



IBOA CONNECT



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CHENNAI IS READY TO WELCOME YOU TO 6TH TRIENNIAL CONFERENCE ON 27TH JANUARY 2019

Dear Comrades,

Conference Committees of the Association are eagerly waiting to receive and welcome more than 1000 delegates and guests of the 6th Triennial Conference to be held on 27th January 2019. This mega event of our Association, the largest trade union of supervisory cadre in our Bank, is being held in this city of Chennai, which carries an history which is more than 350 years old.

The Committees of the Conference met recently and reviewed the preparations for the 6th Triennial Conference and expressed satisfaction over the progress in preparations. Our Office Bearers across the State are making travel arrangements for the delegates for their comfortable onward and return journeys. Accommodation Committee has been making elaborate arrangements for the comfortable stay of delegates at Chennai. Our Secretariat is coordinating all the activities.

The Chairman and Secretaries of the conference committees are on their wheel to fine tune the arrangements for the successful conduct of the conference. The Conference programme will be as under:

Time	Programme	Place
7.30am	Break fast	Periyar Thidal Vepery, Chennai.
9.00 am	Registration	
9.30 am	Inaugural Session	
12.30 pm	Delegates Session starts	
1.30 pm	Lunch	
2.15 pm	Delegates Session continues	
5.00 pm	Announcement & Introduction of New Team	

Comrades, Let us march on to Chennai the host city of the 6th Triennial Conference of our Association and contribute our might in adding another chapter in the history of the trade union movement in the Banking Industry.

With warm greetings.

Yours comradely,

(R. Sekaran)
General Secretary

*Wishing You a Happy New Year
and
Pongal Harvest Festival*



GLIMPSES OF AIBOC STRIKE PROGRAMMES ON 21st DECEMBER



GLIMPSES OF UFBU STRIKE PROGRAMMES ON 26th DECEMBER



Security at Branches

The banking industry as a whole has been afflicted by dacoity, robbery, hold ups, thefts and other forms of violence/ crime. There has been an increased activity of crimes against the banks by criminals. The Banking Sector is not sufficiently equipped nor has the necessary wherewithal to thwart various forms of attacks of dacoity and robbery. Hence, banks are considered a soft and lucrative target for these types of attacks.

Apart from safeguarding the money and other assets, Banks also have to ensure the safety of their personnel and customers. Banks are attacked not only for the magnitude of the treasures they hold, but also because of the mileage derived by way of spectacular and instant publicity. It would be significant to note that threatening letters warning of sabotage by explosives are being received frequently by the banks in several parts of the country.

Not all crime can be prevented. But by eliminating or reducing the opportunity for such incidents to occur through reasonable security measures, an organization can reduce both the direct losses due to crime committed and the associated losses that can arise.

The security management in the Bank is mainly manpower oriented with a mix of minimal security gadgets. The field of security is vast and complex and it is undergoing rapid advancement and sophistication. Reliance on machines and electronic gadgets is increasing and less reliance is being placed on human element, which is prone to fail in times of need. The need of the hour is dynamism and capacity for adaptation to a new environment.

Security Management is a part of operational Risk Management. Risk Assessment of the branches/ offices must be based on threat perception. Evaluation of the system and risk assessment is

not a one-time project. This exercise has to be gone through continuously because in a dynamic environment, new threats could emerge, posing new challenges to the Security Administrators. It must be borne in mind that of late, criminals are adopting new and sophisticated/advanced techniques e.g., gas cutters/ pneumatic drills/ kidnapping etc, to achieve their ends.

Regardless of the type of crime involved, each incident has three phases – the invitation, the confrontation and the attack itself.

The invitation to the attack is any situation that prompts the criminal to initiate the crime. An invitation can be through many things e.g., high cash holding (far in excess of authorized limit), poor lighting, a broken window or an open door etc. A person (e.g., an unauthorized person like a Part Time Sweeper living on the Premises) can also be an invitation. A person transporting cash alone, even in properly lighted conditions, may provoke an attack. Complacency and negligent / indifferent application of laid down procedures have often proved to be sufficient invitation and led to huge losses to banks in recent past.

