ICICI bank and Bank of Baroda for violation of its instructions regarding norms on Know Your
Customer (KYC) and Anti Money Laundering (AML). Penalty details of the two banks - ICICI Bank: 5 million rupees and Bank of Baroda - 2.50 million rupees.

- The Union Finance Ministry on 19 December 2014 approved 8.75 percent interest rate on Provident Fund (PF) deposits for the year 2014-15.
- The Reserve Bank of India (RBI) on 23 December, 2014 extended the deadline for exchanging pre-2005 of various denominations by another six months till 30 June 2015. RBI in a statement said that all such notes will continue to remain legal tender and can be exchanged for their full value. It has urged public to deposit the old design notes in their bank accounts or exchange them at a bank branch convenient to them.
- Reserve Bank of India on 15 January 2015 issued final guidelines for banks to act as insurance brokers. Earlier, the banks were allowed to undertake insurance business as agents of insurance companies on fee basis with an aim to increase insurance penetration in the country. The banks were allowed to look forward for participation in insurance business in accordance to Union Government’s notification in which it allowed banks to do business of insurance under Section 6(1)(o) of the Banking Regulation Act, 1949.
- The Reserve Bank of India (RBI) on 15 January 2015 announced sixth Bi-Monthly Monetary Policy Statement. RBI in its bi-monthly monetary policy statement cut its main lending rate (Repo Rate) by 0.25 per cent with immediate effect. This is the first rate cut from the RBI since 2013. With this, repo rate will now prevail at 7.75 percent from previous 8 percent. The RBI rate cut comes just two weeks before its scheduled policy review on 3 February 2015.
- Pradhan Mantri Jan Dhan Yojna (PMJDY) on 20 January 2015 made it to Guinness Book of World Records. Indian Banks opened 11.50 crore accounts under the Pradhan Mantri Jan-Dhan Yojana in a short span of five months. The feat was commended by the Guinness Book of World Records.
- Prime Minister Narendra Modi on 22 January 2015 launched a small deposit scheme Sukanya Samridhi Yojana for girl child under the Beti Bachao Beti Padhao (BBBP) campaign. The scheme will ensure equitable share to a girl child in resources and savings of a family in which she is generally discriminated against a male child. Sukanya Samridhi Yojana will enable parents to open bank accounts of girls who are under 10 years of age.
- The Cabinet Committee on Economic Affairs (CCEA) on 28 January 2015 approved a proposal of HDFC Bank to raise the foreign holding limit to 74 per cent. The decision will enable inflow of around 10000 crore rupees into the country from overseas investors.
- The Reserve Bank of India (RBI) on 30 January 2015 constituted a High Powered Committee to re-examine and recommend appropriate set of businesses, size, conversion and licensing terms for the Urban Cooperative Banking (UCB) Sector. The eight-member committee will be chaired by R Gandhi, the Deputy Governor of Reserve Bank of India. It will submit its report within three months from the date of its first meeting.
- Union Government on 7 February 2015 decided to infuse 6990 crore rupees in nine Public Sector Banks to enhance their capital and meet global risk norms. The capital infusion was decided on the basis of performance of each bank. This is the first tranche of capital infusion for which the government had allocated 11200 crore rupees in the Union Budget 2014-15.
The Reserve Bank of India on 13 February 2015 announced that soon the currency notes of one rupees denomination will be in circulation. The notes will be printed by the Government of India. RBI in its release informed that these currency notes are legal tender as provided in The Coinage Act 2011. It said that the existing currency notes in this denomination in circulation will also continue to be legal tender.

The Reserve Bank of India (RBI) on 4 March 2015 reduced the repo rate by 25 basis points to 7.5 percent with immediate effect. This is the second time since January 2015 that RBI reduced the repo rate by 25 basis points. With this, the reverse repo rate under the LAF stands adjusted to 6.5 percent, and the marginal standing facility (MSF) rate and the Bank rate to 8.5 percent.

The Reserve Bank of India (RBI) on 5 March 2015 eased the norms for Housing Loans. In its notification on Housing Loans, RBI brought changes in two instruction related to Housing loans. These pertain to

- Housing Loans by Commercial Banks - Loan to Value (LTV) Ratio; and
- Housing Sector: Innovative Housing Loan Products – Upfront disbursal of Housing loans

Indian Railways on 24 March 2015 launched its own RuPay pre-paid card. The card will enable passengers to book their Rail tickets and do shopping using RuPay pre-paid debit cards. Card can be availed from either the Union Bank or the IRCTC.

The Reserve Bank of India on 1 April 2015 sanctioned the scheme of amalgamation of ING Vysya Bank Ltd. with Kotak Mahindra Bank Ltd. The Scheme will come into force with effect from 1 April 2015. With this sanction, all branches of ING Vysya Bank will function as branches of Kotak Mahindra Bank with effect from 1 April 2015.

Global Rating Agency Moody's on 17 April 2015 forecasted that Indian economy will grow at 7.5 percent in 2015. This growth rate is marginally higher compared with 7.2 percent in 2014.

Industrial Credit and Investment Corporation of India (ICICI) Bank on 21 April 2015 launched Tap-n-Pay, a near-field communications-enabled payment service. The service was launched in collaboration with Tech Mahindra.

Bharatiya Mahila Bank (BMB) Ltd on 23 April 2015 won the Asian Banker Achievement Award 2015. It was awarded for Technology Implementation in the category of Best Outsourcing Project (New Bank).

Bank of Baroda (BoB) on 25 April 2015 tied-up with UAE Exchange to offer instant money transfer facility to its Non-resident Indian (NRI) customers.

The Union Cabinet Committee on Economic Affairs (CCEA) on 6 May 2015 gave its nod for increase in the investment limit for cases requiring prior approval of Foreign Investment Promotion Board (FIPB) to 3000 crore rupees from the present 2000 crore rupees.

State Bank of India on 7 May 2015 launched State Bank RuPay Platinum debit card in association with National Payment Corporation of India (NPCI).
- Nepal Rastra Bank on 7 May 2015 announced to provide interest-free loans for rebuilding houses. The bank will provide interest-free loans of up to 25 lakh nepali rupees in the Kathmandu Valley and 15 lakh nepali rupees for those outside the capital for house reconstruction.

- The Reserve Bank of India (RBI) on 11 May 2015 advised all public sector banks (PSBs) to appoint internal Ombudsman. This internal Ombudsman will be designated as **Chief Customer Service Officer (CCSO)** and it should not have worked in the bank in which it has been appointed as CCSO.

- The Cabinet Committee on Economic Affairs (CCEA) on 13 May 2015 gave its approval for 5 percent disinvestment in National Thermal Power Corporation Limited (NTPC) and 10 percent disinvestment in Indian Oil Corporation (IOC).

- The Lok Sabha on 13 May 2015 passed the Negotiable Instruments (Amendment) Bill, 2015 with a voice vote. The bill intends to amend **the Negotiable Instruments Act, 1881**.

- Reserve Bank of India (RBI) on 14 May 2015 allowed Tap and Pay without PIN for transactions up to 2000 rupees. For amounts higher than that, the customer must be given the option of contact payment and would require pin authentication.

- State Bank of India (SBI) on 14 May 2015 launched contact-less credit and debit cards called **SBIINTOUCH**. These cards are based upon the latest near-field technology (NFC). With these cards, a customer can transact by just tapping or waving it against the reader of the point-of-sale

- Prime Minister of India Narendra Modi on 16 May 2015 inaugurated the first branch of ICICI Bank in China at Shanghai. The branch was inaugurated in presence of Chanda Kochhar, MD & CEO, ICICI Bank, Senior Chinese and Indian government officials.


- The Reserve Bank of India on 28 May 2015 proposed to introduce Prepaid Payment Instruments (PPI) for Mass Transit System (PPI-MTS). These PPI-MTS will be semi-closed instruments that will be used facilitate the migration to electronic payments in line with the country’s vision of moving to a less-cash society. Further, it can also be used within the mass transit systems and will have a minimum validity of six months from date of issue. Such PPIs will be reloadable instruments subjected to an outstanding limit of 2000 rupees at any point of time.

- Union Finance Minister Arun Jaitley on 30 May 2015 inaugurated the new Bank Note Paper Line unit of 6000 metric tonne capacity at Security Paper Mill in Hoshangabad, Madhya Pradesh. With opening of this, India will become self-reliant in producing Bank Note Paper for big denominations. Earlier, India was considerably dependent on import of bank note paper for currency of big denominations.

- The decision of the Parliament to increase the rate of service tax from **12.36 to 14 percent** became operational on 1 June 2015. Now, the new tax rate subsumes the education cesses, including the **2 percent Education Cess (EC) and 1 percent**
Secondary & Higher Education Cess (SHEC), which were earlier levied separately and calculated as consolidated service tax at 12.36 percent.

- The Reserve Bank of India (RBI) on 1 June 2015 allowed cross holding in long-term infrastructure bonds. With this, now banks would be able to cross hold these bonds among themselves for financing infrastructure and affordable housing loans, which earlier was not permitted.

- Second bi-monthly monetary policy statement 2015-16 was announced on 2 June 2015 by Raghuram Rajan, the Governor of Reserve Bank of India. The monetary policy cut the repo rate, the rate at which RBI lends to commercial bank, by 0.25 percent from 7.5 percent to 7.25 percent with immediate effect. As a result, the reverse repo rate, the rate at which RBI borrows from commercial banks, stands adjusted to 6.25 percent, and the marginal standing facility (MSF) rate and the Bank Rate to 8.25 per cent. However, the cash reserve ratio (CRR) of scheduled banks was kept unchanged at 4 percent of net demand and time liabilities (NDTL).

- The Reserve Bank of India on 8 June 2015 announced Strategic Debt Restructuring (SDR) Scheme which allows banks and non-banking lending institutions to convert their loans into equity stake. The scheme will benefit all Scheduled Commercial Banks, excluding Regional Rural Banks (RRBs), all-India term-lending and Refinancing Institutions including Export-Import (EXIM) Bank and National Housing Bank (NHB) and National Bank for Agriculture and Rural Development (NABARD).

- The Reserve Bank of India on 9 June 2015 issued Draft Framework on Issuance of Rupee linked Bonds Overseas. It is intended to permit Indian corporate and International Financial Institutions (IFIs) to issue rupee-linked bonds overseas.

- The Reserve Bank of India (RBI) on 9 July 2015 released the final guidelines on Prepaid Payment Instruments for Mass Transit System (PPI-MTS). The issued guidelines enable the issuance of a separate category of semi-closed prepaid payment instruments for mass transit systems. The PPI-MTS will enhance commuter convenience and will also facilitate the migration to electronic payments in line with the country’s vision of moving to a less-cash society.

- Reserve Bank of India (RBI) on 16 July 2015 permitted Cooperative Banks with Core Banking Solution (CBS) to issue ATM cards/ATM-cum-debit cards in tie with a sponsor banks. The decision was taken by the RBI in an attempt to move towards a less-cash economy and with an aim to inculcate the habit of using electronic payment channels among bank customers. Further, these cooperative banks by virtue of being a sub-member of National Financial Switch (NFS) are required to fulfil the risk management requirements prescribed by the sponsor bank and meet expenses devolving on them under the agreement with the sponsor bank.

- Reserve Bank of India (RBI) on 16 July 2015 directed banks to ensure that their overall direct lending to farmers should not fall below the average of last three years. The direction was given by RBI against the backdrop of government expressing concern over adverse impact of any reduction in direct credit, given the adverse weather conditions.

- India and World Bank on 16 July 2015 signed Financing Agreement for assistance of 250 million US dollars for Andhra Pradesh Disaster Recovery Project. It is a loan
for an implementation period of 5 years and Andhra Pradesh Government will be the implementing agency of project.

- Union Government on 21 July 2015 extended Interest Subvention Scheme (ISS) to Public Sector Banks (PSBs), private sector commercial banks, rural regional banks (RRBs), cooperative banks and NABARD. It was extended to ensure availability of crop loans of up to 3 lakh rupees to farmers at 7 percent per annum.
- Reserve Bank of India (RBI) on 6 August 2015 notified Section 23 of the Banking Regulation Act, 1949 -Relaxations in Branch Authorisation Policy. The notification allows banks to shift, merge or close branches, in urban areas, at their own discretion. The decision will provide more operational freedom to banks. The central bank said that customers of the branch should be informed well in time before actual shifting, merger or closure of the office.

**ECONOMY:**

- As per CSO DATA released on 31 May 2013, economic growth fell to a decade's low of 5 per cent for the entire 2012-13 fiscal.
- The limit of Foreign Investment in Government Securities was enhanced by 5 Billion US Dollar to increase overseas capital inflows on 12 June 2013.
- CBDT on 19 June 2013 announced that the Commodities Transaction Tax shall be levied on the non-farm products from 1 July 2013.
- The Cabinet Committee on Economic Affairs on 21 June 2013 approved disinvestment of 5 percent equity of Neyveli Lignite Corporation (NLC).
- A survey conducted by UNCTAD revealed on 26 June 2013 that India was the third most attractive destination for investment in the world, after China and US.
- Direct Tax Collection of April-June quarter of FY 2013-14 increased by 11.52 percent. Collection of Corporate Taxes has gone up by 7.82 percent – 10.7.2013
- The Cabinet Committee on Economic Affairs (CCEA) on 11 July 2013 approved the disinvestment of government stake in State Trading Corporation and ITDC.
- Congress and the UPA have unanimously decided to create a separate Telangana State carving out from Andhra Pradesh on 30 July 2013.
- The Cabinet Committee on Economic Affairs (CCEA) on 1 August 2013 approved the proposal for sale of 10 percent Government stake in Indian Oil Corporation (IOC).
- Telecom Commission of India approved enhancement of FDI cap on telecom sector from 74 to 100 percent.
- The Union Cabinet of India on 2 August 2013 decided to continue the interest subvention of three per cent on crop loans.
• The Central Government on 13 August 2013 raised customs duty on gold, silver and platinum to 10 percent in a bid to curb the burgeoning Current Account Deficit

• The Union Cabinet on 13 August 2013 approved the proposal for setting up of the Tax Administration Reform Commission to establish a stable tax administration.

• The Lok Sabha on 26 August 2013 passed the National Food Security Bill 2013, the aim of which is to provide subsidised food grains to people.

• Government announced that an estimated 614.3 lakh tonnes of food grains would be required to ensure successful implementation of the proposed Food Security Act (FSA) – 26.8.2013.

• The Lok Sabha on 29 August 2013 passed the Land Acquisition, Rehabilitation and Resettlement Bill, 2011, also called the Land Acquisition Bill.

• The Gross Domestic Product (GDP) growth of India decelerated even more to 4.4 percent, the slowest rate of expansion since 2008 economic meltdown – 31.8.2013

• Pension Fund Regulatory and Development Authority Bill, 2011 passed by Lok Sabha. This legislation seeks empowerment of PFRDA for regulation of NPS – 05.09.2013.

• The Cabinet Committee on Economic Affairs (CCEA) on 11 September 2013 approved an additional allocation of five million tonnes of food grains to families below the poverty line (BPL).

• The Union Cabinet on 12 September 2013 approved Second Vehicle Assembly Building at Satish Dhawan Space Centre, Sriharikota at Rs.363.95 crore

Karnataka Mobile One App launched for m-governance
- Launched by President Pranab Mukherjee in Bengaluru
- First such app in India to usher in an era of mobile governance
- Developed under the ICARE program of Karnataka government
- Expected to provide more than 4000 services to citizens

627 names of Indians holding black money abroad submitted to SC
- Includes details of treaties India signed with France and other nations
- Half of the 627 names are Non-Resident Indians (NRIs)
- Most of them have accounts with HSBC Bank, Geneva
- SIT headed by Justice M B Shah is probing black money case

Swachh Bharat Mission launched
- Launched on occasion of 145th birth anniversary of Mahatma Gandhi
- Aims at making India clean by 2019
- The year 2019 will be 150th anniversary of Mahatma Gandhi
- Nine people nominated to inspire people to join the Mission

SC quashed allocation of 214 coal blocks
- Quashed by SC bench headed by Justice R M Lodha
- Allocations were arbitrary and illegal
- 4 out of 218 coal blocks not cancelled
- Includes one of NTPC and SAIL each and two of Sasan UMPP owned by Anil Ambani
**India: first Country to Ratify the Marrakesh Treaty**
- India ratified the treaty on 30 June 2014
- Will facilitate access to published works for blind and visually impaired persons
- The treaty was signed in Marrakesh, Morocco on 28 June 2013
- It has been signed by 64 countries

**Sumitra Mahajan elected as Speaker of 16th Lok Sabha**
- She replaced Meira Kumar
- Became the second women presiding officer of the Lok Sabha
- She was elected to 9th Lok Sabha in 1989 for the first time
- 2014 elections was her eighth continuous term as Member of Parliament

**Telangana became the 29th state of India**
- It achieved statehood on 2 June 2014
- Ten districts of the then Andhra Pradesh became part of Telangana
- Chandrasekhar Rao sworn-in as the first Chief Minister
- ESL Narasimhan is the Governor of Telangana
- Hyderabad is the joint capital of Telangana and Andhra Pradesh

**Narendra Modi sworn-in as 15th Prime Minister of India**
- He was sworn-in on 26 May 2014
- He took oath with 45 Council of Minister including 23 Cabinet Ministers
- First Prime Minister of India born in independent India
- For the first time 25% of the Cabinet post allocated to women
- Swearing-in ceremony attended by heads of seven SAARC countries

**16th Lok Sabha Elections 2014**
- The election results for 543 constituencies declared on 16 May 2014
- Bharatiya Janata Party emerged victorious with 282 seats
- Congress led incumbent government just secured 44 seats
- BJP won the majority for the first time since independence
- The elections were conducted in nine phases from 7 April – 12 May 2014

**Karnataka: first state in India to launch Health Adalat**
- The Health Adalat was launched in Gulbarga, Karnataka.
- Aims to ensure that all health facilities extended by the government reached all sections of society.
- During Health Adalat the department will interact with public representatives.

**Largest Solar Power Plant of India launched**
- 130-MW Welspun Solar Plant launched at Bhagwanpur in Neemuch, MP
- It is also the Asia's Largest Solar Power Plant.
- It was constructed at a cost of 1100 crore rupees.
- The Project will raise Indian solar capacity by 7 percent.

**The G20 Summit 2014 concluded**
- The Summit saw release of Brisbane Action Plan
- Action Plan comprises of 800+ reforms to boost global growth
- Sets an ambitious goal to lift G20 growth by 2.1 percent by 2018
Seeks to reduce the gender gap in labour force participation rates by 25 percent by 2025

India re-elected to UNHRC
- It was re-elected for the period 2015-2017
- India received the highest 162 votes in the Asia Pacific group
- India's first term as member due to end on 31 December 2014
- 14 other member states also elected to UNHRC for a three-year term
- The UNHRC promotes and protects human rights

Union government de-regulated diesel and hiked natural gas rates
- The price of diesel to be market-linked
- The retail rates will reflect price changes in the global market.
- The government will no longer provide subsidy on diesel.
- This is the first reduction in diesel rates since 2009.

Construction of a memorial for former Prime Minister P V Narasimha Rao was completed in the fourth week of June 2015 at the Ekta Sthal Samadhi Complex in New Delhi. Already, Ekta Sthal Samadhi Complex hosts memorials of former Presidents Shankar Dayal Sharma, K R Narayanan, R Venkatraman, Giani Zail Singh and former Prime Ministers - Chandrasekhar and I K Gujral.

The Union Cabinet on 17 June 2015 gave its approval for Housing for All by 2022 Mission aimed at providing housing facilities to all eligible people in urban areas by 2022. It will be implemented as a Centrally Sponsored Scheme and the States and Union Territories (UTs) are given greater autonomy in execution of the mission.

Prime Minister of India Narendra Modi on 1 July 2015 launched the Digital India Week in New Delhi. The newly created week is aimed at encouraging people’s involvement and creating awareness among them about various initiatives launched under the Digital India Programme launched in August 2014.

The rail line is India’s first railway-line built with private sector participation under Non-Government Railway (NGR) Policy 2012 of Indian Railways. The rail line has been built at a cost of approx 185 crore rupees for M/s. Kandla Port Trust (KPT) to bring about better and faster rail connectivity to Port of Tuna & Tekra.

Central Board of Direct Taxes (CBDT) in its notification said that any taxpayer, whose income is 5 lakh rupees or below per annum and has no refund claims, can straightaway generate the 'Electronic Verification Code' (EVC) for e-filing and validating their Income Tax Return (ITR) through their registered mobile number and e-mail id with the department. The facility will be available on the internet banking website and the verifier (taxpayer) will use this facility using internet banking id, login password and transaction password. In the other options given, those taxpayers who have internet banking activated can do the e-verification of their ITR.

The Supreme Court of India on 7 July 2015 issued notices to the Union Government, Election Commission (EC) and six political parties and asked why it should not be brought within Right to Information (RTI) ambit to make them more accountable to public.

Four Indians-Mishi Choudhary, Manish Dahiya, Sanjay Vijayakumar and Aarti Wig- were figured in the Asia 21 Young Leaders Class of 2015 list that was released on 8 July 2015 in New York, the USA. These were part of 32 young leaders (under the age of 40),
who were selected for the Asia 21 Class of 2015 by the Asia Society as part of its leadership development programme. The selected leaders will be part of the Asia 21 Network where they will find mentors, potential collaborators, who are devoted to find solutions to most vexing socio-economic problems in the Asia-Pacific region.

- Union Railway Minister Suresh Prabhu on 8 July 2015 launched a mobile ticketing app for unreserved tickets that will cover 35 stations between the 123 km long Churchgate-Dhauroad suburban section in Western Railway.
- Vyapam: Vyavsayik Pariksha Mandal/Madhya Pradesh Professional Examination Board (MPPEB): Vyapam scam was in news in July 2015 as Central Bureau of Investigation (CBI) on 12 July 2015 constituted a special team of 40 officers, under a Joint Director level officer, to probe the multi-crore Vyapam scam of Madhya Pradesh. The team will be headed by CBI Joint Director RP Agarwal.

Vyapam scam is an admission and recruitment scam involving politicians, senior officials and businessmen in Madhya Pradesh. The scam involved a collusion of undeserving candidates, who bribed politicians and MPPEB officials through middlemen, to get high ranks in these entrance tests.

- The Income Tax (IT) Department on 13 July 2015 launched One Time Password (OTP) based e-filing verification system for taxpayers. This OTP will help in ending the practice of sending paper acknowledgement, called ITR-V, through post to the I-T Central Processing Centre (CPC) based in Bengaluru. The facility can be accessed using internet banking, Aadhaar number, ATM and email.
- The 12-day Godavari Maha Pushkaram began on 14 July 2015 on the banks of River Godavari in Telangana and Andhra Pradesh. It will be held till 25 July 2015. While Godavari Pushkaram occurs once in 12 years, Godavari Mahapushkaram is a unique event which happens once in 144 years.
- Minister of Railways Suresh Prabhu on 14 July 2015 inaugurated the broad-gauge railway-line between Gandhidham and Tuna-Tekra Port in Gujarat by flagging off a goods train.
- Prime Minister Narendra Modi on 15 July 2015 launched the Pradhan Mantri Kaushal Vikas Yojana in New Dehi. The programme aims to impart skill training to 24 lakh youth during 2015-16 with focus on first time entrants to the labour market and class 10 and class 12 drop outs.
- The Competition Commission of India (CCI) on 17 July 2015 imposed penalty of 671.05 crore rupees upon four Public Sector Insurance Companies. The penalty was imposed for manipulating the bidding process initiated by Government of Kerala for selecting insurance service provider for Rashtriya Swasthya Bima Yojna for the years 2010-11, 2011-12 and 2012-13. The beneficiaries of the schemes were BPL and poor families.

SPORTS

- The 20th FIFA World Cup 2014, one of the greatest shows on earth, held at several venues across Brazil began on 12th June, 2014 and ended on 13th July, 2014. Germany won the title by defeating Argentina. The hosts Brazil could finish in the last four after humiliating defeat in last two matches. In the 20th Commonwealth Games held in July 2014, at Glasgow, UK, India won 15 gold, 30 silver and 19 bronze medals, totaling to
64 medals. In the 17th Asian Games held at South Korea, India was at eighth position with total tally of medals at 57. A thrilling victory was winning of gold in National game, Hockey, after a gap of 16 years, by defeating arch rival Pakistan. In one of the significant performances in athletics India 4x400m relay quartet broke Games record.

