

THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS  
(REGD.No.7364)

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Circular No. 2013/19

Dated: 26/07/2013

TO ALL UNITS/ MEMBERS

Dear Comrades,

Sub: Instructions regarding recruitment in sub staff cadre  
- Anticipated Problems Confronting officers

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We understand that instructions have been given from Head Office to all the Zones to initiate the process of recruitment in the Sub- Staff Cadre as per the approval accorded by the Board on 01.03.2013. Based on the above instructions some of the Zones have started the process of recruitment.

2. The Federation had received queries from various Units seeking clarification / solutions to the anticipated problems to be faced by the Branch Managers in the process of implementation of the above instructions. As the Federation could not unilaterally clarify the position to its Units, we had sent detailed communication to the General Manager, Head Office, HR, by our letter No. Ref.No.: HOMGMT/2013/04 dated: 15/07/2013, which is appended below. Please refer to para 3 of our letter, wherein we have narrated anticipated problems which may be faced by our Branch Managers / Officers.

3. The anticipated problems outlined in our letter to HO, needs proper solution, otherwise the Officers/ Branch managers while confirming about a particular casual labour for having worked for more than 240 days may be put in to unnecessary and unwarranted complications. In the absence of any response from HO in the matter and to avoid contradictory claims and future problems, **we advise all concerned Branch Managers/ Officers to issue work experience certificate only to those casual labourers whose cases are supported by proper official records and proofs available in the Branch.**

With Warm Greetings,

Yours Faithfully,

(HARVINDER SINGH)  
GENERAL SECRETARY

**QUOTE:**

**Ref.No.: HOMGMT/2013/04**

**Dated: 15/07/2013**

**The General Manager (HR)  
Head Office, Mumbai**

Respected Sir,

**Re: INSTRUCTIONS REGARDING RECRUITMENT OF SUB STAFF CADRE  
THE ANTICIPATED PROBLEMS CONFRONTING OFFICERS**

We understand that instructions have been given from Head Office vide HO:HR:IR:MSS:208 dt. 02.07.2013, to all the Zones to initiate the process of recruitment of the Sub- Staff Cadre based on the approval accorded by the Board on 01.03.2013.

2. While the objectives and intention behind this process to absorb casual labourers in permanent employment is laudable, the earlier instructions of Head Office in this matter, the system adopted by the Branch Managers in line with the said Head Office instructions and certain developments subsequent to issue of your instructions is creating problems for the Branch Managers.

3. We give below practical difficulties as well as the anticipated problems to be faced by the Branch Managers in implementing the instructions in the matter.

- a) Right from the year 1988, Head Office has been instructing Branches through the Administrative Offices not to engage any casual labourer for period exceeding 4 days at a time and 60 days during the entire service.
- b) Even such engagements were to be done by way of reimbursement to the Branch Manager which was thereafter to be paid to the person engaged without bringing the name of such person in official records.
- c) The above instructions were regularly given to the Branches and confirmation was sought on monthly basis from the Branches.
- d) In many of the court cases, filed by such casual labourers claiming employment in the Bank, our officers have filed affidavits in the courts denying that any person has been engaged as casual labourer for more than 240 days. Our officers have also given evidence in favour of the Bank on the above lines.
- e) The present instructions given by Head Office contradict the above position and we anticipate this will put the officers to unnecessary trouble.
- f) The present process requires that applications are to be obtained from all such casual workers who have completed 240 days prior to May 2012 and the eligible age in such cases has been relaxed to the upper limit of 45 years as on 7<sup>th</sup> May, 2012. Taking the minimum age of a person eligible to be engaged as casual labourer is 18 years, this process would involve casual labourers engaged right from the year 1985 i.e. 27 years in the past.

- g) At the outset, no Branch Manager can vouch for having engaged a person for 240 days as casual labourer, as the procedure was only on reimbursement basis. Presuming that a person was engaged in the past, it would be impossible for the present Branch Manager to confirm that a person was engaged for more than 240 days in the past.
- h) With the RTI Act in force, there is greater danger of officers being targeted for giving false information not supported by official record.
- i) The developments subsequent to the issue of instructions by Head Office, specifically the circulars issued by different workmen organizations advising their members to educate such casual labourers, to mobilize their applications as well as to assist the eligible candidates in filling up of application forms and getting the same certified by the Branch/ Business Unit/ Office Head etc. only has escalated the problems for the Branch Managers. Because, this is bound to put unwarranted pressure on the Branch Managers from various quarters.
- j) In fact, the circular of workmen Unions even advises their members to be vigilant to ensure that only genuine and bonafide candidates avail the opportunity and to keep watch on manipulation. We would like to be enlightened as to how a Branch Manger can withstand pressures for certifying the cases where he is not involved nor the Branch has any record.

4. We have very briefly given the problems to be faced by the officers in the matter. In fact, the subject letter is the outcome of the apprehensions expressed by the officers /Branch Managers from various Units, who have already started getting pressures from various quarters. At present, very limited solutions are available before us. If the applications received from such casual labourers are to be simply forwarded by the Branch Managers, we have no issue. However, it is for the management to decide as to how far this would be in line with the settlement signed with the Union in the matter. In case the problems envisaged above and already being faced by the officers can be solved through dialogue, we are willing for even tri-partite meeting.

5. We request your immediate intervention and response so as to enable us to advise the officers appropriately in the matter.

Thanking you,

Yours Faithfully,  
Sd/-  
**(HARVINDER SINGH)**  
**GENERAL SECRETARY**

**UNQUOTE**