The confrontation of the attack is any thing that makes the invitation less attractive. If the criminal does not face sufficient confrontation because the opportunity was reduced or removed, it is probable that he or she will commit the crime.

An analysis of incidents of violent crimes and the resultant loss of cash and property has highlighted many shortcomings in the physical security as well as laxity and complacency on the part of staff members at branches and controlling offices. Security consciousness among the staff and strict adherence to security norms and procedures are very important. Time is also a factor. If there is sufficient time for security to intervene, the event is not spontaneous.

Keeping in view the above observations Staff working in Branches/ Administrative Offices have to act without inviting any untoward incidents and by following all the security norms stipulated by Corporate Office.

Handling Cash

Safety of cash is the dual responsibility of the custodians of cash, generally the Branch Manager/ Asst. Branch Manager and the Cashier-in-charge. Often, lack of adequate attention to this vital and never-to-be-forgotten aspect of control had been responsible for the loss of cash. Apart from the structural precautions, therefore, the security of cash on the counters can be ensured through a proper cash management and control programme.

It must be ensured that the amount of cash at the counter does not exceed the amount required. The Cash Balance Limit set by Zonal Office for each branch should be strictly followed. Dual control must be exercised at all times. If one of the joint holders has, for some reason, to be away from the branch during banking hours, appropriate arrangements should be made for the continuance of the dual control.

All withdrawals and deposits of cash from / into the cash safe strong room must be undertaken under dual control. Both joint holders must authenticate every entry in the Reserve Cash Movement Register. The number of occasions when cash is taken out of the strong room should be kept to the minimum. Record of every entry and exit of individuals, including timings, irrespective of whether they are staff members or visitors must be maintained in respect of strong rooms / vaults.

Cash safe should be properly locked and secured after each transaction. Wherever applicable, Time Lock should also be set on the Cash Safe or the grill door or vault door of the Strong Room, as per CO: Security Department instructions. The collapsible/ sliding gate at the main door of the branch should be closed and bolted from inside when the cash is taken out of the strong room to the counters in the Cash Department and similarly when the cash is

brought back from the counters to the strong room. Where an armed guard is posted, he should escort such cash in transit.

The cashier must invariably bolt and lock the door from inside when he is in the cabin. Similarly, the cash cabin door must also be locked from outside whenever the cashier goes out of the cabin even for short period so that no unauthorized person can enter the cabin. The cashier can leave the cash cabin only after ensuring that both the cash and the cash cabin are safely locked.

Security Management at Branches

Cash Cabin doors should be fitted with suitable magnetic alarm system, which sounds off if the Cabin door remains open during business hours. When cash is being handled on the cash counter, it must be ensured that the cash is not left lying on the table in such a way that it can be reached by a person, by putting a hand in the window from outside. No person, whether a member of staff or the public, should be allowed access to the cash department without adequate reason and the permission of the Head Cashier/Cashier-in-charge of the Cash Department. Enquiries from the public must not be entertained at the cash counters. All such persons making enquiries should be directed to the enquiry counter/other officer(s) concerned. Unusually heavy receipts of cash should be transferred to the strong room at the earliest opportunity. As far as possible lower denomination cash be first taken out of the strong room and kept in cash cabin.

Cash Department implies the area where Strong Room/Cash Safe, Cash Cabin, Teller Cabins, and others dealing with receipt/disbursal of cash are located. All such points should be located close to each other and separated from the Banking Hall. This should be ensured, to the extent possible, in existing branches also by placing barricades or grills. In Single Window Concept of the Core Banking Solution (CBS), in case the windows have to be located outside the Cash Department, they should not deal with Cash.