- In ICC Cricket World Cup, 2015, Indian team’s performance has been consistently excellent and worth admiring. After winning all seven matches in a row, India has qualified for semi finals.

- Saina Nehwal became the first Indian woman to reach World number one ranking in Badminton World Federation Rankings.

- It’s a matter of pride that Indian women’s hockey team lifted the Hero Hockey World League Round 2 defeating Poland 3-1 in a high-intensity final match on 15th March, 2015.

- India’s only individual Olympic gold medalist Abhinav Bindra on 28 May 2015 won a berth for 2016 Rio Olympic in men’s air rifle event. With this, he became the fourth Indian shooter to win a quota place for the Rio Olympics and this will be his fifth consecutive appearance in the Olympics.

- Ravi Shastri, the former cricket captain of Indian team, was on 2 June 2015 re-appointed as the Director of Indian cricket team for the Bangladesh tour. His appointment was made by BCCI (Board of Control for Cricket in India).

- Satnam Singh Bhamara on 25 June 2015 became the first Indian national to join National Basketball Association (NBA) of USA. He is 19 years old. The Punjab-born player was the 52nd overall pick at the 2015 draft by the Dallas Mavericks. He will represent the team during the upcoming 2015-16 season. Earlier, in July 2014, Sim Bhullar became the first basketball player of Indian origin to join the NBA. He hails from Canada and his parents are from Punjab. He played for a brief period for the Sacramento Kings during the 2014-15 season.

- Former Indian cricketer Sachin Tendulkar was voted as the Best Test Player of the 21st century in an online poll titled Top-100 Test players’ list since 2000. The result of poll conducted by Cricket Australia’s website, cricket.com.au was released in the fourth week of June 2015. Sachin received highest number of votes (23 percent votes) to emerge on the top of list of 100 best Test players since 2000. The survey was participated by more than 16000 fans.

- India on 5 July 2015 won the South Asian Basketball (SABA) Championship title. In the final played at the Kanteerava Stadium in Bengaluru, Karnataka, India defeated Sri Lanka 93-44. It was 4th edition of the championships. India was the winner of third SABA Championship. With this win, India qualified for the FIBA Asia Championship in China. FIBA Asia Championship will be played in September 2015.

- Indian shot-putter Inderjit Singh on 8 July 2015 came up with a best throw of 20.27 meter in the final attempt to win the Gold medal of men's shot put event at the World University Games in Gwangju, South Korea. With this, he created history to become
the first Indian to win a gold medal at the World University Games. In the last edition of the games in 2013 in Russia he had won silver medal in the shot put event.

- Sania Mirza and Martina Hingis, the top-seeded Indo-Swiss pair of Tennis on 11 July 2015 won women's doubles title at Wimbledon. In the title clash played at Centre Court in London, the Indo-Swiss pair defeated Russian duo of Ekaterina Makarova and Elena Vesnina 5-7, 7-6, 7-5. This is Sania's first-ever women's doubles Grand Slam title, although she has won three mixed doubles titles at the majors. With this title, Sania also became the first Indian women to win a Wimbledon title.

- Board of Control for Cricket in India (BCCI) on 13 July 2015 suspended Mumbai Ranji cricketer Hiken Shah with immediate effect. BCCI suspended him after he was found guilty of breaching BCCI’s Anti-Corruption Code for participants. BCCI in its decision said that his involvement in any form of cricket, affiliated with the BCCI stands suspended till the time the disciplinary committee of the BCCI passes appropriate orders. Hiken Shah was accused for making a corrupt approach to a fellow player from first-class cricket, who is also a member of one of the IPL teams. The approached player immediately informed the incident to his franchise team.

- India on 14 July 2015 won the three-match One Day International (ODI) Series against Zimbabwe 3-0 played in Harare.

- Justice RM Lodha-headed panel on IPL Betting Scandal 2013 on 14 July 2015 suspended Indian Premier League (IPL) franchise Chennai Super Kings (CSK) and Rajasthan Royals (RR) for two years. Suspension of two times IPL champion CSK and inaugural winner RR comes with immediate effect. CSK was suspended by the panel citing operation rules as CSK or India Cements took no action against Meiyappan. On the other hand, RR was suspended on account of being directly responsible for putting the game into disrepute and Raj Kundra’a action was unacceptable.

**DEVELOPMENTS AT BANK LEVEL**

*Business Performance – Growth in Key Parameters (June 2014 – June 2015):*

- Business grew by 6.7% Increased from Rs.261708 Cr to Rs.279226 Cr.
- Total Deposits grew by 4.0% - Increased from Rs.147519 Cr to Rs.153380 Cr.
- CASA Deposits grew by 18.8% - Increased from Rs.34714 Cr to Rs.41222 Cr.
- Advances grew by 10.2% - Increased from Rs.114188 Cr. to Rs.125846 Cr.
- Retail Advances grew by 13.7% - Increased from Rs.17148 Cr. to Rs.19493 Cr.
- MSME Advances grew by 20.9% - Increased from Rs.18645 Cr. to Rs.22537 Cr.
- Priority Sector Advances grew by 15.6% - Increased from Rs.42447 Cr. to Rs.49077 Cr.
- CASA Ratio improved from 23.53% (Jun’14) to 26.88 % (Jun’15)
- Net NPA ratio improved from 3.89% (Jun’14) to 2.99% (Jun’15)
- Gross NPA ratio improved from 5.98% (Jun’14) to 5.75% (Jun’15)

*Income & Profitability:*

- Total Income grew by 7.7% to Rs.4529 Cr. Compared to Rs.4205 Cr. last year
- Interest Income grew by 10.6% to Rs.4215 Cr. Compared to Rs.3810 Cr. last year
Non Interest Income is at Rs.314 Cr. Compared to Rs.395 Cr. last year
Operating Profit grew by 31.9% to Rs.826 Cr. Compared to Rs.626 Cr. last year
Net Profit grew by 89% to Rs.203 Cr. Compared to Rs.107 Cr. last year

Asset Quality:

- The Gross NPA of the Bank stood at Rs. 7238 Cr. (5.75%) as compared to Rs. 6827 Cr. (5.98%)
- The Net NPA of the Bank stood at Rs. 3650.22 Cr. (2.99%) as compared to Rs. 4321.54 Cr. (3.89%)
- The Provision Coverage Ratio of the Bank improved substantially from 48.2% (Jun’14) & 58.9% (Mar’15) to 61.3%

Network Expansion:
- The bank has 2522 number of branches and 2272 number of ATMs
- The total number of delivery channels of the Bank is at 4833
- 8 Circle Offices headed by General Manager & 4 new Zonal offices were created
- Of these a Circle Office for Telangana at Warangal and for Andhra Pradesh at Vijayawada were also created.

Awards:
- Bank has secured 1st prize in all India Competition for the year 2013-14 under small Banks category in recognition of the exceptional contribution to the RSETI movement. Our ED & MD/CEO (Addl. Charge) has received, award of excellence in the RSETI Diwas-2015 organized by MoRD held on 15.07.2015 at New Delhi.
- RSETI Guntur is adjudged as best RESTI and secured 1st prize at all India level for the year 2013-14 and received award of excellence during RSETI Diwas-2015 in the function held on 15.07.2015 by MoRD.
- RSETIs of our bank secured 1st prize at all India level for the past 3 years consecutively from 2011-12 i.e. RSETI, Rajahmundry for the year 2011-12 and 2012-13, R4SETI Guntur for the year 2013-14.

CHAIRMAN & MANAGING DIRECTOR, SHRI B.A. PRABHAKAR HAS RETIRED ON SUPERANNUATION ON 31ST AUGUST, 2013:

The Federation leadership was invited for the fare well function.

The General Secretary has acknowledged the positive initiatives on HR front during his tenure like large scale recruitment and promotions and introducing the concept of transparency in promotion process etc. Even while explaining the differences on issues like Appointment of Mckinsey as management consultancy for the bank. The team Federation wishes him a happy retired life.

NEW CMD SHRI C.V.R. RAJENDRAN HAS JOINED OUR BANK ON 14.12.2013

On this occasion, I along with our President have called on him on 20.12.2013.
We have requested for the early clearance of the pending issue of leased accommodation and he has instructed the GM (HR) over phone in our presence to come up with a detailed note to be placed in the Board.

However, he was not positive to our demand for the Flood Loan to Phailin cyclone victims in the state of Odisha.

Thereafter, we had two rounds of interactive meetings with him and the gist & highlights of our meeting with our CMD on 08.01.2014 is as follows.

- We met him for about 50 minutes and spoke our view point on various issues.
- Protested the manner of his address at the meeting of Branch Managers of Twin Cities held on 02.01.2014 at HO auditorium.
- We told him that even while sharing his concern for the business, we as a union cannot be silent when he was talking in such harsh manner belittling the morale of the staff.
  - He welcomed our point and expressed his willingness to take our feedback in future and if it found useful to make the necessary course corrections.
- We told him that the true parameter of performance is effort and not necessarily the results as the result will depend on various factors.
- The measurement of efforts can be had through the entries in work dairies at the branch and he shall accept the genuine reasons and the input constraints expressed.
  - Agreeable in principal provided the same t can be established and he is prepared to provide the inputs if he is convinced about the reasons. But under no circumstances he can tolerate lack of effort.
- We objected the ill treatment meted out to Chief Manager of Saidabad and apprised the CMD regarding his brighter side and protested that he should have been afforded the real opportunity of being heard before the decision to transfer him to faraway place like Lucknow was taken.
  - After some discussion he has remarked that the officer can be brought back after 3 months.
- We objected the comment of the CMD that the staff are playing cards in the branches and categorically told him that the officers are neither having the inclination nor the luxury of playing cards in the branches. We have also suggested that the 10% delinquency is an accepted norm even in the private sector and in the public sector it could be a bit higher. But to generalize the same could hurt the majority sentiments. However, we told him that any one if found guilty on such issues can be taken to task.
  - He has clarified that his comments were in a lighter vein only and he was drawn to tell the same since one of the PO’s in a branch told him that he was just wandering in the branch as he was not given any task!
- We told him the management is what the management does in the name of business and output while the union is what the union is supposed to do i.e., while supporting the business endeavors of the bank to seek the matching inputs to reach the level of
expected output and in case of imbalance in the same to fight for the same by bring it to the notice of the management.

- He has appreciated the spirit and welcomed any suggestions in this regard.

- We objected his comments in the newspaper regarding the excess staff and told him that the net accrual of 6000 staff is over a period of 7 years from the year March 2007.

- We also told him that coming from Corporation Bank which was the only nationalized bank in the country not to have offered VRS to its employees in 2001 citing that the staff is their capital and they never wish to get rid of the same - it is not expected of him to state that the staff have become a burden on the balance sheet!

- The real burden is the mounting NPA where the major contribution coming from LARGE CORPORATE advances as well as in respect of the debt restructuring.

- We told him that this is the contribution of the 2009-10 hierarchy of the bank and we are facing the problem now.

- While accepting our viewpoint he was also trying to defend his version and told us that he can better utilize the services of the excess staff through rapid branch expansion and proper deployment.

- We have strongly objected to the rather unwarranted comments made against the CM of MG Road branch regarding his dress code in his Ayyappa Deeksha which is a blatant interference in his religious practices.

- He has conceded that such derogatory comments were not appropriate and even if he were in that place he would have felt hurt. But he has suggested that ED may not have been aware of the religious importance of the dress code even though he had powers to suggest the dress code.

- We told him that ultimately a person is judged by his actions and not necessarily through his words. However, we told him that if his words in the said meetings are reflection of his thoughts then it should be a cause for worry in the light of the harsh tone and tenor.

- He has assured us that his thoughts will be reflected in his actions only and the harsh tone of his words is meant only to provoke the people to perform and he will not be that harsh in his actions except in highly fit cases like frauds or rank indiscipline and the deficiency in customer service etc.

On the whole, we had a very positive interaction experience as we found him to be a patient listener and we look forward to such meetings at frequent intervals in future.

We also had attended the interactive meeting with CMD along with the representatives of all the trade unions and the welfare associations on 1st February at HO and the gist and essence of the same had been covered by our letter addressed to him on 14th February, 2014.

CHAIRMAN & MANAGING DIRECTOR, SHRI C.V.R. RAJENDRAN HAS RETIRED ON SUPERANNUATION ON 30th APRIL, 2015:
The Federation leadership was invited for the fare well function and we have expressed our views on his role play during his tenure.

**SHRI S.K. KALRA, ED WAS GIVEN ADDITIONAL CHARGE OF MD & CEO OF OUR BANK:**

Following the superannuation of Shri C.V.R. Rajendran, the Govt. have given our Executive Director Shri S.K. Kalraji, the additional charge as the Managing Director and CEO for a period of 3 months commencing from 15th June and is likely to be extended for an identical period from time to time till the regular Managing Director and CEO is appointed.
H.R. MATTERS

APPOINTMENT OF M/S. MCKINSEY AS MANAGEMENT CONSULTANT:

During the period our board has approved the appointment of M/s. McKinsey as management consultants to advise the bank in certain specific areas of business development and HR matters in spite of our objections both in the board by our representatives and the Joint letter of the two majority unions AIABOF and AIABAEU to the CMD. We have requested our directors on the board to place a dissent note and the same had been done. However it is understood that the CMD has told our representatives on the board that the matter will be discussed with the General Secretaries of the two majority unions to make the clarifications.

Accordingly, on 16th January, 2013 your General Secretary along with Com. T. Ravindranath, General Secretary of AIABAEU have met the CMD for about 2 hours and explained our stand in detail in terms of our joint letter.

The CMD has explained the reasons for the appointment and has also positively responded to our suggestions and has agreed on the following aspects.

He has agreed to include/consult the union representatives at the stage of implementation committee meeting and discuss the modalities soliciting our involvement.

He has also agreed to consider our suggestion to include our representatives on the HR Committee at the board level and also to involve the organization representatives at the stage of discussion at the department level to make the suggestions on the HR policies of the bank.

In the light of the above interactive meeting his suggestion not to press for the dissent note is accepted by both the General Secretaries and the same had been communicated to our representatives on the board.

BOLANGIR GOLD LOANS ISSUE:

On receipt of information from the Zone, the General Secretary had immediately rushed to Bhubaneswar and met the Deputy General Manager along with the Zonal Secretary and coordinated the process of legal remedy. The General Secretary has also attended the local members meet and apprised them about the efforts of the Federation leadership in the issue at the HO and ZO level.

PROMOTION POLICY FURTHER EVOLUTION 2013-14:

The promotion policy guidelines have undergone some more changes during the current year and the Government of India has also positively responded to the suggestions of the banks and our apex level organizations.

A detailed circular containing these developments were issued by us vide our Circular No.7/2013 dated 10.04.2013.

The Federation has also taken up the following aspects with the management.

1. Maintenance and preparation of APAR – Communication of all entries for fairness and transparency in public administration and putting in place the appeal mechanism in this regard. (Our Lr.20/3/2013 dt. 21/03/2013).
We are glad that our management have responded positively and introduced the appeal procedure for the years 2012 and 2013 thereby reducing the cases of disqualification drastically under APAR parameters.

2. We have also taken up the issue of improvements in the area of promotions from MM-III to Scale IV but could not succeed in introduction of the seniority channel as the Management was apprehensive about the Government’s approval. However, our suggestion for reducing the weightage marks for examination marks was restricted to 20% from 30% giving some relief for seniors. (Our Lr.Nos.14/3/2013 & 17/03/2013 dated 05.03.2013 & 15.03.2013 respectively)

We are also happy that our request for filling up as many vacancies as possible by reducing the ration from 1:3 to 1:2 or below has been considered and in respect of all the promotions the maximum numbers of promotions were given duly relaxing the zone of consideration much below 1:2.

PROMOTION PROCESS 2014-15:

We are glad to note that a reasonably good number of promotion vacancies have been approved by the bank for the year 2014-15 as follows.

Sub-Staff to Clerks: 50, Clerical to JM-I: 342, JM I to MM II: 512, MM-II to MM-III: 356, MM-III to Scale IV: 73, Scale IV to V: 60, Scale V to VI: 26, Scale VI to VII: 8.

We are also glad to note that one year relaxation in the qualifying years of service eligibility for promotions has been approved by the bank to ensure the zone of consideration@1:3 in terms of vacancies due to non availability of eligible candidates in case of promotions from MM II to MM-III, Scale IV to V and above up to Scale VII.

However, the relaxation was not considered in respect of all other scales as sufficient number of candidates was available in the zone of consideration beyond 1:3.

We have requested the management to shift the date of reckoning the completed years of qualifying service to June 30th instead of April 1st as the promotion process in our bank extends beyond June each year in the light of the revised timelines of APAR having a bearing on the promotion schedule of the banks.

However, we have made a request to the management to consider the relaxation of one year in qualifying service in respect of promotions in all the scales for the current year as the non-consideration of the same has lead to an anomalous situation as a particular batch of officers could be missing the opportunity for the second year in succession.

PROMOTION PROCESS 2015-16:

We are glad to note that a reasonably good number of promotion vacancies have been approved by the bank for the year 2015-16 as follows.

Sub-Staff to Clerks: 75, Clerical to JM-I: 400, JM I to MM II: 605, MM-II to MM-III: 341, MM-III to Scale IV: 96, Scale IV to V: 49, Scale V to VI: 29, Scale VI to VII: 8.
TRANSFER POLICY 2013-15

The transfer policy was thoroughly debated at all the organizational forums and finally culminated in reaching of understandings on 06.07.2013 and the highlights of the same are as follows.

1. Period of stay in respect of Guntur, Eluru and Kakinada increased from 5 years to 6 years.
2. Pre retirement request and retention improved to 56 years for ladies and 57 years for gents.
3. Preemptive clause regarding regulation 47 is modified.
4. Medical grounds are excluded for reckoning the number of requests making improvements in the Restrictive clause.

Detailed Circular issued was issued to the members.

TRANSFER EXERCISE-2013:

By and large, this year’s transfer exercise was more or less on the same lines as that of last year and the policy of least inconvenience was being continued.

However, this year’s exercise has also seen the retention of officers even on promotion in all zones particularly in respect of JM-I to MM-II due to the non availability of sufficient number of vacancies in rural Branches.

The Federation has also taken up the matter with the Management vide our Lr.44/3/2013 dated 18.07.2013.

It was informed by the management that these officers will have to move out of the zone the next year as per the availability of the rural vacancies to fulfill their mandatory rural service of 2 years not withstanding their period of stay in the zone. It was also informed that all the eligible requests of 3 years and above and that of other eligible cases as per the guidelines were taken care of.

However, we have also advised all our Zonal leadership to furnish the list of anomalies and non consideration of genuine medical and other cases. We have taken up these cases with the management and could secure a good number of modifications and requests. The Federation also could secure the 19 exemptions from policy transfers to office bearers with in AP and AGS Delhi Zone.

TRANSFER EXERCISE-2014:

After a relatively comfortable and officer friendly transfer exercise for the last two years 2012 and 2013, the transfer exercise for the current year 2014 has thrown up several issues causing lot of inconvenience and sufferings to many officers.

The following major areas are identified and the gist of efforts of the Federation also is furnished.

1. The issue of transfers on the grounds of non performance to MM-III officers as part of policy transfers on 5th May in first phase.
The General Secretary has personally contacted most of the officers and ascertained their version.

The General Secretary has contacted the concerned Zonal Managers and requested them to coordinate our efforts at restoration of some of these orders.

We have contacted the Zonal level leadership and asked them to coordinate our efforts with the respective Zonal Office.

We have written a letter to the CMD on 17.05.2014 and I have personally met him and apprised the issue and requested him to reconsider the same. He has assured that he will advise the GM (HR) to consider case to case study in consultation with the respective Zonal authorities who have recommended these cases.

The General Secretary has personally met some of the Zonal Managers and persuaded these cases.

Thanks to the positive attitude of some Zonal Managers who have taken pains to forward the representations from the officers with their recommendations and that could yield some results as nearly 12 cases have been restored.

**THE ISSUE OF 49 MID ACADEMIC TRANSFERS OF OFFICERS DURING DECEMBER, 2014:**

When the bank was contemplating to transfer a large number of officers in MM II to out of state zones to cater to the requirement of branch openings before March, 2015.

- We have written a letter to CMD raising our objections.

- I have personally met our CMD and requested for the deferment of the idea till the next transfer exercise and he has suggested that since the bank requires opening the branches if we can come with any suggestions he will consider.

But even as we are taking up the issue the bank has issued the transfers to officers who have got promotion in the present zone and completed a minimum of three years in the present zone and those who have not served out of A.P. State earlier even though the number is considerably reduced. (Total 49 transfer orders were released, out of which 1 to Bhopal Zone; 7 Chandigarh; 2 Coimbatore; 14 Lucknow; 10 Ludhiana and 15 Ahmedabad. 46 Transfers were affected from A.P. State; 1 from Berhampur and 2 from Chennai).

Thus around 49 transfer orders have been issued by the bank on 14th December, 2014 to distant out of states in the name of opening of new branches and we have taken up the matter with the management even in the midst of our election campaign. The matter has also been raised in the 60th JCC meeting and the bank has assured to look in to some of the cases of anomalies and medical cases.

We are glad to inform you that even in the midst of our elections the matter has been taken up with bank and nearly 13 orders have been cancelled in respect of anomalies and on medical grounds.

The position of the transfers is as follows.
The bank has taken a stand not to modify any further and insist that they shall join forthwith as the branch openings were being held up. Still we have taken up the remaining issues and we are glad that all those 6 cases could be finally modified!

**Text of Letter addressed to Management dated 15.12.2014:**

**Sub:** Mid academic and unseasonal Transfer of officers in MM II to distant out of state Zones.

**Ref:** The Resolution passed in our EC meeting held on 14th December, 2014.

The 92nd EC of our All India Andhra Bank Officers’ Federation in it’s meeting held on 14th December, 2014 at Hyderabad has deliberated on the issue of large scale transfers of MM II officers in the month of December released on 13th December, 2014 to distant out of state Zones to meet the requirement of opening of the branches in those areas that has come as a rude shock to the officers in the bank in general particularly as to it’s timing.

The gist of our observations in the said meeting is as follows.

At the outset, we strongly feel that transfer of officers during the month of December will be not only inconvenient to the individual officers but also place the family life of the officers in a total disarray and consequently their contribution in the new places will be minimal at least during the immediate phase preceding the March 2015.

The extreme cold climatic conditions in the north states like Ludhiana, Lucknow and Chandigarh etc., during the months of December to February will make the life miserable to even the local residents and for the people from the south it is well nigh impossible task to adapt instantly to such a cold climate and that could prove fatal to their health.

While we appreciate the business expansion plans of the bank to open new branches in the distant out of states but at the same time we strongly believe that it is not appropriate to do the same at the cost of the business needs of the A.P./Telangana and the Zones elsewhere where many new branches are to be opened but could not pick up pace for want of sufficient officer staff. Now, we also understand that out of 49 officers who are in receipt of transfer orders released on 13.12.2014, around 25 officers are presently working as Branch Managers in the respective Zones, the replacement of which will be another challenge and may have serious impact on the business of these branches.

We feel that the turnaround period of the branches in the above two states is relatively lower than that of out of state zones and more so in the present context where, of late following the return of political stability, the pace of economic activity has immensely picked up leaving lot of potential to be exploited making use of our large presence in the area!
Thus, there is a dire need of strengthening of officers in all the existing branches in the light of
the above context where the business potential is existing instead of further making a dent in
the strength of these branches affecting the immediate goals of the Bank ahead of March 2015
which is crucial to the very sustenance of our Bank. The branches in the A.P./Telangana states
are now in the midst of the stupendous task of implementing the debt waiver scheme and the
field staff are fully engaged and toiling hard without any respite for the past 3 months!

We feel when the need of the hour is also to improve CASA and to increase the retail segment
of advances as well as the recovery of retail segment of NPA’s which is a stupendous task
ahead of the March 2015, involving staff intensive efforts - any disturbance of officers at
this stage will only make the task that much harder.

The fact that these newly proposed branches In all the out of state zones are to be manned by
non linguistic officers will make the task that much difficult and finally it does not help the
business cause of the bank particularly so, considering the fact that the important focus area
for the bank for March 2015 is increasing the profitability.

