

THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Circular No. 2014/73

Date: 29/10/2014

Dear Comrades,

CENTRAL CONSULTATIVE COMMITTEE MEETING

Our members are well aware that our Federation is pro actively taking up various issues concerning our members with the management at appropriate levels. This is done with the help of consistent interaction with the general members through the General Secretaries of various Units, and compiling the practical problems faced/ issues requiring attention, to represent them to the Management. The members are regularly updated about the discussions held in the Central Consultative Committee (CCC) meetings held with our top Management.

Accordingly, we had apprised our members about the various issues taken up in the CCC meeting held on 2nd June, 2014 along with the response of the Management vide our Circular 2014/38 dated 14.06.2014. Subsequent to that, we had another CCC held on 8th and 9th September, 2014, whereby, we had elaborate discussions over several fresh issues / residual issues, in the presence of our esteemed Chairperson and Managing Director Smt. V.R. Iyer, General Manager, HR and other Management representatives. Out of several issues discussed, the Management principally agreed to many of them. We are happy to advise that the Bank has issued circulars on the following issues, after the Board accorded its approval in its meeting held on 05.09.2014:

i. PENDING CONFIRMATION OF DRO- THEY SHOULD BE MADE ELIGIBLE TO AVAIL SEVERAL LOAN FACILITIES

We always consider it as one of our prime responsibility to take care of the younger generation joining as DRO in our Bank and we had been strongly taking up issues specific to them like delay in confirmation as well as eligibility to avail staff loan facilities. Due to our taking up these issues, suggestions and subsequent follow ups, a number of pending confirmation cases were sped up. However, confirmation of many DROs get delayed due to technical difficulties, particularly those which are dependent on various outside agencies like Police authorities, etc., despite completion of their probation period. We are pleased to inform that HO Circular No. 108/129 dated 29.09.2014 has been issued to extend various loan facilities to such officers who are not confirmed due to technical reasons, but have completed their probation period, as prescribed from time to time as per their entitlement and stipulation of the schemes.

ii. LAPTOP / COMPUTER SHOULD BE INCLUDED IN THE LIST OF PERMITTED ITEMS OF THE FURNITURE IN THE SCHEME FOR PROVIDING FURNITURE AND FIXTURES TO ALL CONFIRMED OFFICERS AND ALSO AT BANKS PREMISES TO CHIEF MANAGERS AND ABOVE

Acceding to our demand, computer and laptop (Branded) are now permitted to be included in the list of Furniture/fixtures subject to cost ceiling of Rs. 40,000 (expiry period-5 years), within overall monetary ceiling limits and items of Furniture/fixtures to be provided to designated officers of the Bank residing in Banks own/lease premises. The other terms and conditions regarding provision of Furniture/Fixtures conveyed vide Branch Circular No. 105/148 dated 05.12.2011 will remain unchanged. (Ref. HO Circular No. 108/130 dated 24.09.2014)

Likewise provision for including laptop/computer under the 'Scheme for providing furniture/fixtures to all confirmed officers at their residence' has been made, without any change in the overall monetary ceilings under the above schemes and other terms and conditions conveyed vide Branch Circular No. 105/88 dated 22.08.2011 will remain unchanged. The scheme covers only new/branded laptop or computer purchased. (Ref. HO Circular No. 108/131 dated 24.09.2014)

iii. NEED FOR TRANSPARENCY IN APPRAISAL SYSTEM/REVIEW

There had been various instances in which lot many members had to face unnecessary embarrassment due to disqualification on the basis of APR marks for the promotion tests at a later stage. We have been demanding that the APR mark should be advised to the appraisee not only to save them from any unwarranted embarrassment but also for the sake of transparency. After the due procedure followed by the Bank, a Circular No. 108/136 dated 07.10.2014 has been issued advising the methodology to be adopted for operationalisation of disclosure process of APAR as under:

After completion of the review exercise, the marks of APR will be displayed in the HRMS system and all the officers can view the marks and grade assigned by the Accepting authority by logging on to the HRMS system through their user id. The system of displaying APR marks to the officer employees shall be operational from the review year 2014-15.

Opportunity shall be given to those Officers who are aggrieved by the marks / grading assigned by the Accepting Authorities to make a representation within 14 days in HRMS-Annual Performance Appraisal Module. If no representation is received within the prescribed period, the marks/ rating would be construed as final. The Circular has also detailed the competent authority for deciding the representations received from the Officers.

We also give here below positive outcome of some of the other issues addressed by us:

i. FREQUENT FAILURE OF CONNECTIVITY

We are aware of the frequently encountered problem of failure of connectivity / slow connectivity faced by the Branches. There were certain occasions in July and August when the problem was at its peak causing a lot of harassment to the staff due to inconvenience caused to the customers. On one such occasion the undersigned sent a SMS to the CMD to apprise her of the state of affairs. Her response was very prompt informing that she has already instructed GM-IT to take all precautions in future. GM-IT also clarified the position to the Federation by writing a letter to the General Secretary. As a corrective measure, the HO-IT also conveyed various telephone numbers to the branches for contacting directly the designated persons for resolving the connectivity related problems. The agenda was also discussed in the CCC, where the AGM, HO- IT, clarified certain more technicalities involved and noted the suggestions made by the Federation.

ii. MODIFICATION IN STAFF HOUSING LOAN/VEHICLE LOAN

In view of inadequate housing loan limit coupled with sky rocketing property prices, we represented the issue to the Management, requesting to consider an upward revision in the limits of Housing loan and to extend repayment period up to 70 years of age. We also highlighted the burden of higher cost to be borne by the members on account of increase in costs of the vehicles, particularly as compared to officers of the peer banks. We are happy that our request was agreed in principal and the Board notes for enhancement in loan limits, extending repayment period and modifications of other conditions are in the process of preparation.

iii. OSR TO BE UPDATED AND UPLOADED ON THE WEBSITE OF THE BANK

We have been demanding to update the OSR as the same was compiled long back. We are really happy to advise that the updated OSR has been uploaded on the Website of the Bank. Few copies have been printed and supplied to all Zonal Offices and Audit Offices. Copies for distribution to branches are under print.

We are sure that our members will be benefitted by the aforesaid developments. We also assure that, the pending issues are still under our active consideration and we shall continue to pursue the same. We are confident that the response of our Management would always be positive towards our demands on the basis of our suggestions, justifications and logics.

With greetings,

Yours sincerely,



(HARVINDER SINGH)
GENERAL SECRETARY