

# THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Circular No. 2017/24

Date: 27.04.2017

**Dear Comrades,**

## **MINUTES OF CENTRAL CONSULTATIVE COMMITTEE MEETING**

We wish to advise that a Central Consultative Committee meeting was held on 23.03.2017, in which various agenda items were discussed by our Federation with the Management. We are happy to inform our members that most of the issues have been considered positively by the Management and many stand resolved. Minutes of the meeting is appended below for the information of our members:-

- 1. Unilateral manpower exercise carried out by Head Office, HO, HRD for the year 2017-18 is faulty and done without consultation with our Federation. It is carried out without any basis and without considering the retirement in 2017-18 and requirement of additional officers for proposed branch expansion. It is also carried out without considering the structure of particular branch as per the Bank's extent guidelines.**

The General Manager (HR) submitted that the Manpower exercise for FY 2017-18 has been approved by the Board on 24.1.2017. Moreover, he submitted that a Committee of four General Managers has been formed to look into issues of assessment of manpower in the Bank. The Federation is requested to submit their inputs/suggestions for consideration of the said Committee.

- 2. Denial of subsidized accommodation to transferee officers whose transfer request is considered under compassionate grounds or on the ground of joining the spouse.**

It was informed by the Management that fresh instructions in this regard shall be issued to all the Zones for its implementation.

- 3. Delay in consideration of Officer's request for resignation/sabbatical leaves.**

It was assured that the decision in all such cases shall be conveyed within 30 days from date of receipt of the application.

- 4. Delay in consideration of request transfer on marriage ground.**

The matter shall be examined and appropriate steps for avoiding delay in issuing transfer orders would be taken.

- 5. Request for transfers on Compassionate ground are being rejected / not forwarded by ZO/ NBG Offices to Head Office, HR Department, who is the final authority for its consideration.**

It was agreed to send a suitable communication to the Zones/NBGs for forwarding such applications, as the final decision in these cases is taken at Head Office level.

- 6. Delay in providing NPS enrollment numbers to newly recruited Officers due to which the deducted contribution remains lying in Sundry accounts for long time delaying the capital appreciation of the contributor.**

It was informed that appropriate corrective steps would be taken.

- 7. The modalities decided at Industry level for considering claims under Health insurance scheme should be implemented and nodal claim settlement committee be formed in all Zones with one Zonal officer be part of this committee . This is required for removing the hardship to the Officers due to unreasonable rejections of claims.**

It was decided to convene a meeting with the representatives of Insurance Co., TPA and Insurance broker alongwith two representatives of the Federation. The feedback from the Zones would also be considered for the purpose of early claim settlement process.

- 8. Reasons for transfer be recorded in HRMS particularly in cases of transfers considered under influence from external sources.**

It is already taken up.

- 9. Deduction on account of providing Furniture & fixture should be stopped after its WDV becomes zero.**

It was clarified that the deduction pertains towards use of the Bank's furniture & fixture items and it has no relation with the written down value of such items in the Bank's books. Further, at present such deductions are made @ 0.15 % of initial basic pay of an officer of the scale to which he belongs.

- 10. Change of linkage of Interest rate in various staff loans like Housing loan, Vehicle loan form base rate to MCLR with appropriate discount due to lower risk factor to employee.**

The matter would be put up to the Board at an appropriate time.

- 11. Undue delay in release of Welfare Fund for this year.**

It was informed that the Staff Welfare Funds are released as per extant Government guidelines. At present 3% of Net Profit can be allocated for conducting Staff Welfare activities in the Bank. The Bank could not record profit as on 31.3.2016, no welfare funds have been released for the year 2016-17. However, as per Board approval dated 12.5.2016, funds for certain Welfare activities like Holiday Homes, Death Relief, GSLI and Canteen Subsidy have been approved from Bank's Profit & Loss Account. For conducting Sports activities, Rs. 40 lacs has also been approved and disbursed by our Publicity Department.

We convey our thanks to the Management and assure our members that we will continue our endeavours for the resolution of issues concerning and affecting them.

With greetings,

Comradely Yours,



(HARVINDER SINGH)  
**GENERAL SECRETARY**