You may please appreciate the fact that on account of distant transfers several officers have
either not applied for or have foregone promotions during the recent promotion/transfer
exercise and now to send the officers out of tune with the seasonality and timing to these very
distant places is distinctly unfair and nor does it serve the bank’s business purpose in the
immediate period ahead of March 2015.

We have also observed that these transfers have been in violation of the spirit of the transfer
policy guidelines as some of the officers have already served the out of state service and in
fact some of them have been retained in the present zone during the last transfer exercise on
the grounds of mandatory rural service post promotion and their otherwise eligible requests
have not been considered.

In the light of the above facts & circumstances, the EC has unanimously approved the
following specific resolution.

"We request the Bank to reconsider the matter of mid academic deployment of such large
number of officers and kindly re-phase the branch expansion plans to the next financial year
and till the completion of the next year’s promotion exercise so that the number of non
linguistic transfers can be reduced and people will go with a more positive mind set.

Hence, we request the management to keep all the transfer orders released on 13th
December, 2014 in abeyance other than the transfers on requests, if any, till June 2015”

TRANSFER EXERCISE-2015:

Transfer exercise for JM-1 and MM II the issues: The transfer exercise by and large as
per the initial feedback has been fair but we also come across some glaring omissions in
respect of medical/compassionate cases and pre-retirement cases. Some of these cases have
been pursued to it’s logical conclusion. Nearly 270 cases were considered for modification.

Transfer exercise MM III – the issue of punitive transfers: The transfer exercise for
MM-III has reasonably fair but still we noticed some omissions and particularly the issue of
punitive transfers in the name of alleged non performance. We have taken up the matter with
the management and wrote a letter and also placing the same on the agenda of our 62nd JCC.
We are glad subsequently quite a number of these cases were considered. We have also taken up the issue of non consideration of preretirement transfers and could only partially succeed inspire of our best efforts. Particularly, the requests to Hyderabad, Visakhapatnam and Vijayawada were affected.

However, it is ensured that all the eligible requests including the pre retirement transfer cases of lady officers were considered. The back log on account of non consideration of some of the earlier year requests has also did not help our cause as they were given top priority this year. All the cases of out of state repatriation have been considered and in respect of pre retirement retentions were also considered except on the grounds of promotion.

Text of Letter addressed to Management dated 05.06.2015:

Sub: Issues in Scale III Transfer exercise -2015

- Non consideration of eligible Requests.
- The issue of out of turn transfers.

With reference to the above, we wish to make the following submissions for your kind perusal and sympathetic dispensation.

At the outset, we covey our thanks to the management for considering all the cases of Home state repatriation and most of the eligible requests for lady officers and clearing the backlog of pending requests of the last year. But still we observe that quite a number of officers who are otherwise eligible for requests in terms of policy priorities were not considered and a few cases of out of turn transfers are also noted and we present our submissions as follows.

Non consideration of request transfers in terms of policy priorities:

It is observed that several cases of the officers who are otherwise entitled for request transfer on the grounds of pre-retirement transfers was not considered.

Male officers who have completed 3 years and in a few cases even 4 years have not been considered the request transfers particularly of those officers who were working in far off and remote areas.

We request the management to consider all such eligible pending requests to the maximum extent possible.

The issue of out of turn transfers

In the recent transfer exercise or MM III officers we also found around 28 cases where the transfers are not only in deviation of the policy guidelines and understandings but are in the nature of punishment!

The transfers include:

- The cases of officers who have not completed the period of stay for reckoning the policy transfers which we understand has been reckoned as 4 years in the current year.
- The cases of non consideration of otherwise eligible requests and instead posting them to distant Zones.
- The cases of officers who have been posted to distant out of states.
At the outset, we protest the **use of transfer as a tool of punishment** as very unjust being subjective and arbitrary in nature and as such is beyond the scope of administrative requirement etc., as envisaged by the Regulation 47 of ABOSR 1982.

In fact, on a random study of some of the cases, we found that in most of these branches the figures are as good or otherwise as bad as any of the peer branches but the reason attributed for “such reporting of non-performance”, we understand in such cases, is the alleged “lack of attitude” which is more subjective and highly prone for the personal prejudices creeping in, leading to subjectivity in opinion forming.

The selective “targeting if aimed for the purpose of creation of demonstrative effect in fact will only end up having a demoralizing effect in the ranks and bring in the sense of insecurity amongst the branch managers who have been performing under a very stressful environment and are now also have to reckon with the Damocles’ sword of transfer lurking in front!

We strongly feel that this type of punitive transfers will only cause inconvenience to the officers and hardship to their families but does not necessarily help the institution for improving the business.

The logistic and practical aspects like - the strengths and weaknesses of the branch, nature of clientele, Business potential, erosion of bulk business, the past record of the officer, carry forward legacy of bad image of the branch due to the legacy of frauds in the immediate preceding period etc., are some of the aspects to be looked in to before calling somebody as an under performer.

Thus, in such an environment in the bank, we believe that the non performance is to be defined as “lack of visible effort” and not just “the lack of figures” which depend on several aspects!

Thus, no body shall be dismissed as a non performer without making such objective analysis of input deficits vis-à-vis the output expectations.

We hope that you will appreciate the fact that it is well nigh impossible to have an objective evaluation of performance without factoring the above aspects and decisions taken in such a manner can be subjective. But unfortunately the Branch Managers who are saddled with the problem of “multi-tasking” assigned from different quarters making them vulnerable to come short of expectations in one parameter or other in spite of their best endeavors are now being taken to task by way of distant or premature transfers totally oblivious of it’s impact on their morale.

As a responsible trade union for officer community in the bank, we do accept that nobody shall have any vested right to be holding on to a position without performance but **our basic grievance is lack of a scientific/objective evaluation of performance parameters.**

If the management really feel after such an objective consideration that these managers are underperforming or not up to their expectations the Management can think of posting these managers to other branches in the same zone depending upon their attitude, past track record, experience and exposure and in tune with the needs of the zone or even in second line instead of merely swapping them across the distant Zones and states which may not address the business concerns of the bank!
It is precisely under the above circumstances, we request you to review and reconsider these orders case by case on merits to the extent possible duly taking into consideration all the above aspects.

This will definitely improve the morale of the officers in general and shall go a long way to uphold the spirit of bilateralism by honoring the bilateral transfer guidelines and more importantly we feel that it helps the growth of our beloved institution which is going through a challenging period requiring a focused approach involving all the key players i.e., the Management, Staff and the Unions and in the process exploring the alternative and more effective/positive methods of motivation aimed at excellence in all business endeavors.”

Further, the concept of punitive transfers on the premise of non performance has been raised in the 62nd JCC meeting held on 22.6.2015.

We are glad to inform that all our efforts and persuasion has resulted in cancellation / modifications in respect of a majority of cases even as some officers have joined at respective places.

**MANPOWER AND RECRUITMENT PLAN FOR THE YEAR 2014-15**

1. **Staff Recruitment:** We are also glad to note that the bank have approved the recruitment of 397 Probationary Officers, 20 Specialist Officers in Scale II, 689 Clerks for the year 2014-15 which will certainly keep at rest the apprehensions amongst the employees regarding the staff recruitment as an ongoing process to take care of the immediate and future requirements of the bank.

2. **Restriction of period of probation to one year from the existing two years:**

   The management has also approved the reduction of the period of probation as one year in respect of all categories of Probationary Officers in the light of the improvements in the standards of training schedules and the requirement of the bank.

   While it is a welcome gesture from the point of entitlement of perks and other fringe benefits associated with the conformed staff, the bank can also get advantage of availing the services of these officers on full scale. We have to guide our young officers the implications of such early confirmation.

3. **Modification in HR Policy & Staffing Pattern:**

   We also understand that the board has made some changes in Staffing Pattern at the branches.

   In a surprise move, our bank has made some basic changes in the staffing pattern at the branches basing on the qualitative aspects of business mix like CASA and CD ratio etc., instead of the assessment based on the branch categorization.

   In fact, as a result of the changes in categorization based on the revised business criteria, 177 branches are likely to be downgraded from the existing level which is not only have an impact on our promotion vacancies but also on the requirement of staff complement in a branch.

   The revised guidelines we understand are as follows:
i. To have only one sub staff in each branch irrespective of it’s size by redefining the duties of sub staff in the CBS scenario.

ii. The redeployment of the surplus staff thus identified will be taken up in consultation with the majority workmen union.

iii. The existing staffing pattern will be retained for branches having CD Ratio of 70% and above or CASA ratio 35 and above as on 31st March.

iv. For all other branches i.e where the CD ratio and CASA ratio is less than 70% and 35% respectively it was decided to reduce one officer/clerk.

The above decision by the bank will have a negative impact on the branch functioning more particularly the restriction of sub staff irrespective of the size of business to one per branch will be very difficult to implement.

It is also observed that the bank is reverting to the opening of new branches with 1 officer and 1 clerk only giving a go by to the security norms and the concept of maker and checker concept which is of paramount importance in CBS environment.

In some cases the posting of sub staff and sweeper etc is being delayed on the ground of pending understandings on redeployment with the award union which is a serious cause of concern for us and needs to be taken up on priority.

In fact, there cannot be a direct linkage between the composition of business figures and the requirement of sub staff and it will only encourage outsourcing with temporary arrangements leading to dilution of basic security norms in the branches and we have to discuss and take up the issue with the management in right earnest.

**REORGANIZATION OF ZONES:**

Our Board has approved reorganization of zones creating 9 additional zones operative from 01.04.2014.

<table>
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<tr>
<th>Zone</th>
<th>Proposed</th>
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<tbody>
<tr>
<td><strong>Kerala</strong>&lt;br&gt;(Headquarters – Cochin)&lt;br&gt;Existing Branches: 25&lt;br&gt;Proposed Branches: Nil</td>
<td>This is a new Zone and is proposed to be created by taking out 25 branches in Kerala State from Bangalore Zone.</td>
</tr>
<tr>
<td><strong>Bhopal</strong>&lt;br&gt;(Headquarters – Bhopal)&lt;br&gt;Existing Branches: 37&lt;br&gt;Proposed Branches: 9</td>
<td>This is a new Zone and is proposed to be created by taking out 26 branches located in Chattisgarh from Bhubaneswar Zone and 21 branches located in Madhya Pradesh State from Lucknow Zone.</td>
</tr>
<tr>
<td><strong>Punjab</strong>&lt;br&gt;(Headquarters –&lt;br&gt;Ludhiana / Jalandhar)&lt;br&gt;Existing Branches: 39&lt;br&gt;Proposed Branches: 11</td>
<td>This is a new Zone and is proposed to be created by taking out 39 branches from Chandigarh Zone located in Punjab State.</td>
</tr>
</tbody>
</table>
| **Coimbatore**  
(Headquarters – Coimbatore) | This is a new Zone and is proposed to be created by taking out 34 branches from Chennai Zone. (Other than Pondicherry, Chennai, Thiruvallur, Cuddalore, Vellore, Tiruvannamalai and Krishnagiri districts.) |
|---|---|
| Existing Branches: 34  
Proposed Branches: 6 | |

| **Hyderabad-3**  
(Headquarters – Secunderabad) | This is a new Zone and is proposed to be created by taking out 12 branches from Hyderabad-I Zone and 48 branches from Hyderabad-II Zone. |
|---|---|
| Existing Branches: 60  
Proposed Branches: 7 | |

| **Patna**  
(Headquarters – Patna) | This is a new Zone and is proposed to be created by taking out 31 branches from Kolkata Zone comprising branches located in Bihar and Jharkhand State. |
|---|---|
| Existing Branches: 31  
Proposed Branches: 4 | |

| **Gujarat**  
(Headquarters – Ahmedabad) | This is a new Zone and is proposed to be created by taking out 25 branches from Mumbai Zone comprising branches located in Gujarat State. |
|---|---|
| Existing Branches: 25  
Proposed Branches: 1 | |

| **Pune**  
(Headquarters – Pune) | This is a new Zone and is proposed to be created by taking out 27 branches from Mumbai Zone comprising branches located outside Mumbai City in Maharashtra State other than Mumbai, Thane and Raigarh Districts and Goa State. |
|---|---|
| Existing Branches: 27  
Proposed Branches: 12 | |

| **Jaipur**  
(Headquarters – Jaipur) | This is a new Zone and is proposed to be created by taking out 22 branches from New Delhi Zone comprising branches located in Rajasthan State. |
|---|---|
| Existing Branches: 22  
Proposed Branches: 8 | |

The above classification was being justified by the bank on the grounds of focused monitoring and business growth.

We are also expecting that the reorganization of Zones within A.P. also may be taken up in due course and we have to discuss the issue as it will have it’s impact on our transfer policy and we may have to address the issue immediately as the transfer exercise is round the corner.

**Reorganization of Zones:**

Our Board has approved reorganization of zones creating 4 additional zones operative from 08.05.2015.

<table>
<thead>
<tr>
<th><strong>Zone</strong></th>
<th><strong>Proposed</strong></th>
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<tbody>
<tr>
<td><strong>Hubli</strong></td>
<td>Hubli Zone is carved out by taking branches in northern and north western districts of Karnataka state from the existing Bangalore Zone and branches functioning in Goa (State) from Mumbai Zone.</td>
</tr>
<tr>
<td><strong>Sambalpur</strong></td>
<td>Sambalpur Zone is carved out by taking branches in Northern Division districts of Orissa from Bhubaneswar Zone</td>
</tr>
<tr>
<td><strong>Srikakulam</strong></td>
<td>Srikakulam Zone is carved out by taking branches functioning in Srikakulam district of AP and in Berhampur Zone and branches functioning in Vizianagaram District of AP in Visakhapatnam Zone</td>
</tr>
</tbody>
</table>
Meerut Zone is carved out by taking branches in Northern and North Western districts of Uttar Pradesh functioning in Lucknow Zone and branches functioning in Uttarakhand State from Chandigarh Zone

We have taken up the matter of issues arising out of the reorganization of Zones on request transfers in terms of the existing policy during the 62\textsuperscript{nd} JCC meeting on 22\textsuperscript{nd} June 2015.

**The text of our presentation:**

“With regard to the above, the bank has once again recently have taken up the task of reorganization of zones for the administrative and business reasons by creating 4 more new zones having been carved out of the branches in the adjacent zones to become functional from 1\textsuperscript{st} April, 2015 on the back of the creation of 9 zones the last year and also creation of 8 Circle offices.

In this regard, we wish to submit that even while appreciating the idea of the management behind the organization of Zones and creation of circle offices etc on functional and administrative needs, we feel that the management may consider to study it's impact on the transfer policy guidelines and if required to make some modifications and adjustments in the bilateral transfer policy guidelines in consultation with the Federation.

As the bilateral transfer policy was signed during May, 2013 and is valid up to the transfer exercise year 2015, we suggest that some of the guidelines with regard to total stay in the zone or within zone requests of the erstwhile combined zones for the current and the succeeding year need to be relooked.

In this regard, we submit that while computing the total service in the zone, the service rendered in the other part of the erstwhile zone may be excluded up to 2 years.

The officers who may have gone out of their native states within the erstwhile multi state zones like Delhi, Mumbai, Bangalore, Lucknow, Chandigarh and Kolkata may be considered back to their old states after completion of minimum 2 years deeming it as within the zone transfer only for the exercise years 2014 and 2015.

In respect of splitting of the zones like Hyderabad-I, Hyderabad-II and Secunderabad also the requests pending from Rural/Remote areas of the erstwhile Hyderabad-II zone shall be considered after a minimum service of 2 years deeming it as within the Zone transfer only for the exercise years 2014 and 2015.

Similarly, the issue of requests between Bhubaneswar/Sambalpur, Berhampur/ Srikakulam, Vizianagaram/Visakhapatnam, Meerut/Lucknow and Hubli/Bangalore are to be dealt with.

Hence in this regard, we request you that you please advice the concerned zones to accommodate the erstwhile (combined) intra zonal requests within the overall policy period in mutual consultation of the Zonal Managers obviating the need for HO intervention for the current exercise as a special case.

It is also to be submitted that the concept of circles was not envisaged in respect of the existing transfer policy and as such all policy/request transfers are to be reckoned from zone to zone by HO only and not by Circle Offices till the new bilateral transfer policy due in the year 2016 is arrived at.”
Categorization of Branches:

As a result of the changes in categorization based on the revised business criteria, 177 branches are likely to be downgraded from the existing level which not only have an impact on our promotion vacancies but also on the requirement of staff complement in a branch. The revised classification norms are as follows:

<table>
<thead>
<tr>
<th>Category of Branches</th>
<th>Average aggregate business (Avg. aggregate Deposits + Avg. aggregate Advances) for the last 2 years</th>
<th>Scale of the Incumbent Officer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small</td>
<td>Upto <strong>Rs.7.00</strong> crore</td>
<td>Scale-I</td>
</tr>
<tr>
<td>Medium</td>
<td><strong>Rs.7.00</strong> crore and above but below <strong>Rs.30.00</strong> crore in the last 2 years</td>
<td>Scale-II</td>
</tr>
<tr>
<td>Large</td>
<td><strong>Rs.30.00</strong> crore and above but below <strong>Rs.100.00</strong> crore in the last 2 years.</td>
<td>Scale-III</td>
</tr>
<tr>
<td>Very Large</td>
<td><strong>Rs.100.00</strong> crore and above but below <strong>Rs.200.00</strong> crore with average advances of not less than <strong>Rs.25</strong> crore in the last 2 years</td>
<td>Scale-IV</td>
</tr>
<tr>
<td>Exceptionally Large</td>
<td><strong>Rs.200.00</strong> crore and above with average advances of Rs.50.00 cr and above for the last 2 years.</td>
<td>Scale-V</td>
</tr>
</tbody>
</table>

Sanction of Flood loans to the employees of three North Coastal districts affected in the Hudhud Cyclone:

At the outset, we have conveyed our thanks to the management for their gesture of timely sanction of flood loans to our employees in the recently held board meeting on 6th December, 2014. But the sanction has brought in to fore the non consideration of the gesture in respect of the victims of Phailin cyclone that has devastated the people in the state of Orissa during October, 2013 for which all the unions have made hectic efforts. This has now become a contentious issue for the staff working in Orissa state as they felt discriminated vis-à-vis their counterparts in Andhra Pradesh.

Immediately, we have written a letter to the bank and met our CMD regarding the issue and the CMD has assured that he will see the feasibility of reopening the issue but in the meanwhile he has agreed to our suggestion to consider the extension of the flood loans to all employees in the four affected districts in the state of Orissa in the Berhampur Zone also on account of Hudhud cyclone and we have taken up the matter with the DGM, Berhampur for his coordination in the matter. But unfortunately the issue was not finally through even though AIABAEU have also made their best efforts.

The issue of fresh mandate in the matter of 10th Bipartite negotiations by IBA:

Another disturbing development was that the IBA vide their Lr. CIR/HR &IR /XBPS -1/996 dated 2nd December, 2014 has advised all the banks to update their respective boards regarding the wage revision impasse and also to seek their views through the respective boards including a revised mandate!
Our General Secretary, AIBOC has on 5th December, 2014 @ 11.30 PM has sent an SMS advising me to take some steps in the matter. I have immediately contacted the General Secretary of Award Staff Union, Com. T. Ravindranath and we have drafted a joint protest letter and presented before the Board through their employee director on the board. We understand that our CMD wanted to offer the views of the Board including the concept of variable pay and following our protest and the presentation of the employee director, the matter was finally deferred for the day and the issue may revisit any time now.

The matter was reported by your General Secretary in the AIBOC Working Committee held on 8th December, 2014 and they are taking as serious view of the matter as it amounts to interference by the individual Boards in to the ongoing industry wise wage talks.

THE REMOVAL OF SECURITY GUARDS AT ATM’S & THE ISSUES:

The issue has been taken up by Federation and the undersigned along with our President have met both the EDs twice and the GM (HR) regularly and have duly appraising the stand and concern of the Federation, the genesis of the problem along with the suggestions has been let known to th bank by way of yet another detailed letter which is reproduced here.

"With reference to the above, we wish to draw your kind attention to visit the genesis of the issue as follows:

1. The joint letter dated 14.03.2015 submitted by the Federation and the AIABAEU on the subject of appointment of Business Correspondents at our ATM’s replacing the Security Guards.
2. The matter has also been taken up by Federation during the 61st JCC held on 30.03.2015 where several practical issues arising out of removal of security Guards were discussed and we have also suggested that the removal of security guards has to be done only after resolving the practical issues arising thereon.
3. We have also wrote a letter vide 53/3/2015 dated 9.05.2015 reiterating our stand on the issue even while putting forth some of the practical issues which need to be addressed and also suggesting certain alternate mechanism to address the problem before removal of the security guards.

While the issue rests thus, we came across the letter under reference above, quoting from which the respective Zonal Offices have reportedly sent emails on 30th July, 2015 to all the branches forwarding the HO guidelines to be implemented by the branches from 1st August, 2015 onwards.

Following the above, the field level functionaries are in a total dilemma, first to comprehend the implications of the latest salvo and then to implement certain guidelines particularly with regard to their role and responsibility in the absence of Security Guards. They found some of the suggestions/directions particularly in the name of Security arrangements as not only vague and ambiguous but also totally burdensome and impracticable and it has lead to lot of commotion in the ranks.

It is under such circumstances the Federation even while taking up the issue with the bank has come up with the following message to the members for their clarification and immediate guidance by way of SMS for prompt communication pending clear cut and practicable guidelines from HO in the matter.
SMS-1

"It is clarified that in terms of HO letter dated 30.7.2015, the points from 1 to 6 are mandatory one time measure and we always have to ensure the locking of rear room. With regard to surprise checks, it is clarified that the same falls within the scope of attending the ATM duties on Sundays and Holidays (day/night) in terms of HO Circular letter dated 3.4.2014 which also permits compensation to officers. The other points are suggestive in nature and can be attended as per the feasibility and practicability. Meanwhile, we have suggested the implementation of off-site surveillance and monitoring."

SMS-2

"In the absence of security, the officer-s are advised to make ATM cash replenishment or surprise cash check during day light only and take the assistance of Police or private security in respect of ATMs located in sensitive areas. No night vigilance / checks without security and you may use alternative channels. All the ATM machines are strongly built and insured for full value and the officers need not worry about its safety and no officer can be made responsible for the security of the same against burglary etc."

But still, we understand that the officers are having lot many apprehensions and the issue thus requires an immediate focus on priority.

It is under such circumstances, even while appreciating the factor of cost benefit analysis behind the decision of the Bank to remove the security guards to save huge expenditure, we wish to bring to your notice the following practical issues in the matter - post removal of the security guards apart from the matters pertaining to security and other staff related issues like:

- The status of E-banking Zone having detachable and mobile machines.
- The serious objections and pressure from the local police who are insisting for closure of ATM’s without security on the grounds that it has become unsafe for the ATM using public particularly in the nights which is their main concern.
- The issues to be confronted by the managers and officers in case they refuse to comply with the instructions of the police and should some untoward incident happen in such an environment which may lead to the possible police harassment of officers in the name of enquiries etc.?
- The implication of such incidents on the image of the bank exposing the bank to the reputation risk attracting negative campaign in the press and electronic media.
- The issue of maintenance of ATM premises, cleanliness and general ambiance and the possible abuse of the premises by miscreants in the absence of security.
- The issue of cash replenishment at ATM’s or surprise verification of cash etc in the absence of Security Guards.
- The issue of surprise checks - the scope, practicability, utility and the aspects of security for the visiting officials during nights and on holidays apart from the issue of payment of compensation etc with specific guidelines.
• The issue of security of staff at the branches particularly in case of late and extended working hours at the branches.

• It is under the above circumstances, we have in the recent past only advised our officers that the onsite ATM’s are to be kept open in synchronization with the branch timings till the alternate arrangements are put in place by the Bank.

• But in the light of the latest HO guidelines the matter has become redundant as the ATM’s are to be kept open @ 24 X 7.

• Further we also believe that in the event of keeping open the ATM’s @ 24x7 that too in the absence of security guards the surprise visits of the officers become totally irrelevant as the **incidents** can either precede or succeed such flash visits and in either case it does not serve any purpose!

• It may also lead to reduction in the usage of our ATM’s which in turn may increase the customer visits for cash withdrawal to the branches increasing our transaction cost!

In the light of the above peculiar situation, we request you to address the problem immediately and come out with clear operative guidelines duly relieving the officers from all their apprehensions in the matter apart from adding to their list of multi tasking.

We also may study the modalities being followed by other banks in similar circumstances.

We also take this opportunity to request you to have a **review of the policy** of such blanket removal and also reiterate our suggestion in the meanwhile, that the bank may consider engaging the services of some security agencies that can make the offsite surveillance through the installation of cameras at the ATM site and monitor from the centralized location.

We may also consider using the services of some of their field staff who can serve as the mobile Security Guard to make rounds to the various off site ATM sites in their operational jurisdiction.

Sir, the issue needs the immediate attention of the top management lest, it may give scope for the unending line of complaints not only from our valued clients but also the users of our ATM for the deficiency of services particularly at off-site ATMs where it is well nigh impossible for our staff to have any control.”

**STAFF WELFARE SCHEME REDUCTION IN THE COVERAGE OF INSURANCE (CODST LINKED):**

The Net profit of our bank has declined from Rs.1,289.13 crore for the year 2012-13 to Rs.435.58 crore for the year 2013-14 thus reducing the available budget from a ceiling limit of Rs.15 crore for the financial year 2014-15 to that of Rs.13.07 crore thus leading to the withholding/removal/reduction of certain welfare schemes. (Circular 16/2014 dated 17.9.2014)

Accordingly, during the review meeting of the Welfare Committee held on 11th September, 2014 to consider the reduction in some schemes consequent to the reduction in the net profit of the bank, the existence of an anomaly in the fund utilization has been pointed out by the Award Staff leaders in the area of insurance where the coverage is linked to the CODST limit eligibility and the premium payable is much higher for officers vis-à-vis the award staff.
As on now, the coverage for officers, clerks, sub staff is Rs.3.75 lacs /2.0 lacs/1.0 lacs respectively resulting in discrepancy in per head payment of premium borne by the bank from the Welfare Fund which is thus an admitted anomaly.

It was then decided to rectify the anomaly during the insurance year 2015-16 by making the coverage uniformly @ Rs.2.0 lacs per all sections of staff delinking the same from the CODST limit. However, we are taking up the issue of enhancing the coverage to the extent of revised CODST limit either through the welfare fund to all if the fund permits or through the bank’s P & L for the officers and the matter was taken up in the central JCC.

Since the profit position for the year 2014-15 has improved the full amount of Rs.15 crores is now available, very soon the welfare committee consisting of the two major unions and the management will review and restore the welfare schemes that have been put on hold.

OTHER BANK LEVEL ISSUES:

A.B.E.CO-OPERATIVE BANK ISSUES AND ELECTIONS 2015

The issue of coordination in the A.B.E. Co-operative Bank Limited, amongst the various unions that has witnessed the concept of UFBU and the joint panel on the board of the Bank since the year 2002, unfortunately has been put on hold since November, 2011 following our organizational elections and the directors representing our Federation have taken a stand that they need not and as such will not report the matters relating the affairs of the Abe e co-op bank ltd to Federations and also doing away with the Sub-committee meetings in vogue in Federation on Cooperative Bank matters from time to time that was in vogue since 2002.

The EC also could not resolve the issue and it has thus resulted in a virtual isolation of our General Secretary in particular and marginalization of the role of Federation in the matters of A.B.E. Co-operative Bank Ltd in general since November, 2011. In fact, the Federation was neither involved in any matter or invited even for the annual General Body meetings of the A.B.E. Co-operative Bank for the years 2012, 2013 & 2014.

However, we are glad to inform you that following the initiative taken by the General Secretary, AIABOF and General Secretary, AIABAEU, the matter has been resolved and the TRADE UNION ORDER has been restored.

A joint meeting of the leadership of the two major unions have met at our Federation office on 24th July and decided to put up the joint panel and face the elections duly sharing the responsibilities of the joint campaign and expenditure. It has also been decided to restore the meetings of the concept of joint meetings to give suggestions and directions to the directors elected from our joint panel from time to time. It has been resolved to share the 13 number of director posts in 6:7 ration between the AIABOF and AIABAEU.

Hence, we are glad to share with you that the Joint panel of 13 directors could be put up by AIABOF and AIABAEAU in the A.B.E. Co-operative Bank Limited elections that has emerged successful in the recently concluded A.B.E. Co-operative Bank Limited elections held on 2nd August, 2015. We sincerely thank the share holder members of the two unions for responding to the call of the two major unions and also convey our sincere thanks to the leadership of the AIABAEU who have played an active role in ensuring the success of the joint panel.
A meeting of the newly elected directors has taken place in the premises of the A.B.E. Cooperative Bank Limited on 3rd August, 2015 addressed by your Chairman, President and General Secretary along with the leadership of AIABAEU and the leaders of SC & ST Welfare Association have also spoken on the occasion.

The following six Directors were elected representing our Federation.

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name</th>
<th>Place of work</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Sri D. Venkateshwarlu</td>
<td>KYC-AML Cell, Head Office</td>
</tr>
<tr>
<td>2.</td>
<td>Sri P.S. Narasimha Prasad</td>
<td>Chandra Moulinagar, Guntur</td>
</tr>
<tr>
<td>3.</td>
<td>Sri A. Madana Mohana Reddy</td>
<td>Sitaphalmandi, Hyderabad-I</td>
</tr>
<tr>
<td>4.</td>
<td>Sri P. Munu Swamy</td>
<td>Ramanuja Circle, Tirupathi</td>
</tr>
<tr>
<td>5.</td>
<td>Sri S.V.V. Tata Rao</td>
<td>Kakinada Main Branch</td>
</tr>
<tr>
<td>6.</td>
<td>Sri S. Ramesh</td>
<td>Jogipet, Nizamabad Zone</td>
</tr>
</tbody>
</table>

We are also glad to inform you that our nominee Com. D. Venkateswarlu has been elected as the Chairman of the A.B.E. Co-op Bank Limited unanimously for the first half of the term has also spoke on the occasion and all the newly elected directors have pledged their commitment to the development of cooperative bank with the guidance and support of the two major unions in the Bank, AIABOF and AIABAEU under the joint banner from which they have been elected. Federation wishes the new body all success.

THE COORDINATION BETWEEN THE MAJOR UNIONS IN THE BANK:

During the period, we have taken up the following issues in coordination with the AIBEA.

- Donation to Prime Minister’s Relief Fund of 1 day’s privilege leave.
- The issue of opening of branch at PODIA in Malkangiri district which is highly naxal infected area in Berhampur Zone. Our Orissa state leadership have taken up the issue in a joint memorandum with our coordination.
- Appointment of BC has also been opposed and a joint letter has been given to the management and the matter has also raised in the board by the director representing the AIABAEU.

OTHER MATTERS CLINCHED/TAKEN UP DURING THE PERIOD:

- We are glad to inform that the bank has considered our request for the extension of the cut-off date for the request transfer to August, 2012 from the June 2012 for reckoning the completion of the 3 year period of stay.
- We are glad to inform that finally our efforts to improve the cash incentive scheme guidelines for the year 2012-13 have been successful resulting in the addition of around 50 number of branches and the quantum of Rs.120 lacs.
- We are also glad to inform you that our long pending demand for increasing the number of representatives in the Zonal level JCC are increased to 7 from the existing 5 with one place reserved for ladies!
During the period, the Federation has taken up the following issues with the management and the copies of the correspondence are enclosed.

- Registration of criminal cases with the Police or CBI etc. – Inclusion of names of Branch Staff
- Filing of cases against the Managers/Officers and the need for review of support systems in the Bank
- Suggestions from Federation in respect of Request / Policy Transfers
- Financial Compensation for working on Sundays/Holidays
- Submission of Transfer Lists – Scale III, II & I
- Issues in Scale III Transfer exercise – 2015

**Leased Accommodation:** We are glad to inform the members that our long pending issue of increase in rental ceilings has been approved by our board conceding an increase of 20% except the cities of Vijayawada and Visakhapatnam where the increase was restricted to only 15%. The increase will be effective from 1st February, 2014.

The increase of 20% over and above the prevailing limits since December 2010 certainly falls short of our fair expectation in the prevailing rental scenario but considering the present financial stress of our bank, we had to take as it comes and we note to constantly pursue for improvement from time to time.

Members may also appreciate the fact that the management’s initial offer of 10% increase made during the JCC held during March 2013 was not acceptable to us and we pursued the matter further and finally our bank approved the revised ceilings effective from 1st February, 2014.

For the first time, the concept of Shared lease facility is being considered which may be very useful for individual officers who are constrained to keep their family due to domestic priorities to have a decent accommodation @ 150% to 200 % of their entitlement.

We note to take up the matter of Vijayawada and Visakhapatnam cities where the increase was not on par with the rest of places.

A detailed Master Circular vide No.460, Ref.No.3/76 dated 14.02.2014 is issued by the Bank.

**IMPROVEMENTS IN STAFF HOUSING LOAN SCHEME:**

The long pending issue of improvements in the Housing loan and Petrol reimbursement is considered and the highlight of the same is as follows:

- The Housing loan limit enhanced from Rs.20 lacs to Rs.40 lacs for officers up to Scale IV and Rs.50 lacs for Scale V and above.
- Simple interest @ 8 % till the date of retirement and thereafter at the rate applicable to the public.
- Repayment schedule of 360 installments or up to the age of 75 years beyond retirement whichever is earlier.
• Acquiring second dwelling unit / 2nd loan after a gap of 7 years from the date of original availment of first house irrespective of whether the earlier loan is closed or not.

• Takeover of the Housing Loan under general public with other Financial Institution or from our bank within the overall eligibility.

• In case of substitution of the property, employee can avail the difference between the sanctioned limit and the revised limit when acquiring the new house.

• Loan shall also be granted towards cost gap, acquiring an alternate accommodation with/without sale of the existing house/flat within the overall limit.

• If the Husband & Wife are working in our bank both of them will be eligible for Staff Housing loan according to their individual entitlement or at jointly at the combined entitlement!

   HO Circular No.131, Ref.No.3/24 dated 13.7.2015 is issued.

**PETROL REIMBURSEMENT ON DECLARATION BASIS:**

We are glad do inform you that yet another long pending issue of the reimbursement of Petrol on declaration basis will be implemented from the month of June, 2015 and it will save lot of inconvenience for officers in obtaining and protecting the bills from time to time. The rate prevailing as on 1st of each month shall be reckoned for the purpose. HO Circular No.105, Ref.No.3/19 dated 24.6.2015 is issued.

**62nd JCC MATTERS:**

A detailed Circular No.13/2015 dated 17.7.2015 has been issued.

The long pending issues clinched during the period.

- Improvements in Housing Loan (Circular issued)
- Petrol bill reimbursement on declaration basis (Circular issued)

**THE ISSUE OF LEASED ACCOMMODATION AND MONETARY COMPENSATION FOR SUNDAY & HOLIDAY WORKING:**

We reproduce the copy of the letter containing the Resolution in terms of the decision of the 94th EC meeting:

The 94th Executive Committee meeting of our All India Andhra Bank Officers’ Federation held on 21st June, 2015 at Hyderabad has deliberated on the stressful working environment in the bank in general and the issue of Sunday Banking and that of working on Sundays and Holidays almost on a continuous basis and that too without trace of any financial compensation. After exhaustive discussions, the EC has unanimously passed the following two resolutions.

1. **RESOLUTION ON SUNDAY BANKING:**

   The EC has expressed the concern about the continuation of the Sunday Banking even though the management has assured to review the functional /logistic problems being
faced by the officers in such branches apart from the business related aspects but so far no decision has been taken. It is also understood that some Zonal Offices have recommended for doing away with the Sunday Banking basing on the feedback from the branches as it has not become cost effective in the light of low volume of transactions. With the spread of alternative delivery channels like ATM’s, Internet Banking, Mobile Banking and Tele Banking etc., the concept of Sunday Banking has lost its relevance.

"It is resolved by the Executive Committee meeting of our Federation held on 21\textsuperscript{st} June, 2015 at Hyderabad to demand the management to discontinue the concept of Sunday Banking as it will be burdensome and result in sheer physical and psychological demands on the staff particularly the officers who may have to feel the burden of responsibility throughout the week without any respite and will also cause lot of inconvenience to their family life as Sunday being the universal day off”. 

2. RESOLUTION ON WORKING ON SUNDAYS AND HOLIDAYS:

The EC has observed that it is very unfortunate that the above issue that has been pending for consideration for years and the stock reply of the Bank has been that –

- The issue has to be taken up at the industrial level
- The compensation off will be considered on examination in other banks

The matter has been represented by the Federation in successive JCC meetings and was brought to the notice of the top management several times the latest being Federation letter No.24/3/2015 dated 8\textsuperscript{th} May, 2015 but there was no positive initiative in the matter. It has been clarified by the Federation several times that the bank cannot wash off their obligation of payment of due compensation to the officers when they have drafted the services of the officers for special and general assignments on Sundays and Holidays in the name of business and administrative requirements and that too on a regular basis giving scant respect to their feeling of being taken for granted!

The EC after exhaustive deliberations on the issue has come up with the following resolution.

"The EC of AIABOF has expressed its concern and protest on the issue of pressure from the management on the branches requiring the presence of the officers on Sundays & Holidays on a regular basis in the name of recovery or more recently in the name of implementation of Government instructions, even while not honoring their commitment on compensation off nor resolving the issue of financial compensation“.

Regarding the insistence of the presence of the officers on Sundays/Holidays almost on a regular basis, we request the Management that in tune with our understandings and your assurances in several Joint Consultative Committee meetings, to advise the Zonal Offices to desist from the same as already the officers are overburdened with the workload during the week days and the denial of the weekly rest could prove to be fatal to their health.

However, we demand the following steps whenever the bank requires the service of the officers on holidays on exigencies either Government driven or the bank induced in rare and exceptional cases that are staff intensive in nature to ensure the successful
implementation of the same instead of the mechanical involvement of staff and also to avoid possible conflicting environment in the Bank!

i. The concerned department to give an advance/formal communication by way of Email to the branches/officers whose service is required on such occasions through or in coordination with the staff department at ZO/HO.

ii. To indicate the nature and scope of work assigned for the day along with the communication of sanction of compensatory off.

iii. To arrange for the payment of financial compensation @ Rs.2,000/- towards inconvenience caused and to meet the out of pocket/conveyance expenses for the day till the issue gets settled at the Bank.

In the light of the views expressed by the EC members that was only a reflection of the feedback from the ground level staff, we request the management to respect the sentiments expressed by the Executive Committee of the Federation and take appropriate steps to address the above two issues without any further loss of time.

The issue is being pursued constantly by us and as recently as on 10th August, 2015 we met our MD & CEO Shri Kalra and explained the need for his positive gesture particularly on the eve of our All India Conference and we hope a positive inclination from the management soon.

###

Text of Letter addressed to Management dated 09.05.2015:

FINANCIAL COMPENSATION FOR WORKING ON SUNDAYS & HOLIDAYS:

With reference to the above, we wish to make the following submissions for your kind attention and favorable dispensation.

1. Of late, the bank is requiring the officers to attend the office on public Holidays/Sundays for official duty through formal directions by way of Circulars and Emails etc., in the name of the Government guidelines & directions and also on other special assignments almost on a regular basis.

2. Now, we are aware that the Government of India have announced two insurance schemes to the general public covering the Accidental death and also the life insurance coverage through the linkage to the SB accounts in all Banks namely, the “Pradhan Mantri Jeevan Jyothi Bima Yojana (PMJJBY)” and Pradhan Mantri Suraksha Bima Yojana (PMSBY)” and launch the schemes in all the states on 9th May.

3. The task is given to all the Banks and almost all the branches throughout the country and the special campaign may likely to go up to 31st May for the current insurance year which will commence from 1st June, 2015.

4. In the past also several such schemes of the Central/State Governments and also the directions from the RBI etc., have been implemented by our Bank involving lot of field work and hard work by the officers in the bank sitting late hours and even forcing them to work on Sundays and holidays and with no trace of compensation.
5. Apart from the above, the services of the Managers and officers are being required from time to time on Sundays and Holidays in the past 12 months under one pretext or other and also in the name of exigencies of work. The officers now have a feeling of being exploited as their services on holidays is being taken for granted with nonchalant ease and an utter disregard to their family life and welfare apart from the sheer physical and mental stress.

6. Apart from the above, the Zonal Authorities are also on occasions contemplating Branch Manager’s Conferences and Workshops etc., apart from recovery drives on Sundays and Holidays.

7. What is most unfortunate is that the Zonal authorities are putting lot of oral and email pressure in the name of monitoring using very harsh and threatening language and in fact using the EOD CHECKS as a tool of detention of the officers till late hours without understanding the practical issues encountered in such special assignments and in fact the same is being adopted even in the tasks that are routine and continuous in nature.

8. The pressure of such intensified monitoring is leading to dilution of some basic procedures and guidelines and in a few cases the Zonal authorities in their anxiety to reach the targeted levels are directly/indirectly encouraging such dilution and deviation.

9. All the above are adding up to the feeling of frustration amongst officers that too without any appreciation or monetary compensation.

10. Still we do appreciate the concern of the Govt. towards the implementation of various schemes through linkage to the banking channel and also the obligation of the Nationalized Banks to follow the instructions of the State Government, RBI and Central Government etc., as well as the administrative exigencies of the bank from time to time.

11. At the same time, we expect the Bank to consider the payment of adequate financial compensation apart from the weekly off in the immediate succeeding week to those officers who have been instructed to attend such work on holidays which is in vogue in almost all the banks.

12. Accordingly, we have been making the demand in the successive JCC meetings on the above lines requesting for similar dispensation even if as an interim relief pending a uniform settlement at the industrial level.

13. Even though, the issue of compensatory off was being assured by the management from time to time, the same was however not being implemented as the communication calling for work never convey the same and the utilization of the compensatory off was almost impractical, for officers and more particularly for Branch Managers.

14. The issue of monetary compensation though considered by several banks though not @ uniform rate was being denied to us citing the lack of specific guidelines from Government even though the Regulation 23 (ix) of our ABOSR 1982 does contain one such reference.

15. It is really surprising that in an industry where the principle of “No work No Pay” is the well established norm and the natural corollary of the same being the concept of “No
pay No work’ - the monetary compensation is being denied to the officers which is leading them to a feeling of frustration and a sense of being heartlessly exploited.

16. It is a well settled principle that the persons endowed with the authority to entrust the work must have the powers and responsibility to compensate the same more so in the context of public sector which is supposed to be the model employer as envisaged by our constitution.

17. Several banks have been paying the compensation to the officers on such occasions if not at uniform rate ranging from Rs.1,500/- to Rs.3,500/- per day.

18. But, the issue eludes a settlement in our bank since long under one pretext or other with the oft repeated response being “examining the compensation systems in other banks” and now we feel that it is high time the same is resolved in our bank, lest it will lead to a friction in our bilateral relations as the exploitation has to be stopped forthwith.

In the light of the above and also considering that the requirement of the officers presence on Sundays/Holidays to meet such exigencies is likely to arise in future also, we feel that it is time you resolve the issue of compensation that has been pending for a long time so that the officers can have some monetary relief for the inconvenience being caused on account of such holiday work apart from the compensatory off.

Hence, we suggest the following steps whenever the bank requires the service of the officers on holidays on exigencies either Government driven or the bank induced in rare and exceptional cases that are staff intensive in nature to ensure the successful implementation of the same instead of the mechanical involvement of staff!

i. The concerned department to give an advance/formal communication by way of Email to the branches / officers whose service is required on such occasions through or in coordination with the staff department.

ii. To indicate the nature and scope of work assigned for the day along with the communication of sanction of compensation off.

iii. To arrange for the payment of financial compensation @ Rs.2,000/- towards inconvenience caused and to meet the out of pocket/conveyance expenses for the day till the issue gets settled at the Bank or industrial level.

The following two issues were raised in 62nd JCC meeting held on 22.6.2015:

1. UNREASONABLE, HARSH AND ABUSIVE COMMUNICATION

It is unfortunate that the Managers and the officers at the branches are getting lot of pressure by the way of communication in the form of Email messages/oral communications giving certain impracticable and unreasonable instructions with a deadline without bothering about the ground level situation. Some of these instructions are causing lot of pressure on the officers who are already saddled with lot of MULTI TASKS to contend with. The biggest problem with the MULTI TASKING one should appreciate is that these tasks will not be coming in orderly queue but come in a CROWD and demand the focus simultaneously!
What is more shocking is that in some of these instructions the deadlines are issued with a warning from the authorities that the non fulfilment of the instructions will result in postponement of EOD as if the officers are wilful defaulters! It is also observed that such pressure tactics is leading to dilution of certain basic aspects at the branch level and we furnish below some of such instructions of recent origin for your ready reference.

- The instructions regarding KYC compliance running in to several thousands of accounts even in the absence of the records at the branches!
- The instructions regarding the FINANCIAL INCLUSION and the survey of households and opening of accounts running in to thousands totally oblivious of the practical constraints at the branches.
- The oral instructions regarding the dilution of norms in opening the insurance linked savings bank accounts like PMSBY, PMJBY etc., without obtaining the mandate/nomination form from the customers which are in direct contrast to the HO instructions!

We are very much aware of the importance and the need for the time bound completion of the above tasks but what we object is the total lack of appreciation of the ground level realities at the branches and the constant pressure and the use of harsh and objectionable language as part of monitoring.

You may appreciate the fact that for the staff at the branches these tasks are coming as addition to their regular but more important tasks like recoveries and the business development and they are thus overburdened.

It is unfortunate that this issue has to be raised in several JCC meetings both at Zonal and central level and still it failed to evoke the appropriate appreciation of the sensitive issue and we believe it is appropriate for you to take a serious view in the matter and once again to kindly take up the issue and sensitize the concerned authorities in general lest it should lead to an unpleasant industrial relations scenario.

2. THE ISSUE OF EOD CHECKS ON A REGULAR BASIS CAUSING SERIOUS CONCERN AT THE BRANCHES:

It is observed that the mechanism of EOD checks has conscientiously or otherwise has become a tool to detain the officers in the branches till very late hours under one pretext or other and that too on a regular basis.

While, we appreciate that some of the jobs that require an urgent focus like KYC/AML related issues (UCIC) etc., having serious implications on non compliance may warrant such a step on rare occasions. But what is also observed is that even the routine and normal tasks like opening of number of accounts, reaching certain targets in some parameters, or recovering the NPA accounts etc which are beyond the scope of the branch internal activity is also being brought within the scope of EOD parameters and in fact it has been explicitly communicated to the branches that they have to sit in the branches and until they finish the job they will not be allowed to go for EOD!
Even in respect of the urgent time bound tasks like UCIC updation and rectification etc., the use of the EOD check as a tool of monitoring unmindful of the following practical issues is not proper—like

- Very high volume of transactions and the sheer enormity of the task.
- The lack of staff at the branches and other logistic inputs.
- The other important/prioritization of the tasks before the branches who are exposed to multi-tasking day in and day out.
- The actual mental/physical condition of the officers at the end of a long and arduous day’s work.
- Exploring the possibility of taking up some of these tasks at the DC level and also simplification of reports generation to avoid the multiplication of the tasks and also with an objective to simplify the tasks.
- Non availability of readymade information and the requirement of consulting the customers for the same.
- Last but not the least the lack of reasonable and empathetic language in communication in the process of monitoring the tasks from the concerned HO/ ZO departments.

Hence, we request you to look into the matter immediately as otherwise the mere extension of time for EOD will not be yielding any result except adding up to the establishment cost like electricity etc., and increasing the frustration levels of the officers at the branches leading to deterioration in their quality of their work.

**DISCIPLINARY MATTERS**

Com. N. Pradeep Kumar, the Convener is working real hard and he needs further strengthening by expanding the disciplinary wing and in this regard, we wish to inform you that after finalizing the names in the Secretariat, we will be communicating the same to the members very shortly.

It is also being felt that in the light of the Bolangir case and such similar cases else where it is high time we take up the matter with the top management for further fine-tuning and liberalizing the guidelines for legal assistance to the officers.

The officers shall be assisted in all respects to initiate legal action against the outsiders/private parties who with malafide intention make baseless allegations, pass derogatory remarks, and lodge motivated false complaints on issues/matters arising out of the bonafide business endeavors and execution of Bank’s work.

The assistance also shall invariably cover the aspect of defending against such legal action initiated by outsiders/private parties with malafide intention on matters / issues arising out of bonafide business endeavors and execution of Bank’s work.

In this regard, we are glad to inform you that we have taken up the issue of Bolangir case and that of a few cases like Keonjohar and Kanipakam branches that have come to our notice for the legal and financial assistance and the concerned Zonal Managers have been advised to provide all such assistance.
We have taken up this issue during the succeeding next JCC to have a revised policy in this regard.

Another area of concern of late has been the issue of implementation of AML/PML guidelines where our officers/managers are exposed at the branches and non adherence of these guidelines is not only disastrous for the bank as it has face huge amount of penalties by RBI, but also for the individual officers concerned as the deviation attracts the criminal proceedings from the tax and enforcement authorities apart from the disciplinary actions from our management.

It is unfortunate that in spite of our campaign by way of detailed circulars and SMS etc., apart from the communication from the HO still our Managers/officers continue to flout the rules exposing themselves and the bank.

It is also submitted that in spite of our best efforts, we could not stop the suspension of 2 Branch Managers on this issue for large scale violation of the guidelines in the issue of multiple cash DD’s.

We have met the GM operations and the GM (HR) and also the ED in the matter on 14.09.2013 and requested them not to go ahead with the suspension as it will have a crippling effect on their morale.

They have suggested that since the communication has already been sent they can only assure us that the revocation of suspension will be made at the earliest and they have suggested that they have resorted to SUSPENSION so as to serve as a strong message among the field level players as they felt the officers are not taking the issue seriously which has serious financial implications like the imposition of huge penalties by RBI apart from the reputation loss to the bank.

They have also assured that a lenient view may be had regarding the dispensation of punishments. The ED has also assured that the views of the Federation will be taken in to consideration while dealing with the future cases in the area. Finally these suspensions have been revoked soon and the officers were given minor penalty.

We have also issued informative circulars on the subject to all the officers.

Friends! It’s time we take up an aggressive campaign for the adherence to all the systems and procedures more so in the present context where the branches are flooded with the young officers who are yet to comprehend the implications of non adherence to systems and procedures.

We have also made correspondence with management on several important issues affecting the service conditions of officers like out of state postings, the issues in promotions and transfers, branch expansion and issues of compensation, the disciplinary cases, the issues in ARDS, KYC etc., the copies of the same were circulated to members by way of circulars from time to time!

We have also issued several circulars giving useful guidelines to the members on varied subjects like KYC & AML compliance, implementation of rural debt waiver and debt relief schemes of the A.P. and Telangana Governments etc., containing lot of inputs.
We have also taken up the following issues by way or correspondence and meeting with the CMD and through the JCC forum like -

**Text of Letter addressed to Management dated 26.03.2015:**

**Sub:** Registration of criminal cases with the Police or CBI etc. – Inclusion of names of Branch staff.

With reference to the above, we wish to place the following aspects for your perusal and favorable dispensation.

It is the requirement and practice in all the banks that when some fraud is perpetrated on the bank involving the customers/borrowers in the area of operations or advances has come to light resulting in the damage to the image of the bank and/or leading to monetary loss the bank will initiate the following steps.

- Cause a preliminary/detailed investigation depending upon the gravity of the issue.
- Conduct of accountability study to ascertain all the aspects to finally find out - what went wrong? And who went wrong? etc.
- On the basis of such enquiry to take appropriate steps to mitigate the damage to the bank even while initiating the appropriate disciplinary proceedings against the concerned persons duly determining the existence of vigilance/fraud angle.
- On the basis of such evaluation and the departmental enquiry proceedings, if any, the Disciplinary Authority will take a decision regarding the major/minor penalty or acquittal depending on the merits of the case and findings thereon.
- Once the officer has been subjected to such a process and got clearance from the angle of fraud and has also been awarded punishment for the procedural lapses if any the question of filing any police complaint against him shall not normally arise and that is why the bank while lodging the complaint with the Police/CBI does not include the names of any individual officer.

**Other aspects:**

- It is also understood that as per the RBI norms the lodging of complaint with Police/CBI etc has been mandatory in respect of all fraud cases involving the customers or borrowers or even the staff in case they are found to be guilty of fraud perpetration or collusion etc in terms of our internal information and findings for further investigation and take criminal action deemed fit and proper.
- But it is observed that the concerned investigating authorities like Police or CBI are refusing to accept to lodge such complaints given by the branches until and unless the names of the staff members are also furnished and in which case they most likely include them as accused in the FIR’s and framing certain criminal charges under some non bail able sections leading to the misery of such Branch Managers and some second line officers dealing with the advances.
- It is for the investigating agencies to cause the enquiry and during the process if they come across any evidence to include the name of any of the internal staff and to proceed to file the charge sheet under appropriate sections and prove their case in the competent Court.
- But instead they are insisting on furnishing of the names of our staff even to register the case and there by exposing our officers merely to facilitate the possible framing of criminal charges under the prevention of corruption Act straight away against our officers as accused just to show the data to the Central Government.
The above aspect shifts the burden of proof of innocence to our officers and they are forced to go from pillar to post at their own cost and on occasions to even go underground to avoid the arrest and in pursuit of bail where the case is filed under certain non bailable sections of CPC.

However, it is disturbing to note that in most of such cases the bank is conceding their demand (oral) just to get the same registered and advising the branches to furnish the names of all such person or persons who are involved in the process or evaluation or sanction unmindful of it’s impact on the field staff, instead of advising the branches to get the direction from the competent court to register the cases in terms of our letter as complainant whose prerogative it is to include the names of suspected perpetrators as is in vogue in several banks.

If the above issue is not addressed immediately the morale of the field staff more particularly the Branch Managers and the second line officers dealing in advances will be further eroded and the field staff will become passive with the threat of the proverbial domiciles’ sword hanging around them.

Thus, it is now requested that the bank has to take a clear and unequivocal stand in such matters to protect not only the interests of the bank but also to protect our field staff who are exposed to such risks during the course of discharge of their duties within the framework of the bank norms and particularly those officers/staff who have gone through the departmental process only to be booked and harassed by the investigating agencies and even face the risk of arrest subsequently and more so in the set of circumstances where there was no policy of financial assistance to such field staff to face it legally or even the sanction of official leave etc.

**Text of Letter addressed to Management dated 26.03.2015:**

**FILING OF CASES AGAINST THE MANAGERS / OFFICERS AND THE NEED FOR REVIEW OF SUPPORT SYSTEMS IN THE BANK**

It is observed that there is a growing incidence of the outsiders/private parties in the guise of customers or otherwise with malafide intention making baseless allegations, passing derogatory remarks and lodging motivated false complaints on issues/matters arising out of the bonafide business endeavors and in execution of bank’s work.

It is requested that the officers shall be assisted in all respects to initiate legal action against such persons and the assistance also shall invariably cover the aspect of defending against such legal action initiated by outsiders/private persons in the guise of customers or otherwise with malafide intention on matters/issues arising out of the bonafide business endeavors and execution of bank’s work.

In addition to the above, it is observed that the Managers and officers are facing lot of practical problems whenever they are asked to lodge FIR’s against the erring customers and their accomplices.

As on now, however, we are glad that the management at Head Office level and at the Zonal level has been providing some guidance and assistance to the officers in terms of the existing policy but it is time we need to review the policy in the matter of such assistance to cover all Branch Managers and field staff more particularly in the following areas.
1. The treatment of such period of absence in pursuit of anticipatory bail.

2. The matter of reimbursement of all the legal and incidental expenses.

3. The matter of providing all the future legal aid till the officer is finally be able to come out of the false case either through the quash petition or through the actual defense of the case in court proceedings.

It is high time that the bank has to review the support system in the bank to protect all the honest and hard working field level officers who are being exposed to such baseless allegations and false cases.

Thus, the existing scheme of reimbursement in respect of such cases need a thorough revamp and the scope of the same needs to be broadened to take care of the growing number and types of challenges being faced by the field level functionaries.

**AGRICULTURAL DEBT WAIVER & DEBT RELIEF SCHEME 2008**

This was a burning issue for all our rural branches and Federation has taken up the issues concerning the officers at every point by way of correspondence and personal appraisal to the concerned officials including the CMD & ED requesting for a practical view and we are glad to inform you that our constant efforts have yielded positive results and the bank has not initiated any disciplinary actions and the letters of explanation issued in this regard to some of our officers/managers, we were assured will be closed with a lenient dispensation. (Our Lr.No.26/3/2013 dated 06.04.2013)

We are also glad to inform you that the management has assured us that they will have a very practical and lenient view in the matter of the charge sheets and letters of explanation given to the officers /Managers in the issue.

The issue of threat of FIR’s was highlighted in our last JCC and the Management has assured a very practical view in the matter and the issue has now become redundant as the process of consolidated certificate to the Govt. of India has been completed.

UPDATION OF ANDHRA BANK OFFICERS’ SERVICE CONDITIONS BOOK-2015:

We are glad that finally keeping with our long pending promise, we could complete the process of updating of the Book containing the latest modifications and amendments to Officers’ Service conditions in the bank. We have also added some more topics of relevance to the times like Brief History and evolution of officers’ trade union movement in the industry as well as in the Bank and the glimpses of Federation evolution. We have also added a chapter each on Preventive Vigilance and on Soft skills and with further expansion of the personal and disciplinary matters which may be helpful to the young officers in particular and all others in general as reference desk guide.

It is thus the stage is all set to release the revised edition of the Book “The Officers’ Service Conditions Book-2015” by our Managing Director & CEO, Andhra Bank (Additional Charge) Shri Kalraji, during the All India Conference in the inaugural session tomorrow.
ORGANIZATIONAL MATTERS

- **10th All India Conference:** The Inaugural Session of our two days all India Conference held on 16th December was attended by large number of our members, a host of dignitaries consisting of the distinguished guests, invitees, retired staff, and leaders from fraternal organizations and the executives from our Bank.

The Business Session of the All India Conference was held on 17th December and was attended by a large number of delegates from the various parts of the country and presided over by our President Com. N.V. Satyanarayana.

The meeting was concluded with the assurance of the General Secretary that THE TEAM FEDERATION will continue the positive momentum generated by the successful conduct of the two days conference and the TEAM will continue to strive hard for improvements in the working environment.

- **Executive Committee Meeting:** During the period under review, we have conducted 6 Executive Committee Meetings on 22.9.2013, 23-2-2014, 14.12.2014, 16.3.2015 & 21-6-2015.

- **Working Committee Meeting:** During the period under review, we have conducted 2 Working Committee meetings on 3rd February & 22nd December, 2013 at Hyderabad.

- **Zonal Conferences:** During the period under review, the following Zonal Conferences were held.
  
<table>
<thead>
<tr>
<th>Zonal City</th>
<th>Date</th>
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<tbody>
<tr>
<td>Bhubaneswar</td>
<td>27-01-2013</td>
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<tr>
<td>Karimnagar</td>
<td>17-02-2013</td>
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<tr>
<td>Warangal</td>
<td>03-03-2013</td>
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<tr>
<td>Eluru</td>
<td>25-01-2014</td>
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<tr>
<td>Berhampur</td>
<td>20-04-2014</td>
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<tr>
<td>Ahmedabad</td>
<td>14-06-2015</td>
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- **Workshops:** During the period under review, we have conducted two workshops.

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<thead>
<tr>
<th>City</th>
<th>Date</th>
<th>Subject</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kolkata</td>
<td>21-04-2013</td>
<td>On Disciplinary Matters</td>
</tr>
<tr>
<td>Visakhapatnam</td>
<td>08-09-2013</td>
<td>For new POs</td>
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- **Retirements:** During the period under review, Com. N. Raja Gopal Reddy, our Chairman & Director, Andhra Bank retired from Bank service on 30.06.2013. The Federation arranged a grand farewell to him at Hotel Sitara Royal, Bank Street, Koti, Hyderabad on 30.06.2013. The Executive Committee places on record the services rendered by Com. N. Raja Gopal Reddy to the officer community as President, Officer Director and as Chairman of Federation. The Executive Committee wished him a happy and healthy retired life.

The Executive Committee also places on record the services rendered to the officers by our office-bearers who retired during the period and wishes them a very happy and healthy retired life.
• **Elections:** Elections for the term 2014-17 have been successfully completed and the new body has assumed office from 25th February, 2015. The Election Committee consisting of Shri K. Laxma Reddy, Returning Officer, Shri B. Prabhakar Reddy and Shri A. Suryanarayana, the Asst. Returning Officers have done an admirable job. The Executive Committee places on record our appreciation of their dedicated effort.

• **Enrollment of New Members:** The Comparative Membership position as on 31st July, 2015 is furnished in the Annexure. On perusal, it is observed that there is still large number of non-members in the officers’ community. Special efforts are to be made to enroll them into our Federation.

• **Mobilization of Scale IV Members:** In this regard, we have already dispatched the individual request letters to the existing members of the Federation whose subscription is not being deducted/remitted along with the simple Performa letter seeking restoration of check off facility, directly to their present place of work in your Zone. We request you to persuade the officers to submit the same at the earliest and we also request you to provide us the list of their personal cell phone numbers, so that we can also make a formal request. We request all Zonal Secretaries to ensure that an email is submitted by the Zonal Office to HRMS, Head Office with the details of check off restoration / new membership.

• **Information on our Website:** Our website is being updated from time to time and further improvements will be made in this regard to make it a full fledged source of information regarding our Federation. Your suggestions in this regard are welcome.

**THE ISSUE OF LEVY:**

We are aware that the 10th Bipartite settlement has been reached and very soon the payment of arrears will be made during the month of July 2015.

Salary arrears on account of wage revision that comes once in 5 years provide the opportunity for strengthening the financial base of the unions. It may be clarified that the Payment of subscription and levy at the rate specified by the unions from time to time is mandatory obligation for the members of any trade union and not optional.

The relevant provisions of the Trade Union Act under Chapter 6 which refers to the provisions to be contained in the rules of the a Trade Union

6 (2) (ee) refers to payment of subscription and 6 (f) the conditions under which a member shall be entitled to any benefit assured by the rules and under which any fine (levy) or forfeiture may be imposed on the members. Accordingly, the following provisions are included in this regard in the bye laws of our Federation under

• **Clause 6 – Benefits:** “Any ordinary member shall enjoy all the rights and privileges in the opinion of the Executive Committee of the Federation assured by these rules provided he has paid all the contributions, levies and subscription upto date”.

• **Clause 11 - Elections:** EC shall decide about debarring from the contest by the members who are not paid levy imposed by the organization ....".
• Clause 5 (iii) **Subscription** (c) “Besides the above subscription, the EC shall have the right to levy any special subscription or contribution”.

Thus, it may be appreciated that the payment of levy is compulsory and the obligation of every member towards their union cause except for contribution for political fund which is optional (Chapter 16 of TU Act 1926).

The trade union requires funds for purposes (Within the scope of activities in chapter 15 of the Act)

To conduct the Trade union activities like –

1. Strike campaign both for the industrial and bank level and printing of various propaganda materials.

2. Tours and meetings by the office bearers throughout the country in promotion of trade union activities both at Zonal level and the Central level.

3. Conduct of Workshops and Training on several issues like disciplinary matters etc., or cadre development programs on a regular basis.

4. Periodical conduction of organizational meetings including the All India General Body meetings. (Two All India Conferences are likely to be conducted by the time of signing of the next settlement)

5. Conduction of elections throughout the country.

6. Cost of Circulars and Circular letters to the members.

7. Cost of Office Maintenance and payment of Salaries and remuneration to the Office Staff.

8. To meet the exigencies of legal battles with the management on any issues relating to our service conditions.

9. To meet the obligations and commitment to the APEX bodies like levy and special contribution etc.

10. Last but not the least to conduct the welfare activities like –

   • Opening of Guest Houses at some more important places.
   • Strengthening the welfare Fund to make improvements in benevolent activities to assist the bereaved families of our officer members dying in harness and other welfare measures to the members including group insurance scheme etc.
   • Strengthening the Social fund to promote the social welfare activities for the poor and needy sections of the public.
The Federation has been following transparent methods in its financial management and the accounts are getting audited regularly and put up before the regular General Body meetings apart from getting the ratification of the EC and WC meetings at regular intervals.

It is informed that during the previous settlement the levy was fixed @ 3% of Net arrears (After deduction of PF & Income Tax) subject to a minimum of Rs.500/-.

It is also to be noted that an amount of Rs 100/- per member levy has to be paid to our apex body AIBOC and Rs.50/- per member is payable to AINBOF. Apart from this, we may have to contribute to the state level apex bodies.

Hence, I request you to have a proper perspective of the levy and fix appropriate amount of levy. However, if any member is not interested to pay the levy he may be advised to give a letter to General Secretary, Federation seeking re-credit to his account duly furnishing the account number.

**COLLECTION OF LEVY:**

We are glad to inform that an amount of Rs.81.79 lacs lacs was collected as levy out of our salary arrears on account of Xth Bipartite settlement (List enclosed). Out of which we have to send the share of our APEX bodies as follows

1. AIBOC @ Rs.100/ per member
2. AINBOF @ Rs.50/ per member

Apart from the above we may have to contribute to the state level Apex bodies.

Members may give suggestions regarding the utilization of the levy funds.

**BYE-LAW AMENDMENTS:**

I believe strongly that there is an imperative need for the amendments to our Bye-laws as some of the existing provisions have become out of tune with the present day requirements of the organization that has grown in size and dimension and the reforms need an impassionate debate.

We have already issued a circular in this regard to the members and the subject also had been broached in our last Executive Committee, if any, member want to respond to the circular of Federation or wish to suggest any amendment the same can be put up before the house now for discussion through the Grievances Committee constituted for the All India Conference in the delegates session of the conference or any delegate can raise any proposal/suggestion directly with the permission of the house and the same shall be put up for debate and approval basing on the majority opinion.

It’s time to seriously think of Bye-law amendments to further strengthen the organization in tune with the present day requirements and it is suggested that the members be encouraged to come up with suggestions in this regard particularly in the areas of:
1. **Organizational Reforms:**
   a) The need for pruning/expanding the EC
   b) The need for strengthening the various Wings
   c) The need for changes in the structure of the organization like introduction of Federal structure keeping in view the vast expansion of the Zones covering various states

2. **Election reforms to further strengthen democracy and to protect the Secret Ballot:**
   a) Introduction of Mixed Ballot system i.e., continuation of Postal Ballot in respect of remote rural areas or out of state etc., and introduction of polling Booths at specified Centers like Zonal Headquarters or Towns/Cities where considerable officers are available as is in vogue in several Banks.
   b) Provision of on line poling facility or any other system making use of the technology with the details to be updated and finalized by the respective Executive Committee.

3. **Financial Reforms:**
   a) A system of internal checks and balances.
   b) Periodical review of expenditure by a committee other than the Principal office bearers to ensure that the provisions of the Section 15 of the Trade Union Act 1926 with reference to the spending of funds are not violated.

4. **Statutory reforms in tune with the latest amendments to the Trade Union Act 1926**
   a) Maintenance of Members registers.
   b) Any other provisions.
   • (The above are only illustrative and the members are welcome to make any suggestions).

**Other challenges before the organization during the present tenure which has to be attended on top priority are as follows.**

- Conduct of Zonal Conferences in almost all zones that have become long overdue. (Profile enclosed)
- Conduct of Workshops on disciplinary matters as well as the cadre development programs at various places to identify and groom the younger generation to the active trade union movement.
- Revival of the Education Wing and the Disciplinary Wing.
- To revive and activate all other Functional wings of the Federation

Further, it’s time to seriously think of some important Bye-law amendments to further strengthen the organization in tune with the present day requirements since many of the existing bye-laws have become redundant and it is suggested the members be encouraged to come up with suggestions in this regard particularly in the areas of:
4. Organizational Reforms:

d) The need for pruning/expanding the EC
e) The need for strengthening the various Wings
f) The need for changes in the structure of the organization like introduction of Federal structure keeping in view the vast expansion of the Zones covering various states

5. Election reforms to further strengthen democracy and to protect the Secret Ballot:

c) Introduction of Mixed Ballot system i.e., continuation of Postal Ballot in respect of remote rural areas or out of state etc., and introduction of polling Booths at specified Centers like Zonal Headquarters or Towns/Cities where considerable officers are available as is in vogue in several Banks.
d) Provision of online polling facility or any other system making use of the technology with the details to be updated and finalized by the respective Executive Committee.

6. Financial Reforms:

c) A system of internal checks and balances.
d) Periodical review of expenditure by a committee other than the Principal office bearers to ensure that the provisions of the Section 15 of the Trade Union Act 1926 with reference to the spending of funds are not violated.

5. Statutory reforms in tune with the latest amendments to the Trade Union Act 1926

c) Maintenance of Members registers.
d) Any other provisions.

(The above are only illustrative and the members are welcome to make any suggestions).

THE ISSUE OF OFFICER DIRECTOR REPRESENTING FEDERATION: LATEST

Further to the detailed circular 24/2014 dated 8th December, 2014 of Federation on the subject with the report of chronology of developments the following developments have taken place in the matter after the elections during Feb 2015.

Subsequent to the deliberations and suggestions made by EC members for an amicable solution in the matter followed by the assurance given by the President and General Secretary in the 93rd EC to resolve the issue at the earliest, we are very glad to inform you that the matter has been resolved amicably at our organizational level.

Subsequent developments thereon:

The Bank has duly forwarded the panel of names from Federation with due recommendations with all the relevant annexure and certificates etc., to the DFS, Ministry of Finance vide it’s letter dated 20.04.2015.

DFS has vide it’s letter dated 18th May, 2015 citing the delay in submission of the panel advised the bank to submit the fresh panel of names of three office bearers who are having a residual service of 3 years from the date of submission of the panel by the Bank!

The Bank vide it’s letter dated 20.05.2015 has accordingly addressed a letter to the General Secretary, AIABOF seeking a fresh panel with 3 years of residential service!
The General Secretary, AIABOF has submitted a letter dated 27.05.2015 challenging the letter of the Ministry in reckoning the date of 3 years of residual service as that of from the date of submission of the list by the bank instead of the date of submission by the Federation to the bank which is in tune with the communication of the Ministry vide its letter dated 31st January, 2013 and the consequent communication from the Bank to the Federation which has clearly mentioned as 3 years of residual service from the date of the vacancy only!

The bank has once again, basing on our clarifications vide our letter dated 27th May, 2015 has forwarded our panel submitted by Federation on 13.11.2013 to the DFS, Ministry of Finance duly concurring with our views and reiterating their recommendation in terms of their earlier letter dated 20.04.2015 for their consideration on 13th June, 2015!

The DFS on 17th July we understand has come up with another letter questioning the delay in forwarding the panel submitted by Federation by 18 months and sought several clarifications from the bank regarding it’s silence and non implementation of it’s reminders for forwarding the panel of names from the minority union.

We are also glad that the bank on 29th July has also submitted a detailed reply wherein we understand that they have reiterated their support for the panel submitted by Federation on 13th November, 2013 and confirmed that the federation has not defaulted in submission and as such they did not feel the necessity of forwarding the panel from the minority union more so when they represent merely 3 % of the total officers in the Bank.

Friends! The issue is thus no more between the two individuals of Federation since the same has been resolved duly upholding the trade union values and nor is it between the Bank and the Federation since the Bank has acted upon our communication promptly not once but twice!

The issue is now between the Government of India and the Federation and there are any number of precedents in the matter in several banks including that of our bank which support our stand.

The exchange of such communication between the unions and the Ministry is nothing new or confined to our bank only and the matter also is under the knowledge of our Apex body and they are also taking up the matter with the Govt.

The unions cannot be faulted for the inaction and delay on the part of the bank taking cognizance of the internal disputes and if the stand of the DFS is to be accepted then it will have serious impact in all other banks facing similar circumstances.

The inability of the bank to explain the inaction and delay cannot be held against our case and I am confident that the matter can be resolved in our favour as we have a strong case and the stand of the DFS has no legal or practical background as explained in our letter dated 27th May, 2015. The privilege of the trade union to nominate it’s representative cannot be diluted in any manner in terms of the Hon’ble Supreme Court Judgement of 1989.

It is also to inform you that the case filed by the Federation has become unfractuous as on date but not yet withdrawn as per the legal advice in the matter more so in the light of the DFS, Ministry of Finance correspondence.

It is also informed that the case filed by the ABOU is still pending before the Honourable High Court but we strongly believe that it does not carry any threat to our interest!
Your General Secretary has also paid a follow up visit to Delhi on 6th & 7th August, 2015 and could meet the DFS officials and requesting the expedition of the process duly appraising our stand following the latest communication from the bank.

Thus, I assure the EC members that the issue will be pursued with all the resolve by Federation in due coordination with the Central leadership and I note to keep you updated from time to time.

**TASKS BEFORE THE ORGANIZATION - LOOKING INTO FUTURE**

The Federation has begun it’s journey on a modest note during Aug 1989 with a handful of members and has reached such heights today having in it’s ranks nearly 90 % of the officer force working in the Bank with the share of the minority ABOU being a mere 3% presentation !

But we cannot relax but have to continue to strive hard to carry forward the movement and a responsibility is cast on the present leadership to groom and hand over the baton of responsibility to the next line to lead the organization in not a very distant future !.

The fact that the possible exit by way of superannuation of a majority of the existing senior leaders at the helm of affairs both at the industrial level and the individual bank level by the year 2020 is a real challenge to the succession plan of the trade union movement and it is the issue, that needs our immediate focus and attention lest we the present leadership be condemned as guilty and irresponsible !

The banking industry is facing lot of challenges upfront like the mounting NPA’s and some of the recent initiatives from the Govt which are well in tune with the recommendations of the P J Naik Committee aimed ultimately towards the virtual privatization or the mergers all in the name of restructuring of administration and consolidation of the banks and the fabric of public sector banks is under great threat!

At the bank level also the officers are facing very stressful working environment and in the midst of multitasking which is the offshoot of the severe staff shortage and there is an urgent need for a **sustained campaign and struggle** for staff recruitment in tune with the rapid branch expansion and the targeted business growth as well as striving hard for the improvements in financial benefits and perks which shall work as a real motivation.

Thus, the regular cadre development programs and identifying the potential leadership with the right attitude and grooming them for the immediate future shall be the **priority task** for the present leadership.

Friends! I have tried my best to give a comprehensive account of developments at the national, industrial and bank level. However it is possible that I could have missed some more important events of significance but the same may kindly be understood from the practical limitations of time and space.

**Acknowledgements!**

At the outset, my deep felt appreciation and gratitude to all those selfless members and cadres whose enthusiasm and support have provided our team the inspiration to march on in the midst of lot of challenges confronting the officers’ community- for their supportive role throughout in all our endeavors during the period.
I acknowledge the role played by my President and the rest of the team of Secretariat members and all other colleague EC members covering the earlier period as well as the current term of office since February, 2015.

I acknowledge the guiding role played by our Apex level organization AIBOC leadership and more particularly it’s President Com. Y. Sudershan and General Secretary Com. Harvinder Singh.

I acknowledge the role of the HR team of Andhra Bank who have played an appreciative role and coordinated well with the Team federation in all the bipartite forums thereby ensuring a proper industrial relations scenario in the bank.

I acknowledge the role played by our Office Manager Shri G.B. Shyam Sunder Rao who has been taking lot of stress and toiling hard late hours to complete the task always on schedule - but for whose support and assistance I could not have come up with so much of information sharing with the members by way of regular circulars etc., from time to time or that of communication with the management.

I also take this opportunity to convey my thanks to all the Office Staff in Federation office for making my stay at the office much more comfortable.

I conclude with three of my favorite quotes on leadership

“Successful leaders see the opportunities in every difficulty rather than the difficulty in every opportunity.” – Reed Markham

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.” – John Quincy Adams

“Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy.” – Norman Schwarzkopf

With warm greetings,

Yours Comradely,

(V.RAGHAVENDRA SARMA)
General Secretary

LONG LIVE ANDHRA BANK
LONG LIVE FEDERATION
UNITY IS STRENGTH
1. **Name**

The name of the Federation shall be All India Andhra Bank Officers’ Federation to be called as AIABOF in abbreviated form and herein after referred as the Federation.

2. **REGISTERED AND ADMINISTRATIVE OFFICE**

The Registered and Administrative Office of the Federation shall be within the city of Hyderabad, which shall be its Headquarters. Its postal address shall be G-2, RB-II, Samrat Complex, Saifabad, Hyderabad – 500 004.

3. **AREA OF OPERATION**

The area of operation shall be all over India.

4. **AIMS AND OBJECTS**

The aims and objects of the Federation shall be

a. To organize and unite all officers of Andhra Bank and to regulate their relations with their employers.

b. To promote a spirit of fellowship and cooperation amongst the members, if necessary, by developing cadres.

c. To secure better and fair conditions of life and service for the members.

d. To try to redress the grievances of members.

e. To raise and administer a separate fund by contributions from members or otherwise, for the welfare of the members and to assist community development programmes as may be deemed necessary.

f. To provide monetary and legal assistance to members in respect of matters arising out of or incidental to employment.

g. To obtain information relating to banking industry and supply the same to members.

h. To edit and publish books, magazines and periodicals, arrange lectures and debates, organize and train the members to increase their knowledge.
i. To take all steps, that may be necessary to ameliorate the social, economic and civic conditions of members and to promote scientific and rational outlook among members.

j. To promote cooperative credit societies, building societies, schools, colleges and other educational institutions, hospitals, hostel, recreation clubs, sports, entertainment activities etc., for the general benefit of the members.

k. To acquire, purchase, sell, hire, lease and manage assets for the furtherance of the objects, of the Federation.

l. To create trusts to achieve the objects of the Federation.

m. To invest funds belonging to the Federation.

n. To federate with or affiliate itself to or give affiliation to any other union or society having similar aims and objects in India.

o. To raise such money or moneys by way of subscriptions, donations or loans from members or other and to borrow from any financial agency on the security of the property and assets of the Federation, such sums as may be necessary for the furtherance of the objects of the Federation.

p. To draw, make, accept, endorse and negotiate cheques, promissory notes, bills of exchange, hundies and other negotiable instruments in pursuance of the objects of the Federation.

q. Generally to do all such other acts, matters and things as may be necessary incidental or conducive to the attainment of the above objects, subject to the provisions of section 15 of Trade Union Act, 1926; in the matter of expenditure that may be involved. The Federation shall endeavour to further the above said objects by all legitimate, democratic, constitutional and trade union methods.

5. MEMBERSHIP

A. ORDINARY MEMBERS

i. ELIGIBILITY: Any employee in officer cadre defined as officer in Andhra Bank Officers’ Service Regulations who subscribes to the aims and objects of the Federation shall be eligible for admission as an ordinary member of the Federation.

ii. ADMISSION: An officer eligible to become ordinary member shall submit an application in the prescribed form for admission with an admission fee of Rs.10/- to the General Secretary who is empowered to admit. The Executive Committee shall have the right to reject any application duly intimating the reasons for such rejection. Such persons have the right to appeal to All India Conference.

iii. SUBSCRIPTION:

a) The ordinary members shall pay monthly subscription of Rs.100/- (Rupees one hundred only).
b) The subscription amount paid by the members shall be segregated into Zonal Fund, Welfare Fund, Social Fund and General Fund as explained hereunder.

**ZONAL FUND:**

An amount of Rs.15/- (Rupees fifteen only) shall be transferred to Zonal Committees situated in A.P. State except H.O. Unit. An amount of Rs.20/- (Rupees twenty only) shall be transferred to Zonal Committees situated in outside A.P. State. No fund shall be transferred to H.O. Unit.

**WELFARE FUND:**

An amount of Rs.25/- (Rupees twenty five only) shall be transferred to Welfare Fund, which shall be utilized exclusively for the members’ welfare measures.

**SOCIAL FUND:**

An amount of Rs.5 (Rupees five only) shall be transferred to Social Fund which shall be utilized exclusively for the Social cause like contributions to orphanage, blind people, during natural calamities, any other work connected to social cause.

**GENERAL FUND:**

The remaining amount shall be transferred to meet the operational expenses including conducting All India Conferences and other meetings etc.

c) Besides the above subscription, the Executive Committee shall have the right to levy any special subscription or contribution.

iv. **REMOVAL OF MEMBERSHIP:** Any member shall be removed from the register of members in the following cases.

a) If the member submit his/her resignation in writing.

b) If the member ceases to be an employee of Andhra Bank.

c) If any act of the member is detrimental to the Federation.

d) If the subscription of the members is in arrears for a continuous period of 3 months. The Executive Committee may, however, readmit such member on his/her paying arrears of subscription.

e) No member shall be removed from the register of members as mentioned above unless he/she has been given a fair opportunity to explain his/her acts therefore.

f) The Executive Committee is the competent authority to remove any member on any of the above grounds subject to the ratification of immediate All India Conference/General Council.

g) Any member removed shall have the right to appeal in the said All India Conference/General Council.
B. **HONORARY MEMBERS**

i. Persons not otherwise eligible to be members in terms of clause 5 (A) but whose services are considered useful to the interest of the Federation may be elected as honorary members in the All India Conference.

ii. The number of such members shall not exceed two.

iii. They shall not have voting rights.

iv. They need not pay any admission fee or subscription.

6. **BENEFITS**

Any ordinary member shall enjoy all the rights and privileges in the opinion of the Executive Committee of the Federation assured by these rules provided he has paid all the contributions, levies and subscription upto date.

7. **REGISTER OF MEMBERS**

The Federation shall maintain a register of members and honorary members with their names and addresses and such other particulars as may be considered necessary. The register shall be open for inspection by any member with sufficient prior notice to General Secretary.

8. **ORGANIZATION STRUCTURE**

The Federation shall have the following structure with the order of precedence, in the matter of powers and authority.

I. All India Conference

II. General Council

III. Executive Committee

IV. Working Committee

V. Zonal Conference

VI. Zonal Committee

VII. Unit

The decision of the body higher among them in precedence in above order shall have the overriding effect in the event of any decision or action.

I. **ALL INDIA CONFERENCE**

A. It shall consist of two sessions namely Inaugural Session and Business Session.

B. **INAUGURAL SESSION:** All members of Federation shall attend the Inaugural Session besides Special Invitees.

C. **BUSINESS SESSION**

i. Delegates only shall attend the Business Session

ii. The following functionaries are delegates to the Conference.
a) General Council Members  
   b) Ex-Central Office-bearers and Ex-immediate preceding EC Members  
   c) Unit Secretaries  
   d) Asst. Unit Secretaries (wherever applicable)

D. However, in special circumstances if situation warrants, All India Conference shall be conducted with Business Session only.

E. The All India Conference shall be held once in three years at a place and time as decided by Executive Committee.

F. The All India Conference shall transact the following agenda in Business Session.

   i. To consider and adopt the report of General Secretary  
   ii. To consider and adopt the audited statement of accounts  
   iii. To consider amendments to Bye-Laws as recommended by Executive Committee and/or the amendments as proposed by member delegates placed by Grievances Committee  
   iv. To appoint auditors and fix their remuneration  
   v. To consider Resolutions / Proposals / Motions recommended by Executive Committee  
   vi. To consider issues/proposals brought forward by member delegates and placed by Grievances Committee  
   vii. Any other matter with the permission of chair

G. A Notice of 21 days shall be necessary for the All India Conference.

H. An extraordinary meeting of the All India Conference shall be convened if not less than one third of the total members request the General Secretary in writing stating the purpose and reasons for such a meeting.

I. QUORUM: There shall be at least minimum of 200 members. If quorum is not available the All India Conference /Extraordinary meeting shall be adjourned and reconvened by giving a fresh notice of not less than 15 days. No quorum is required for a meeting adjourned for want of quorum.

II. GENERAL COUNCIL

A. The General Council shall consist of

   i. Executive Committee Members  
   ii. Committee Members of Functional Wings  
   iii. Zonal Committee Members  
   iv. Nominees of Federation in various forums who are not members of above forums

B. The General Council shall ordinarily be held once in three years in between two All India Conferences at a place and time as decided by Executive Committee
C. The General Council shall consist of only business session and shall be attended by its members only.

D. The General Council shall transact the following agenda.

i. To consider and adopt the report of General Secretary
ii. To review the functioning of EC Members and other functionaries
iii. To review the organizational activities
iv. Any other matter with the permission of chair

E. The General Council shall have the power to take any disciplinary action against any office-bearer/Executive Committee Member/Ordinary member if their actions are detrimental to the interest of Federation.

F. A notice of 15 days shall be necessary to conduct the General Council Meeting.

G. The General Secretary/President shall have the power to convene the General Council in case of emergency if the Executive Committee could not be convened for this purpose.

H. QUORUM: The quorum shall be one third of the members.

III. EXECUTIVE COMMITTEE

A. The Executive Committee shall consist of the following functionaries.

<table>
<thead>
<tr>
<th>DESIGNATION</th>
<th>NO. OF POSTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman</td>
<td>1</td>
</tr>
<tr>
<td>President</td>
<td>1</td>
</tr>
<tr>
<td>Vice-Presidents (General)</td>
<td>9</td>
</tr>
<tr>
<td>Vice-President (Lady)</td>
<td>1</td>
</tr>
<tr>
<td>General Secretary</td>
<td>1</td>
</tr>
<tr>
<td>Deputy General Secretaries</td>
<td>1</td>
</tr>
<tr>
<td>Treasurer</td>
<td>1</td>
</tr>
<tr>
<td>Asst. Treasurer</td>
<td>1</td>
</tr>
<tr>
<td>Organizing Secretaries</td>
<td>9</td>
</tr>
<tr>
<td>Asst. General Secretaries</td>
<td>Zonal Secretaries as per number of Zones in the Bank</td>
</tr>
<tr>
<td>Regional Secretaries</td>
<td>As per posts mentioned in the Annexure</td>
</tr>
<tr>
<td>Members</td>
<td>10</td>
</tr>
</tbody>
</table>

B. The tenure of Executive Committee shall be 3 years.

C. The procedure for eligibility to contest/hold the post and to vote is explained below.
<table>
<thead>
<tr>
<th>Name of Post</th>
<th>Eligibility to contest/hold</th>
<th>Methodology</th>
<th>Eligibility to vote</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman</td>
<td>Any Member</td>
<td>Co-option</td>
<td>Not Applicable</td>
</tr>
<tr>
<td>President</td>
<td>Any Member</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>Vice-President (General)</td>
<td>Any Member</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>Vice-President (Lady)</td>
<td>Only Lady members</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>General Secretary</td>
<td>Any member</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>Deputy General Secretaries</td>
<td>Any member</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Any member</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>Asst. Treasurer</td>
<td>Any member</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>Organizing Secretaries</td>
<td>Any member</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>Asst. General Secretary</td>
<td>Only members in the Zone</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>Regional Secretary</td>
<td>Only members in the Region</td>
<td>Election</td>
<td>All members</td>
</tr>
<tr>
<td>Members</td>
<td>Any member</td>
<td>Co-option</td>
<td>Not Applicable</td>
</tr>
</tbody>
</table>

NOTE: 1. The Structure of Zone is same as Bank Zones.
2. The Structure of Regional Secretary set up is provided in the annecure.
3. Co-option of members is provided in Clause No.8 (F)

D. (i) The Executive Committee shall be overall in-charge of administration and management of the affairs of Federation.

(ii) The Executive Committee shall have the power to take decisions on all matters concerning to its members.

(iii) The Executive Committee shall have the power to take any disciplinary action against office-bearers and other organizational functionaries and members of the Federation. However, an opportunity shall be provided to such members to appeal to the immediately held higher forums i.e. All India Conference or General Council.

(iv) The Executive Committee shall have the power to recommend matters to All India Conference including amendments to Bye-Laws.

E. The post of Chairman is honorary. Executive Committee shall nominate one of the members of the Federation as Chairman taking his services to Federation and the need to utilize his services into consideration.

a) The Coordinator for Scale IV Officers chosen in a Convention shall be a Special Invitee to the Executive Committee.

F. Co-options:

(i) The Executive Committee shall have power to co-opt maximum 6 members who belong to constitutionally recognized social groups.
(ii) The Executive Committee shall have power to co-opt 2 women members from Women’s Wing of AIABOF.

(iii) The Executive Committee shall have power to co-opt 2 members from Cultural Wing of AIABOF.

(iv) Co-opted members shall not have voting rights in the Executive Committee meeting.

G. Periodicity: Executive Committee shall ordinarily meet once in 6 months.

H. Executive Committee shall have the power to co-opt all vacancies arising out of death, resignation or non-election to the posts concerned.

I. If a member/office-bearer does not attend 3 consecutive meetings of the Executive Committee without showing reasonable cause he/she cease to be a member of the Executive Committee. However, the Executive Committee can readmit, in the next meeting. If the member gives satisfactory reasons for his/her absence.

J. Notice of 10 days is necessary to conduct Executive Committee

K. QUORUM: The quorum shall be one-third of the members.

L. SECRETARIAT:

i) The Secretariat shall consist of the following office-bearers:

   (a) President
   (b) General Secretary
   (c) Six Deputy General Secretaries
   (d) Treasurer and
   (e) Asst. Treasurer

ii) Secretariat shall distribute the work among the members on functional and territorial basis and same will be communicated to the members of Federation.

iii) Secretariat shall function from Headquarters.

iv) Secretariat shall ordinarily meet once in a week.

v) Secretariat shall be the controlling authority for the administration and functioning of the Federation between the Executive Committee Meetings.

M. DISCIPLINARY WING:

a) The Disciplinary Wing of the Federation shall consist of

   i. One Convenor
   ii. Nine Co-Convenors and
   iii. Zonal Coordinators at each Zone
b) The Convenor shall be nominated by the Secretariat

c) Co-Convenors and Zonal Coordinators shall be nominated by the Convenor in consultation with the Secretariat.

d) The Convenor and Co-Convenors shall become members of the Committee for Disciplinary Matters.

e) The Committee shall ordinarily meet once in 3 months to review the pending cases as well as policy matters on disciplinary proceedings followed by the Bank.

f) The Disciplinary Wing shall ordinarily meet once in a year.

g) The Convenor shall be Special Invitee to the Executive Committee.

N. PUBLICATION WING:

a) Publication Wing shall consist of

   i. On Incharge and
   ii. Four Members

b) Publication Wing shall be overall incharge for publication of News Magazine, books or relevant material on service conditions, Press related matters and all other communication.

c) Publication Wing shall appoint Editorial Board for the News Magazine in consultation with the Secretariat.

d) Ordinarily, General Secretary or President shall be incharge of Publication Wing. The Incharge shall distribute the duties like Press, Communication among its members.

O. CENTRAL WOMEN’S WING:

a) The lady members of Federation shall become members of Central Women’s Wing.

b) Vice-President (Lady) shall be the Convenor of Central Women’s Wing.

c) The Convenor shall convene the General Body meeting of Central Women’s Wing.

d) The General Body meeting shall elect Central Women’s Committee consists of

   i. 10 Co-Convenors
   ii. 1 Zonal Convenor from each Zone

e) The convenor and all women representatives in Executive Committee of the Federation shall be part of Central Women’s Committee.
f) Two of its Central Women’s Committee members shall be nominated to the Executive Committee as per Clause No.8F(ii) of the Bye Laws.

g) Zonal Women’s Wing:
   i. All Lady Members of the Federation working in the Zone shall become members of Zonal Women’s Wing.
   ii. Zonal Women’s Convenor shall convene the meeting of Zonal Wing.
   iii. The Zonal Women’s Wing shall elect Zonal Women’s Committee.
   iv. The Zonal Women’s Committee shall consist of one Committee Member for every 10 lady members subject to a maximum of 15 Committee Members.

h) Any vacancy arisen subsequently can be co-opted by respective Committee.

i) If a committee member does not attend 3 consecutive meetings of the Women’s Wing without valid reason, she ceases to be a member of the committee. However, committee can readmit, in the next meeting. If member gives satisfactory reasons for her absence.

P. CULTURAL WING:
   i. Any member of Federation, who is having talent/interest in any faculty i.e., fine arts, music, literary, vocal etc., shall become members of Cultural Wing.
   ii. The Secretariat shall constitute the Cultural Wing by calling a meeting.
   iii. The meeting shall elect a Central Cultural Committee to run the affairs of Cultural Wing consisting of one Convenor, one Joint Convenor and a maximum of 19 members.
   iv. Any vacancy arisen subsequently can be co-opted by the committee.
   v. The convenor and the Joint Convenor shall be co-opted to the Executive Committee.
   vi. Regional Cultural Centres can be formed at any place with a minimum of 10 artists.
   vii. Central Cultural Committee is the competent authority to recognize the Regional Cultural Centres after scrutiny.
   viii. The Central Cultural Committee Members and Coordinator, Regional Cultural Centres shall become members of Central Cultural Council.

Q. EDUCATIONAL WING:
   a) The Educational Wind shall consist of
      i. One Coordinator
      ii. Nine Co-ordinators
b) The Coordinator shall be nominated by the Secretariat.

c) The Coordinator shall nominate the Co-Coordinators in consultation with the Secretariat.

d) The Education Wing shall prepare study material, arranging Coaching classes, mock interviews and shall publish books, if necessary.

e) The Educational Wing shall be overall incharge for enriching the knowledge among members of Federation.

f) The Coordinator shall be Special Invitee to the Executive Committee.

R. DUTIES OF OFFICE-BEAERS:

CHAIRMAN: Secretariat of Executive Committee shall utilize the services and expertise of the Chairman as per the requirements and need to the organization.

PRESIDENT: The President shall preside over all the meetings of the Federation including its committees, preserve order and sign all minutes. He shall have power to convene the meetings of the Executive Committee in case of any emergency.

VICE-PRESIDENT: The Vice-President shall assist the President in carrying out his/her duties and in his/her absence, one of the Vice-Presidents shall be elected to the chair with all the rights and privileges when so elected.

GENERAL SECRETARY: The General Secretary shall be responsible for the proper execution of the directors of the Executive Committee and to attend all the correspondence and generally to look after and manage the office. He/she shall convene all meetings of the Secretariat/Executive Committee/General Council/All India Conference and duly record their proceedings. He/She shall maintain a proper record of the minutes and note to submit for approval in the following meetings. He/She shall prepare a report on the working of the Federation to be submitted in the All India Conference with the approval of Executive Committee. He/She shall be responsible for submitting the statements and other documents required to be submitted to the Registrar under the Trade Union Act.

DEPUTY GENERAL SECRETARY: They shall assist the General Secretary in all matters and shall discharge such other duties and functions as may be assigned to them from time to time by the General Secretary and/or the Executive Committee. In the absence of General Secretary, Deputy General Secretary, in-charge of organization, shall act for him/her.

ORGANISING SECRETARIES: Organizing Secretaries shall be entrusted the organizational work on functional or territorial basis as decided by the Working Committee/Executive Committee. They shall assist General Secretary and territorial incharge Deputy General Secretary in discharging the duties.

ASST. GENERAL SECRETARY: Asst. General Secretaries shall look after the affairs of Federation in their concerned zone in consultation with the General Secretary and such other duties and functions as may be assigned from time to time by the General Secretary and/or Secretariat.

REGIONAL SECRETARY: Regional Secretary shall coordinate the affairs of Federation within his/her area of operation under the guidance of Asst. General Secretary and in consultation with the General Secretary and such other duties and functions as may be assigned from time to time by the General Secretary and/or Secretariat.
TREASURER: He/She shall be responsible for all finances of the Federation and maintenance of financial books. He/She shall issue receipts for monies received and shall disburse all payments. All payment vouchers must be authorized for payment by him/her and countersigned by the General Secretary/President.

ASST. TREASURER: He/She shall assist the Treasurer in discharging his/her duties and shall act for the Treasurer in his/her absence.

IV. WORKING COMMITTEE

A. The Working Committee shall consist of the following office-bearers.

<table>
<thead>
<tr>
<th>Office-Bearer</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman</td>
<td>1</td>
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<tr>
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</tr>
<tr>
<td>General Secretary</td>
<td>1</td>
</tr>
<tr>
<td>Deputy General Secretaries</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Zonal Secretaries as per Number of Zones in the Bank</td>
</tr>
</tbody>
</table>

B. The Working Committee shall function as an extended body of Secretariat and representative body of Executive Committee to elicit the larger opinion from zones in coordinating the affairs of Federation. As the number of members are limited, it can meet a regular intervals to take stock of the field level position, to arrive quick decisions and to communicate implementation of the same quickly.

C. The Working Committee shall have powers to recommend any issue to the Executive Committee.

D. The Working Committee shall ordinarily meet once in 3 months.

E. Notice of 7 days is necessary to conduct the meeting. However, in case of emergency, meeting can be called with 2 days notice duly recording reasons thereof.

F. The General Secretary/President shall have power to call for the meeting.

V. ZONAL CONFERENCE:

A. All members working in the zone shall become members of Zonal Conference.

B. Zonal Conference shall be conducted to transact the following business.

i. To adapt the report of Zonal Secretary (i.e. Asst. General Secretary of the zone).

ii. To approve statement of accounts.
iii. To elect Zonal Committee.

iv. Any other matter with the permission of chair.

C. Zonal Conference shall ordinarily be held once in 3 years.

D. Notice of 10 days is necessary to conduct the conference.

VI. ZONAL COMMITTEE:

A. Zonal Committee shall consist of the following functionaries.

   i. Asst. General Secretary (Zonal Secretary)
   ii. Regional Secretaries
   iii. Treasurer
   iv. Asst. Regional Secretaries

B. Treasurer and Asst. Regional Secretaries shall be elected in the Zonal Conference.

C. Number of Asst. Regional Secretaries shall be maximum 9 except in case of Hyderabad-I Zone.

D. Number of Asst. Regional Secretaries shall be maximum 15 in case of Hyderabad-I Zone.

E. Zonal Committee shall ordinarily meet once in 3 months with a minimum of 3 days notice in zones situated in A.P. State and 7 days notice in zones situated outside A.P. State.

F. Any vacancies arisen in between the Zonal Conferences shall be filled up by the Zonal Committee.

G. The territorial in-charge Organizing Secretary shall be permanent invitee to the respective Zonal Committee.

H. The territorial in-charge Deputy General Secretary shall also attend the Zonal Committee meeting as and when need arises.

I. HEAD OFFICE UNIT & HEAD OFFICE COMMITTEE:

a) All members working in Head Office shall become members of Head Office Unit.

b) Head Office Committee shall be elected in Head Office Unit meeting.

c) Head Office Committee shall consist of the following functionaries.

   i. Asst. General Secretary
   ii. Regional Secretaries
   iii. Asst. Regional Secretaries
d) Number of Asst. Regional Secretaries shall be maximum 11 and shall be elected in Head Office Unit meeting.

e) Head Office Unit and Head Office Committee is equated with Zonal Conference and Zonal Committee in the organization structure and all other clauses other than mentioned above are equally applicable to Head Office Unit and Head Office Committee.

VII. **UNIT:**

A. The Unit consists of all members working in the branch/office.

B. The Unit shall elect the Unit Secretary where the membership is up to 10. The Unit shall also elect Asst. Unity Secretary if the number exceeds 10.

C. The Unit Secretary/Asst. Unit Secretary shall collect subscriptions by way of check-off or otherwise remit the amount, prepare a statement and submit to the headquarters of the Federation.

D. The interests of the members in the branch/office will be looked after by Unit Secretary/Asst, Unit Secretary.

VIII. **PERIODICITY & NOTICES**

<table>
<thead>
<tr>
<th>Name of the structure</th>
<th>Periodicity</th>
<th>Minimum Notice required</th>
<th>Notice required</th>
</tr>
</thead>
<tbody>
<tr>
<td>All India Conference</td>
<td>3 years</td>
<td>21 days</td>
<td></td>
</tr>
<tr>
<td>General Council</td>
<td>3 years</td>
<td>15 days</td>
<td></td>
</tr>
<tr>
<td>Executive Committee</td>
<td>6 months</td>
<td>10 days</td>
<td></td>
</tr>
<tr>
<td>Working Committee</td>
<td>In between EC Meeting</td>
<td>7 days</td>
<td></td>
</tr>
<tr>
<td>Emergency Working Committee</td>
<td>-</td>
<td>2 days</td>
<td></td>
</tr>
<tr>
<td>Secretariat</td>
<td>1 week</td>
<td>Any time</td>
<td></td>
</tr>
<tr>
<td>Zonal Conference</td>
<td>3 years</td>
<td>10 days</td>
<td></td>
</tr>
<tr>
<td>Zonal Committee</td>
<td>3 months</td>
<td>3 days in AP State &amp; 7 days in outside AP State</td>
<td></td>
</tr>
<tr>
<td>Unit</td>
<td>As per requirement</td>
<td>Any time</td>
<td></td>
</tr>
</tbody>
</table>

NOTE: However, the meeting can be called as and when required even before completion of periodicity depending upon the necessity but minimum period of Notice should be invariably followed.

IX. General Secretary and President can attend any meetings of Federation forums as EX-officio.

9. **FINANCE & FUND**

a) The General Fund shall comprise admission fee, subscription, donations and other contributions received from members of otherwise and profits or interest accruing on deposits of investments and receipts of the like nature.
b) The Funds of the Federation shall be kept in such bank or banks as the Executive Committee may think proper and accounts shall be operated by the General Secretary, jointly with Treasurer or Asst. Treasurer.

c) **ZONAL FUND:**

i. The fund shall be kept in such Bank or Banks as the Zonal Committee decide.

ii. Account shall be operated jointly by Zonal Secretary and Treasurer.

iii. The Zonal Secretary, Regional Secretaries and Treasurer shall meet once in 3 months and approve the accounts of the Zonal Fund. A copy of the approved accounts shall be submitted to the General Secretary by the Zonal Secretary.

d) **WELFARE FUND:**

i. A separate account will be maintained in the name of AIABOF, Welfare Fund and the fund shall be kept in such bank of banks as the Executive Committee may think proper and accounts shall be operated by the General Secretary, jointly with Treasurer or Asst. Treasurer.

ii. **Ex-gratia to the family of Members of Federation who die in harness:**

If any member of the Federation dies in the harness, their family members shall be paid Ex-gratia out of Welfare Fund. Quantum of Ex-gratia shall be decided and communicated by the Executive Committee. The quantum shall be reviewed once in a year keeping the fund position into consideration.

Rules for eligible nominee claims and other related matters shall be formulated by Executive Committee.

e) The funds of Federation may be spent for all purposes which will promote the objects of the Federation, subject, however, to the provisions of Section 15 of Act XVI of 1926 (Trade Unions Act) and payment of expenses of administration, salaries etc., necessary for its proper management.

f) A separate fund may be maintained and spent for the purpose laid down in Section 15 of the Act XVI of 1926, but contributions to such fund shall not be compulsory for any member.

g) Accounts shall be audited yearly and annual return as prescribed under Section 23 of Trade Unions Act, 1926, shall be prepared and submitted to the Registrar of Trade Unions within the stipulated time as prescribed in the Act.

10. **VACANCIES**

In the event of the vacancy in the Executive Committee, Zonal Committee of unit, it may be filled up by co-option of a member by the respective bodies and the arrangement so made shall remain in force for the remainder of the term.
11. ELECTIONS

(A) Elections shall be held under secret ballot.

(B) Elections shall be conducted under Postal ballot system for Executive Committee.

(C) Election of any post shall be decided by highest number of votes polled by the candidate(s) in order of their ranking for the available posts.

(D) Executive Committee shall be the competent authority to appoint Election Committee consisting of Returning Officer and 2 more Members.

(E) Executive Committee shall notify the time schedule for elections.

(F) Executive Committee shall not have any power to cancel/defer election once notified time schedule of the elections. However, Election Committee may defer the time schedule under extraordinary circumstances like natural calamity etc., with a unanimous consent of the Committee Members, declaring postponement.

(G) List of eligible voters shall be handed over to the Election Committee immediately after appointment of Election Committee.

(H) Members who are in arrears of payment of subscription for 3 months shall be disqualified to vote in the elections.

(I) Members who have not participated in strike programmes decided by the Federation since declaration of results of previous elections shall not be eligible to contest in the elections for the prospective term. If member obeys subsequent calls, he/she shall be eligible to contest for future term as applicable to other members.

This clause equally applies to the members who are co-opted to the Executive Committee subsequently.

(J) Executive Committee shall decide about debarring from the contest by the members who are not paid levy imposed by the organization during the period since declaration of results of previous election. The power to debar is restricted to one term only. If the member obeys subsequent calls, he/she will be allowed to contest future terms as applicable to other members.

(K) Ordinarily Secretariat shall provide necessary assistance to the Election Committee to conduct the elections. However, in the event of any difference of opinion in this regard, the committee should be empowered to engage such number of employees and for such period as may be necessary, funds for the same being made available from the Federation.

(L) Members of the Election Committee shall not be eligible to contest.

(M) The President, General Secretary and Treasurer are the principle office-bearers. Any member who holds any post as principle office-bearer for two consecutive terms shall not be eligible to contest for a third consecutive term for any of the posts of a principle office-bearer.
(N) Election Committee shall provide reasonable period and fair opportunity to the candidates to file nominations, to withdraw nominations and to canvas amongst members by conducting meetings and by issuing appeals.

(O) The Returning Officer on behalf of Election Committee shall announce the final results and sign declaration to that effect; the new term of elected office-bearers are deemed to have taken over immediately on announcement.

(P) The Returning Officer’s authority shall be binding.

(Q) The newly elected Executive Committee shall meet within a period of 30 days from the date of declaration of results by the Returning Officer.

(R) The All India Conference shall be convened within a period of 6 months from the date of declaration of results.

(S) Subsidiary rules regarding elections shall be framed and circulated by the Executive Committee.

12. DECISIONS:

All decisions in the meeting and conferences shall be taken on the basis of simple majority except in the case of no confidence motions for removal of office-bearers where 2/3rds majority is required.

13. AMENDMENTS OF BYE LAWS:

i. Member delegates who desire to move any resolution of any amendment to Bye-Laws at the All India Conference shall send copies of the same to General Secretary to place it before the Executive Committee prior to the notification of All India Conference.

ii. Member delegates who desire to move any resolution or any amendment to Bye-Laws at the All India Conference shall send the copies of the same to Grievances Committee after notification of All India Conference.

iii. The Bye Laws of the Federation may be amended, replaced, rescinded or added to by a majority of the member delegates present at the All India Conference.

iv. Any amendment to these rules will come into force with immediate effect, i.e. from the date of the All India Conference where such amendment was approved, unless otherwise specified, except tenure of the Executive Committee as per Clause 8 III B. The same will come to force from election 2008 onwards.

v. (a) The recommendations of Executive Committee to amend, alter, replace, rescind or add any clauses of Bye Laws should be circulated along with Notice or maximum at the commencement of business session only.
(b) The same shall be applicable to the Grievances Committee also to circulate member delegate’s proposals on Bye Laws. Member delegates shall submit their proposals to the Grievances Committee 48 hours in advance so that Grievances Committee can make preparations for circulation of these proposals after approval at the commencement of business session.

14. REFERENDUM:

A. Any major issue, which requires larger opinion, may be referred to referendum of members by the Executive Committee.

B. Executive Committee shall constitute “Referendum Committee” consisting of one Chairman and two other members who shall organize Referendum through postal ballot as per the procedure laid down in election process.

15. GRIEVANCES COMMITTEE:

i. Executive Committee shall constitute the Grievances Committee simultaneously along with the decision of conduct the All India Conference.

ii. The Committee shall consist of 3 members of Executive Committee.

iii. The decision shall be communicated to the members along with the Notice of All India Conference.

iv. Any member who desires to raise any issue before the All India Conference shall submit in writing to the Grievances Committee.

v. The decision of Grievances Committee to place it before the All India Conference shall be final.

vi. The Committee shall cease its functioning at the close of the All India Conference.

16. DISSOLUTION OF THE FEDERATION:

The Federation shall not be dissolved except by a Resolution to the effect passed by at least 75% of the delegates present at a special conference called for the purpose and attended by at least 75% of the total strength of the delegates. The funds and properties, if any, shall be disposed off in the manner provided for in the Trade Union Act of 1926.
ANNEXURE TO BYE LAWS

ANNEXURE-I

THE STRUCTURE OF ASST. GENERAL SECRETARIES

There shall be one post of Asst. General Secretary to each Zone of the Federation. The structure of Zone is same as Bank Zones except in case of Mumbai. The Head Office Department of Investment & International Banking situated at Mumbai shall be included in Mumbai Zone.

The Executive Committee shall have the power to rearrange the structure of Asst. General Secretaries as and when Bank reorganizes the Zones. The decision of Executive Committee shall be ratified by the next immediate All India Conference. At present, the posts of Asst. General Secretaries are as per the Zones mentioned hereunder.

<table>
<thead>
<tr>
<th>S.NO.</th>
<th>ZONE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Kolkata</td>
</tr>
<tr>
<td>2.</td>
<td>Bhubaneswar</td>
</tr>
<tr>
<td>3.</td>
<td>Berhampur</td>
</tr>
<tr>
<td>4.</td>
<td>Visakhapatnam</td>
</tr>
<tr>
<td>5.</td>
<td>Kakinada</td>
</tr>
<tr>
<td>6.</td>
<td>Eluru</td>
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<tr>
<td>7.</td>
<td>Vijayawada</td>
</tr>
<tr>
<td>8.</td>
<td>Guntur</td>
</tr>
<tr>
<td>9.</td>
<td>Ongole</td>
</tr>
<tr>
<td>10.</td>
<td>Tirupathi</td>
</tr>
<tr>
<td>11.</td>
<td>Chennai</td>
</tr>
<tr>
<td>12.</td>
<td>Bangalore</td>
</tr>
<tr>
<td>13.</td>
<td>Kurnool</td>
</tr>
<tr>
<td>14.</td>
<td>Mahaboobnagar</td>
</tr>
<tr>
<td>15.</td>
<td>Hyderabad-I</td>
</tr>
<tr>
<td>16.</td>
<td>Hyderabad-II</td>
</tr>
<tr>
<td>17.</td>
<td>Head Office</td>
</tr>
<tr>
<td>18.</td>
<td>Warangal</td>
</tr>
<tr>
<td>19.</td>
<td>Karimnagar</td>
</tr>
<tr>
<td>20.</td>
<td>Nizamabad</td>
</tr>
<tr>
<td>21.</td>
<td>Mumbai</td>
</tr>
<tr>
<td>22.</td>
<td>New Delhi</td>
</tr>
<tr>
<td>23.</td>
<td>Chandigarh</td>
</tr>
</tbody>
</table>
ANNEXURE-II

THE STRUCTURE OF REGIONAL SECRETARIES

The post of Regional Secretary shall be as per specified area of operation within the Zone on the territorial basis of State, District, Region/Area as decided by Executive Committee. However, in case of Head Office, the post of Regional Secretary can be on the basis of departments also in addition to the area of operation.

Wherever 10 or more branches are situated in one State or Cluster of States in a specified area and no post of Regional Secretary is in existence, the post of Regional Secretary shall be created.

In such cases after creation of new post, if any existing post of Regional Secretary consists of less than 10 branches, such post shall be abolished and these branches shall come under direct control of Asst. General Secretary.

The Executive Committee shall have the power to notify the post and the same shall be ratified in the next immediate All India Conference.

The status of new branches opened at the places/States not demarcated by the structure shall be decided by the Executive Committee.

Branches in States which are not demarcated in the structure shall be coordinated directly by Asst. General Secretary.

At present, the posts of Regional Secretaries as per Area of Operation are mentioned hereunder.

AREA OF OPERATION OF REGIONAL SECRETARIES

<table>
<thead>
<tr>
<th>S.NO.</th>
<th>Post</th>
<th>Area of Operation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>West Bengal</td>
<td>West Bengal State</td>
</tr>
<tr>
<td>2.</td>
<td>Bihar</td>
<td>Bihar State</td>
</tr>
<tr>
<td>3.</td>
<td>Bhubaneswar</td>
<td>Branches in Bhubaneswar Area*</td>
</tr>
<tr>
<td>4.</td>
<td>Sambalpur</td>
<td>Branches in Sambalpur Area* &amp; Chattisgarh State</td>
</tr>
<tr>
<td>5.</td>
<td>Berhampur</td>
<td>Branches in Berhampur Area *</td>
</tr>
<tr>
<td>6.</td>
<td>Srikakulam</td>
<td>Srikakulam District</td>
</tr>
<tr>
<td>7.</td>
<td>Vizianagaram</td>
<td>Vizianagaram District</td>
</tr>
<tr>
<td>8.</td>
<td>Visakhapatnam</td>
<td>Visakhapatnam District</td>
</tr>
<tr>
<td>9.</td>
<td>Kakinada</td>
<td>Branches in area situated in erstwhile Kakinada Region</td>
</tr>
<tr>
<td>10.</td>
<td>Rajahmundry</td>
<td>Branches in area situated in erstwhile Rajahmundry Region</td>
</tr>
<tr>
<td>11.</td>
<td>Eluru</td>
<td>Branches in area situated in erstwhile Eluru Region</td>
</tr>
<tr>
<td>12.</td>
<td>Bhimavaram</td>
<td>Branches in area situated in erstwhile Bhimavaram Region</td>
</tr>
<tr>
<td></td>
<td>City/State</td>
<td>Location/Notes</td>
</tr>
<tr>
<td>---</td>
<td>---------------------</td>
<td>-------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>13.</td>
<td>Vijayawada</td>
<td>Branches in area situated in erstwhile Vijayawada Region</td>
</tr>
<tr>
<td>14.</td>
<td>Machilipatnam</td>
<td>Branches in area situated in erstwhile Machilipatnam Region</td>
</tr>
<tr>
<td>15.</td>
<td>Guntur</td>
<td>Branches in area situated in erstwhile Guntur Region</td>
</tr>
<tr>
<td>16.</td>
<td>Tenali</td>
<td>Branches in area situated in erstwhile Tenali Region</td>
</tr>
<tr>
<td>17.</td>
<td>Ongole</td>
<td>Ongole District</td>
</tr>
<tr>
<td>18.</td>
<td>Nellore</td>
<td>Nellore District</td>
</tr>
<tr>
<td>19.</td>
<td>Chittoor</td>
<td>Chittoor District</td>
</tr>
<tr>
<td>20.</td>
<td>Kadapa</td>
<td>Kadapa District</td>
</tr>
<tr>
<td>21.</td>
<td>Chennai</td>
<td>Branches in Chennai City</td>
</tr>
<tr>
<td>22.</td>
<td>Tamil Nadu</td>
<td>Branches in Tamil Nadu State &amp; Pondicherry U.T. (excluding Chennai City)</td>
</tr>
<tr>
<td>23.</td>
<td>Kerala State</td>
<td>Kerala State</td>
</tr>
<tr>
<td>24.</td>
<td>Karnataka</td>
<td>Branches in Karnataka State (excluding Bangalore City)</td>
</tr>
<tr>
<td>25.</td>
<td>Bangalore</td>
<td>Branches in Bangalore City</td>
</tr>
<tr>
<td>26.</td>
<td>Anantapur</td>
<td>Anantapur District</td>
</tr>
<tr>
<td>27.</td>
<td>Kurnool</td>
<td>Kurnool District</td>
</tr>
<tr>
<td>28.</td>
<td>Mahaboobnagar</td>
<td>Mahaboobnagar District</td>
</tr>
<tr>
<td>29.</td>
<td>Nalgonda</td>
<td>Nalgonda District</td>
</tr>
<tr>
<td>30.</td>
<td>Hyderabad Central</td>
<td>Branches in Hyderabad Central Area *</td>
</tr>
<tr>
<td>31.</td>
<td>Secunderabad</td>
<td>Branches in Secunderabad Area *</td>
</tr>
<tr>
<td>32.</td>
<td>Somajiguda</td>
<td>Branches in Somajiguda Area *</td>
</tr>
<tr>
<td>34.</td>
<td>Ranga Reddy West</td>
<td>Branches in Western Area in R.R.Dist. *</td>
</tr>
<tr>
<td>35.</td>
<td>Pattabhi Bhavan</td>
<td>Head Office Departments in Pattabhi Bhavan Building</td>
</tr>
<tr>
<td>36.</td>
<td>Koti</td>
<td>Head Office Departments in Koti Building</td>
</tr>
<tr>
<td>37.</td>
<td>DIT</td>
<td>C.B.S. &amp; I.T. Departments</td>
</tr>
<tr>
<td>38.</td>
<td>Warangal</td>
<td>Warangal District</td>
</tr>
<tr>
<td>39.</td>
<td>Khammam</td>
<td>Khammam District</td>
</tr>
<tr>
<td>40.</td>
<td>Karimnagar</td>
<td>Karimnagar District</td>
</tr>
<tr>
<td>41.</td>
<td>Adilabad</td>
<td>Adilabad District</td>
</tr>
<tr>
<td>42.</td>
<td>Nizamabad</td>
<td>Nizamabad District</td>
</tr>
<tr>
<td>43.</td>
<td>Medak</td>
<td>Medak District</td>
</tr>
<tr>
<td>44.</td>
<td>Maharashtra</td>
<td>Branches in Maharashtra State (excluding Mumbai City)</td>
</tr>
<tr>
<td>45.</td>
<td>Mumbai</td>
<td>Branches in Mumbai City &amp; IIB Dept. of Head Office situated in Mumbai</td>
</tr>
<tr>
<td>46.</td>
<td>Gujarat State</td>
<td>Gujarat State</td>
</tr>
</tbody>
</table>
47. M.P. State  M.P. State
48. U.P. State  U.P. State
49. Delhi  Branches in NCR, Delhi falling under New Delhi Zone
50. Haryana  Haryana State
51. Punjab  Punjab State
52. Chandigarh  Branches in Chandigarh U.T., Uttarkhand and Jammu & Kashmir states

* Area of operation shall be decided by Executive Committee.

ANNEXURE-III

THE STRUCTURE OF ZONAL & REGIONAL SET UP

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Asst. Secretary</th>
<th>Gen. Secretary</th>
<th>Regional Secretary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Kolkata</td>
<td>West Bengal</td>
<td>Chittoor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bihar</td>
<td>Kadapa</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Branches in Jharkhand, Assam, Meghalaya &amp; Sikkim (Directly under control of AGS)</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Bhubaneswar</td>
<td>Bhubaneswar</td>
<td>Chennai</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sambalpur</td>
<td>Tamil Nadu</td>
</tr>
<tr>
<td>3.</td>
<td>Berhampur</td>
<td>Berhampur</td>
<td>Bangalore</td>
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<tr>
<td></td>
<td></td>
<td>Srikakulam</td>
<td>Karnataka</td>
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<tr>
<td>4.</td>
<td>Visakhapatnam</td>
<td>Visakhapatnam</td>
<td>Mahaboobnagar</td>
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<tr>
<td></td>
<td></td>
<td>Vizianagaram</td>
<td>Kerala</td>
</tr>
<tr>
<td>5.</td>
<td>Kakinada</td>
<td>Kakinada</td>
<td>Kurnool</td>
</tr>
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<td></td>
<td></td>
<td>Rajahmundry</td>
<td>Anantapur</td>
</tr>
<tr>
<td>6.</td>
<td>Eluru</td>
<td>Eluru</td>
<td>Mahaboobnagar</td>
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<tr>
<td></td>
<td></td>
<td>Bhimavaram</td>
<td>Nalgonda</td>
</tr>
<tr>
<td>7.</td>
<td>Vijayawada</td>
<td>Vijayawada</td>
<td></td>
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<td></td>
<td></td>
<td>Machilipatnam</td>
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<td>8.</td>
<td>Guntur</td>
<td>Guntur</td>
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<td></td>
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<td>Tenali</td>
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<td>9.</td>
<td>Ongole</td>
<td>Ongole</td>
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<td></td>
<td>Nellore</td>
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<tr>
<td>10.</td>
<td>Tirupathi</td>
<td>Chittoor</td>
<td></td>
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<td></td>
<td></td>
<td>Kadapa</td>
<td></td>
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<tr>
<td>11.</td>
<td>Chennai</td>
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<td>New Delhi</td>
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The Executive Committee shall have the power to modify the structure as and when Bank reorganizes the Zones. However, the decision of Executive Committee shall be placed in the immediate next All India Conference for ratification.

###
RESOLUTION NO.1

REGULATED WORKING HOURS FOR THE OFFICERS’ COMMUNITY

1. Officers working in our Bank have been virtually slogging for 14-15 hours every day to keep the branch work up to date, to meet the ever increasing aspirations / expectations of the customers and that of the Controlling Office. Every Officer is working under tremendous pressure as the controlling office demands from the Officers prompt and quick submission of returns, statements, MIS, closure of Inspection file within the stipulated period, ensuring complaint-free-customer service, achieve the targets under various parameters fixed by the Bank etc. Every day new products are launched, new computer packages are introduced and the Officers are expected to assimilate the knowledge and skills to handle the emerging situations. As a consequence, the Officers’ Community is bogged down with more and more burden of work in the branch and Officers have to slog from dawn to dusk.

2. This situation is the direct result of shortage of staff in the branch. There was an exodus of highly skilled and professional bankers from the Bank under the Exit Scheme introduced in the Bank in the year 2005. There was no matching recruitment of personnel, thereby leaving the Officers’ Community in the Bank to carry the burden of ever increasing work load, forcing them to spend more time in the Bank and less time with family and children.

3. This has adversely affected the morale, motivation, health and happiness of the Officers’ Community and the Officers are so much frustrated and disillusioned with these job roles. Nevertheless, the Officers have been giving their best for the concerted growth of the Branch/Bank.

4. The 11th All India Conference of All India Andhra Bank Officers’ Federation during its meeting held at Vijayawada on 11th and 12th July, 2015, urges upon the IBA/Government to introduce regulated working hours for the Bank Officers and enable them to work with enthusiasm, zest and zeal in achieving the goals and objectives placed before them and this should be done on a priority basis so as to avoid deepening of frustration and demoralization of the Officers’ Community.
RESOLUTION NO.2

COMPLIMENTS FOR THE INTRODUCTION OF PARTIAL 5 DAY WEEK

1. The 11th All India Conference of All India Andhra Bank Officers’ Federation at its meeting held at Hyderabad on 16th August 2015, strongly felt that keeping in view the tremendous technological developments, such as Core Banking Solutions, Tele Banking, Internet Banking, Mobile Banking, ATM etc, which have reduced the number of customers visiting the branches, there is a need to implement 5 day week for Banking Industry. Although every officer is under tremendous pressure to meet the demand of the controlling office, besides achieving the targets imposed by the Corporate office, working on Saturday, though half day, has been virtually a full day only, as the officers are compelled to continue in the office even after the day’s work, thus making Saturday a full working day for the officers.

2. The UFBU and IBA were able to resolve the issue of the introduction of 5 day week in a partial manner thus making an advance in the resolution of the long pending demand of the employees and officers’ in the banking industry. The Reserve bank of India has introduced long back in their institution 5 day’s week in full measure. Introduction of 5 days week making 2nd and 4th Saturdays’ holidays in the banking industry is a welcome move and the employees and officers all over the country compliment and congratulate the UFBU and IBA for having resolved the issue. In view of the fact that the banking industry has tremendous technology advantage, the tele banking, Mobile Banking, ATM etc., which have reduced the need for the visit to the branches by the customers there should not have been any difficulties for the introduction of 5 days week in full measure.

3. The extending of the 5 day week in a full measure as prevailing in the Reserve Bank of India, and various institutions in India as prevailing in the western countries including USA and Japan, will help our officers and employees in the banking industry to enjoy good health and spend quality time with their family members and in turn their productivity and efficiency is sure to increase when they report back to duty after a relaxed weekends.

4. These measures would also help the institutions to save electricity, conservation of fuels/petrol which in turn will reduce the bad effects on the environment.

The 11th All India Conference of All India Andhra Bank Officers’ Federation at its meeting held at Hyderabad on 16th August, 2015 resolves to urges upon the IBA and the Government to introduce the 5 days’ week which a further improvement over the current settlement at an early date.
Adequate Recruitment of Staff is the Need of the Hour

1. The 11th All India Conference of All India Andhra Bank Officers’ Federation at its meeting held at Hyderabad on 16th August, 2015 had an occasion to deliberate and discuss the problems of the officers in the bank with particular reference to the shortage of staff in the bank. The vast diversification, the cross selling of products, several new initiatives/scheme of the Government such as opening of Jan Dhan Bank accounts, the Pension and the accident insurance scheme introduced in respect of the unorganized sector through the banking system etc., have increased the workload in the bank.

2. The bank is also expanding leap and bounds by opening a large number of branches all over the country in order to meet the growing demand of the customers and the banking needs in the interior parts of the country had aggravated the problems of shortage of staff.

3. The bank has been following adhoc policy of recruiting a few hundreds at an irregular intervals which is even not sufficient to take care of the retirements/resignations etc., in the bank. There is a need to adopt a scientific method of assessing the requirement of staff on an annual basis and to recruit sufficient number of staff at a periodical intervals. Due to shortage of staff the, the Officers are forced to work for 14-15 hours every day which has caused deep de-motivation, frustration among the rank and file. The situation has adversely affected the health of the Officers. They are not in a position to spend quality time with the family. These unfortunate developments are certainly detrimental to the concerted growth of the Bank, better customer service, health and happiness among the Officers.

4. The All India Conference therefore urges upon the Management of the Bank to take up the issue of recruitment of the staff in adequate measure at an early date.
RESOLUTION NO.4

UPDATION OF PENSION FOR BANK EMPLOYEES AND OFFICERS

1. Wages of in–service Employees are revised upward with each successive settlements / commissions/ awards. In case of Bank Employees/Officers, the revision takes place once in 5 years as against 10 year interval in case of Government Employees. Recent 5th and 6th Central Pay Commissions, have improved the wages and Pensions of Government Employees substantially. The government is now awaiting for the receipt of the seventh pay commission report to be implemented for the central government employees. Our information reveals that the commission has made further improvement in the wages as well as the pension benefits. Likewise wage scales and pay scales of employees of Public Sector have all risen substantially. Even our legislators and Members of Parliament, Judges and Judicial officers got hefty hike in their monthly salaries, perks and allowances, including pensions. The legislators and MPs have the bonanza of hefty pension, even if their stint is for a very short spell.

2. It is only the Bank Retirees who have been left high and dry, despite their persistent pleas for updation of Pension periodically. This has resulted in many anomalous situations where a General Manager who retired in 2001 is drawing lesser pension than a Scale I officer who retired in 2010. This wide gap will further widen with each subsequent wage revisions. This is highly unjust and discriminatory.

3. With the rising cost of living, unrevised pension and denial of 100% DA neutralization, bank retirees are hard pressed and finding it difficult to lead a decent living. Bank retirees only desire a decent and comfortable living, definitely not a luxurious living.

The 11th All India Conference of All India Andhra Bank Officers’ Federation at its meeting held at Hyderabad on 16th August, 2015 deliberated on the issue in a threadbare manner and urged upon the Ministry of Finance, Government of India and IBA, to consider upgradation / updation of pensionary benefits, revision of 5th and 7th bipartite retirees pension, family pension, commutation factor and pension at 50% of last drawn salary, payable to the Andhra Bank retirees, keeping in view the following circumstances.

a) Bank retirees are generally senior citizens and have health complications of varying degrees requiring constant medical attention and nursing.

b) Common needs of all retirees could be physical, emotional, health and security related.
   Physical needs relate to food, shelter and clothing. The medical needs increase as age rolls by and the mounting costs are bothering them.

   Emotional needs include being together with family members, as this ensures care and counseling whenever required.

   Security needs consist of financial security in the sunset years of a retiree’s life.

Some of the judicial pronouncements have upheld the demand for periodical upgradation. This is also warranted keeping in view the principles of equity and equality, natural justice.
RESOLUTION NO.5

CORRUPTION IN PUBLIC LIFE

1. The 11\textsuperscript{th} All India Conference of All India Andhra Bank Officers' Federation at its meeting held at Hyderabad on 16\textsuperscript{th} August, 2015 views with deep concern the corruption in public life at alarming proportions. The recent scams in the case of allocation of 2G Spectrum, Commonwealth Game, involving irregularities of colossal proportions, Adarsh Society Scam in allotment of flats to politicians, and the highly placed, land allotment scam in Karnataka etc., further Tetra Trucks scam unearthed recently by CBI investigation, a deal of officials of BEML etc., have shattered the conscience of the society. Our country has earned the sobriquet of highly corrupt nation in the world.

2. No policies, rules, legislations or laws, have helped in preventing this all pervasive sin perpetrated by vested interests and selfish individuals, politicians, bureaucrats, government employees in tandem with politicians, at all levels. The cancer of corruption has spread to all organs of the state, the legislature, the executive, the judiciary and even to defence establishments. The instances of abuse of power and unabashed attempts at cover –up, are greeting the citizens every day through the print and electronic media. Political system is totally criminalized. Industrialists act as accomplices. Law enforcement is subverted. Economic offenders roam about with impunity. Administration is paralyzed.

3. 65 years of planning has gone down the drain. Sweat, labour and sacrifices of millions of people during the last 68 years for building a brighter future for India, have all been squandered.

4. Unless the society is cleansed of the rot that has set in, the suffocations may lead to the death of the nation hood.

5. The working class and the Trade Unions must keep as their first priority, a war on corruption.

6. The All India Conference calls upon all the patriotic organizations in the country to come together and with single minded direction, fight and vanquish the demon of corruption and save the society and country from decay and destruction.
RESOLUTION NO.6

REVIEW OF ACCOUNTABILITY

1. The 11th All India Conference of All India Andhra Bank Officers’ Federation at its meeting held at Hyderabad on 16th August, 2015, wishes to stress that establishing accountability is not to find scapegoats. Unfortunately the present practice in the banks is to find scapegoats, that too some junior officers at operating level, in the name of accountability. Particularly it is noticed that in the matter of failure of advances, accountability of Officers at administrative levels is not sought. The increase in the number of charge-sheets during the past 3 / 4 years is illustrative of such dangerous trend in the recent times.

2. The All India Conference desires that accountability should be fixed right from the Board to lowest levels, for loan losses. In the context of fixing the accountability, the questions whether the sanctioning authority has acted within his delegated powers, whether he has acted under political or other pressures, whether he has acted on other considerations, whether or not he has made proper appraisal of the loan proposal, should be thoroughly examined. In short, accountability should be fixed after following due procedure and on the basis of facts and circumstances, on persons really responsible irrespective of hierarchical position they may be occupying.

3. The All India Conference also desires that the Accountability concept should be restricted to two Inspections of the branch or five years whichever is earlier.
RESOLUTION NO.7

REVIEW CONDUCT AND DISCIPLINARY RULES; PROLONGED SUSPENSIONS; DISPROPORTIONATE AND HARSH PUNISHMENTS; APPEALS AND REVIEW PETITIONS; SEALED COVER AND RIGOUR PROCEDURE etc.

1. The 11th All India Conference of All India Andhra Bank Officers’ Federation at its meeting held at Hyderabad on 16th August, 2015 calls for a comprehensive review of the Conduct and Disciplinary Rules for the Officer-employees presently in force in the bank. The rules are outdated and are negative in character. The rules were framed for Indian Civil Service in the days of the British rule. During Emergency in 1975/76, these rules have been imposed upon the banking industry. In so doing, the Government failed to distinguish industry from Civil Service. Managerial judgment and discretion and objectives to be achieved are more important in an industry as against straight jacket rules in Civil Service. The present rules make it almost impossible for Officer-employees to use their discretion and judgment, keeping in view the changes in the banking environment. The rules thus tend to subdue dynamism and kill the initiative of officers. Contrary to the principles of natural justice, the rules presume that every Officer is guilty, unless and until proved otherwise. In the context of developmental and innovative banking, Officers are required to assume risks and go all out to help poorer sections of society, unemployed youth, women and backward classes. It is necessary for the Government and the bank Management to create a climate wherein the Officers will be encouraged to take risks, use judgment and discretion and not feel shackled by the obscurantist conduct rules. The All India Conference urges the Government and the Bank Management to initiate an early dialogue with AISBOF, the representative organization of the bank officers, for the purpose of drawing up a new set of positive guidelines to govern the conduct of the Officers.

2. The All India Conference expresses its deep concern over inordinate delays in concluding disciplinary proceedings, unwarranted and unjustified suspensions which continue for indefinite periods and the tendency on the part of the disciplinary authorities to impose upon Officers punishments, harsh and disproportionate to the lapses alleged against them.

3. The All India Conference notes that for want of a due procedure and secretarial arrangements, the Appellate Authorities/Review Committees do not give the appeals/review petitions, time and attention that is called for. The appeals/review petitions are dismissed in a routine manner without due consideration to the various contentions raised by the appellant / petitioner and no speaking order is made.

4. The sealed cover procedure and debarment policy, have several gaps. The systems must be rationalized; several individual Officers have suffered injustice because of the infirmities in the sealed cover procedure.
5. The All India Conference also notes with concern that the interference from CBI and CVC in the matter of Disciplinary Proceedings have assumed alarming proportions in recent times. Even routine errors of judgement are sought to be brought under the purview of ‘vigilance angle’. Though the discretionary powers of officers have been increased substantially, yet officers are wary of exercising the higher powers because of the twin ghosts of CBI & CVC. Needless to add, that such a situation is hardly conducive to the growth of the Bank.

6. Yet another Government agency which harasses the Bank Officers’ Community is Police Department in the name of complaints lodged by Bank against fraudulent customers and FIRs filed with them. There is no system of checking police harassment in the Bank except seeking legal intervention which is a costly and torturous experience. The Banking Department should come out with appropriate guidelines to Banks for protection of the innocent Officers from Police harassment in the name of investigation.

7. The All India Conference reiterates its demands for taking out the Officers’ Community from the purview of CVC and for establishment of an independent Vigilance Commission for Banks.

8. The All India Conference calls upon the Management to bring about a synthesis of the various rules, practices and policies in regard to the disciplinary matters so that Officers are assured against whimsical, capricious, vindictive and malicious acts by the controlling, investigating and disciplinary authorities.
RESOLUTION NO. 8

TO OPPOSE OUTSOURCING OF CORE FUNCTIONS OF BANK

1. Several initiatives of the Management in Banking Industry to outsource core functions of Banks have become a matter of serious concern for us. It is observed that very regular and routine works of the banks have been given to outside agencies unmindful of the consequences the industry is going to face.

2. Outsourcing is nothing but indirect privatization of the functioning as well as the corporate culture of several institutions. Outsourcing leads to exploitation of workers since outsourcing is nothing but contracting various functions of Banking, so that there is no need to compensate the work force in terms of legal provisions enacted for their protection. The Government firmly believes that the contract labour are not their responsibility. Unfortunately, the legal system of our country is such that the temporary and contract workers are thrown to the world of corporate wolves who fully exploit them and make huge profits with no accountability to their welfare. It is a shocking revelation that the public sector units have now become breeding grounds for the contractual labour since the routine functions which are being undertaken by the existing workforce who enjoy the benefit of job security and whatever welfare facilities are statutorily available to them, are being denied to them.

3. The recent initiative of the Reserve Bank of India in the area of outsourcing is a clear signal as to what is in store for us in the future. Some of the initiatives in the area of outsourcing are:-

   (i) Outsourcing of routine functions of Banks such as mobilization of deposits, opening of accounts, credit sanctions, documentation, follow-up, recovery etc. are sought to be outsourced.

   (ii) The RBI has already completed privatization of clearing in the name of National Payments Corporation of India which will undertake the entire clearing operations from the Banks as per the existing practice.

   (iii) The RBI is also seriously considering the privatization of debt management and other several core functions.

4. The issue of outsourcing should be a subject matter of bilateral discussions and hence, we are really concerned with the latest initiatives. The instructions issued by RBI are not taken as mere advice to the Banks and such instructions are always treated as direction. Hence it is our apprehension that such measures put would result in the surplus staff which may embolden the management to compel voluntary exit of staff.

5. The experience elsewhere has clearly shown that apart from increasing the cost of establishment the outsourcing of critical functions in banking are bound to adversely affect the profitability of the Bank.

6. The 11th All India Conference of All India Andhra Bank Officers’ Federation at its meeting held at Hyderabad on 16th August, 2015 expresses its concern about the directions issued by RBI and opposes unilateral initiatives of RBI and Government of India from time to time.
RESOLUTION NO.9

REJECT DR. P.J. NAYAK’S COMMITTEE REPORT

1. The 11th All India Conference of All India Andhra Bank Officers’ Federation at its meeting held at Hyderabad on 16th August, 2015 had occasion to deliberate on the various recommendations made by Dr. P.J. Nayak committee on the banking industry. The report is the repetition of the Narashimam Committee report aimed at handing over of the public sector banks to the private sector. The committee also wants that the control and management of the public sector banks should be taken away from the government. The present system of governance through the boards setup by the government is sought to be converted into handling over the boards to the corporate through the setting up of separate agency under the finance ministry.

2. The committee also takes away several powers which are being exercised through the government control and handing over to an independent body in regard to the capitalization of the banks, recruitment of the executives to the top positions of the banks, the appointment of outsiders ignoring the talents available in the bank. This results in frustration amongst the junior executives of the bank.

3. The All India Conference therefore urges upon the government to scrap the report in the interest of the Banking industry and people of the country.
ACHIEVEMENTS OF TEAM FEDERATION

The team Federation could achieve some notable improvements during the period 2012-2015 in various aspects and the gist and highlights of the same is reproduced hereunder.

- Restoration of CHECK-OFF facility to SM IV after a gap of nearly 24 months through negotiation in spite of losing the case filed during the year 2010 in the Hon’ble High Court of A.P.

- Coming up with a reasonably fair Promotion policy in spite of the Govt. of India guidelines and restrictions and playing an important role in minimizing the damage on account of APAR by waging a legal battle and also increasing the seniority quota from 25% to 35% in JM-1to MM II and from 25% to 40 & in respect of MM II to MM III. Weightage of service marks of 5 under seniority quota has been achieved.

- Bringing in place the transparency in APAR marks and the appeal mechanism that has greatly reduced the scope for disqualification under the APAR parameter for promotion after waging a successful legal battle.

- Coming up with an improved Transfer policy - in respect of restoration of 6 years stay in three Coastal Zones and improvement in pre retirement eligibility age from 58 to 57 for gents and 57 to 56 for women for exemptions from transfer policy and moderation of certain preemptive and restrictive clauses from the earlier bilateral policy etc.

- Ensuring an officer friendly transfer exercise up to MM III for the years 2012 to 2015.

- Taking up the anomalies in transfer exercise for MM III for the year 2014 where we do admit our failure to ensure the home state repatriation and consideration of request transfers in quite a few cases in spite of our best efforts.

- Taking up the cases of transfer of officers in scale II & III in the name of alleged non performance and could ensure the restoration in respect of quite a few number of cases.

- Reduction in CODST interest Rate by 1% and linking with Base rate after a gap of 5 years leaving further scope for reduction.

- Enhancement in CODST limit to Rs.4,50,000/- from Rs.3,75,000/- after a gap of 10 years.

- Reimbursement of Rs.500 /- each to two officers for attending the ATM cash replenishment and /or trouble shooting work etc on Sundays and holidays.

- Provision of AC vans to the Currency Chest to collect/deliver the cash to/from the branches.
✓ Reimbursement of cost of Vitamins to diabetes patients under domiciliary treatment – Issue of clear cut directions.
✓ Increase in Reimbursement of local shifting expenses with further relaxations.
✓ Improvements in Housing Loan scheme, extending the repayment period from 240 months to 360 months and up to 75 years that has come as a great relief for all officers to have a much lower EMI and also reducing the eligibility period to 3 years from 5 years.
✓ The Housing loan limit enhanced from Rs.20 lacs to Rs.40 lacs for officers up to Scale IV and Rs.50 lacs for Scale V and above.
   • Simple interest @ 8 % till the date of retirement and thereafter at the rate applicable to the public.
   • Repayment schedule of 360 installments or up to the age of 75 years beyond retirement whichever is earlier.
   • Acquiring second dwelling unit / 2nd loan after a gap of 7 years from the date of original availment of first house irrespective of whether the earlier loan is closed or not.
   • Takeover of the Housing Loan under general public with other Financial Institution or from our bank within the overall eligibility.
   • In case of substitution of the property, employee can avail the difference between the sanctioned limit and the revised limit when acquiring the new house.
   • Loan shall also be granted towards cost gap, acquiring an alternate accommodation with/without sale of the existing house/flat within the overall limit.
   • If the Husband & Wife are working in our bank both of them will be eligible for Staff Housing loan according to their individual entitlement or at jointly at the combined entitlement!
✓ Improvements in repairs ceiling from Rs.5.0 lacs to Rs.8.0 lacs and the improvement in A.B.E. Coop Bank repayment limit from Rs.1.0 lac to Rs.2.5 lacs and extending the same to the existing borrowers also.
✓ Reimbursement of Mobile expenses @ Rs.500/- per month to PA’s to General Managers at Head Office and Zonal Offices.
✓ Reimbursement of mobile expenses @ Rs.500/- per month to all Managers in JM-I and MM II on declaration basis.
✓ Reimbursement of news paper bill @ 175/- per month on declaration basis.
✓ Petrol Reimbursement on declaration basis.
✓ Incentive/out of pocket expenses to staff members who are performing ATM Joint Custodian duties at branch for attending ATM for cash replenishment and technical issues on Sundays & Holidays @ Rs.500/- to each of the two AIM Joint Custodians per day

✓ Federation representatives in the Zonal level JCC are increased to 7 from the existing 5 with one place reserved for ladies

✓ The HRMS package has been updated and the access is now made available to the officers at their desktop.

✓ Management has agreed to borne the cost of VAT @ 14.5% being recovered from the officers at the time of retention of furniture.

✓ The Management has referred our suggestions in the area of system support for improvement of operational efficiency of the staff at the branches to our DIT and it has become an ongoing feature.

✓ Leased Accommodation – Enhancement in Rental Ceilings by 20% more so in the background of adverse financial results and introduction of the concept of shared lease.

✓ Probation period for PO’s reduced to one year from the existing two years in respect of all categories of Probationary Officers.

✓ Taking up with the management to minimize the damage to the field level officers and Branch Managers on account of lapses in implementation of the ARDS Scheme 2008 resulting in almost zero level punishments!

✓ Taking up with the management to minimize the damage to the field level officers and Branch Managers on account of lapses in implementation of the KYC norms and resulting in minimum level of punishments!

✓ Taking up with the management in respect of several cases for quick revocation of suspensions in operational areas!

✓ During the period 2011-14 a total of around 3400 officers and 4200 clerks have been recruited in the bank apart from an addition of around 1000 officers/200 clerks on promotion from the clerical/sub staff cadre even as 2200 officers and 700 clerks have exited from the bank on superannuation and various other reasons.

✓ During the period 2011-14 a total of around 3600 officers have been promoted in various scales.

✓ Corresponding with management on several important issues affecting the service conditions of officers like out of state postings, the issues in promotions and transfers, branch expansion and issues of compensation, the disciplinary cases, the issues in ARDS, KYC etc., the copies of the same were circulated to members by way of circulars from time to time!
✓ Issuance of several circulars giving useful guidelines to the members on varied subjects like KYC & AML compliance, implementation of rural debt waiver and debt relief schemes of the A.P. and Telangana Governments etc, containing lot of inputs.

✓ Coordinating with the leadership of AIABAEU and submitting joint letters on several issues common to all the employees like Mckinsey, CODST interest issue etc.

✓ Improving the formula for arriving at eligibility criteria for performance incentive for the year 2012-13 that has resulted in increase in the number of eligible branches considerably.

With regard to the following long pending issues, there was a need to continue the efforts till we get positive results as the same were under the examination/consideration stage.

- Enhancement of limits for lodging expenses
- Enhancement of Conveyance expenses on consolidated basis under Scheme-A
- Improvements in personal Conveyance Scheme for SM-IV Managers
- Enhancement in Entertainment expenses
- Issue of compensation for extended working hours /holidays
- Review of leased accommodation

Details of some important issues taken up by the Team Federation during the period

• **GSLI Scheme – Improvements in the Scheme:**

We have taken up the issue of GSLI improvements raising the insurance coverage duly retaining the same premium rate. Now, the revised insurance coverage for officers up to MM III is Rs.4 lacs (Existing limit Rs 90000/-) and for the SM IV above it is Rs.5 lacs. (Existing limit Rs 120000/-) .The contribution of the amount will be split in to 65% under savings and 35% under risk premium.

The new ceilings came in to force from 01.07.2013.

• **Interest Rate on Education Loan to children of staff:** We have taken up the issue of Extension of switch over to of the existing BMPLR linked loans to that of Base Rate linked to get the benefit of reduced interest burden to the staff. We are glad to inform that the process of switching over has helped nearly 2400 employees by a reduction in the interest burden in arrange of 0.75% to 2.0%.