Important Circulars during the month of December 2018

Circular No.	Date of Issue	Department	Subject
HRDD-107	03-12-18	HRDD	Help Line for Dependants of Deceased Employee/ Pensioner
ADV-107	04-12-18	Credit	Interest Equalization Scheme on Pre and Post Shipment Rupee Export Credit
ADV-108	05-12-18	MSMED	Modifications in Credit Guarantee Scheme announced by CGTMSE
ADV-110	07-12-18	RBD	Deendayal Antyodaya Yojana – National Rural Livelihoods Mission (DAY-NRLM) – Aajeevika – Interest Subvention Scheme
CRA-36	07-12-18	BOD	TIMELY REVERSAL OF C2C ENTRIES
CRA-37	12-12-18	CGT	Special Deposit Scheme 1975 - Payment of Interest for the calender year 2018
CRA-38	12-12-18	BASC	Co-branded "Arogya Raksha Mediclaim Policy" with United India Insurance Co.Ltd (UIIC) - Renewal of MOU for the period upto 31.03.2020
ADMIN-69	13-12-2018	ACCOUNTS	TDS Rates applicable for the Financial Year 2018-19 – In respect of Payments made by Banks
GENL-28	13-12-2018	BOD	Inclusion of "SBM Bank (India) Limited " in the Second Schedule to the Reserve Bank of India Act` 1934
GENL-29	13-12-2018	BOD	Alteration in the name of " Doha Bank Qsc " to " Doha Bank Q.P.S.C" in the Second Schedule to the Reserve Bank of India Act` 1934
ADMIN-70	13-12-2018	ACCOUNTS	Master Circular on GST Implementation in our Bank
ADMIN-71	14-12-2018	INSPN	Reporting exceptions by ABM/Second officer of the Branch
DEP-27	15-12-2018	BOD	Digitalisation of Form 60
DEP-26	15-12-2018	RA&D	Revamping 'IB i-FREEDOM CURRENT ACCOUNT' - 'Smart Account for Smart people'
ADV-117	17-12-2018	RECOVERY	NPAs in Staff Related Education Loans –Ensuring CIF linkage and other Recovery measures
ADV-120	18-12-2018	LEGAL	Payment of Fees to Recovery Agents- Vouching procedure in CBS Systemreg
ADV-123	19-12-2018	MSMED	NEW MSME Structured Loan Product – "IND-SME MORTGAGE" (Product Code - 5613 0002)
HRMD-119	19-12-2018	HRMD	Reconstitution of Women Cell at Corporate Office
HRMD-120	19-12-2018	HRMD	Reconstitution of Internal Complaints Committee at Corporate Office
ADV-124	27-12-2018	RBD	GAJA Cyclone – Extending of Relief Measures-Districts affected in Tamil Nadu
ADMIN-73	29-12-2018	ACCOUNTS	Deduction of Tax at Source (TDS) on interest paid on NRO SB Deposits and Senior Citizen Deposit Schemes
GENL-30	29-12-2018	BOD	Inclusion of "ESAF Small Finance Bank Limited " in the Second Schedule of the Reserve Bank of India Act` 1934
HRMD-121	20-12-2018	HRMD	Circular on Public Holidays declared under the Negotiable Instruments Act, 1881 by various States/ Union Territories for the Year 2019.

Let us know

SHADOW BANKING

Shadow banking is emerging as a major lender in emerging markets which warrants considerable management of the financial sector.

What is a shadow bank?

- Shadow banks are those institutions that do not collect deposits but still provide loans.
- These include a variety of institutions, ranging from trusts, investment funds etc.,
- It facilitates the creation of credit but they are not subject to regulatory oversight.
- As a result, many of the institutions and instruments have been able to employ higher market, credit and liquidity risks, and do not have capital requirements commensurate with those risks.
- Thus, there are concerns that over lending and default in such institutions can destabilise the financial system.

What else mandates regulation of shadow banking?

- Credit to GDP gap measures the risk associated with the credit given to household and businesses in a country.
- A high credit to GDP gap means trouble for the banking system.
- The high levels of credit to GDP resulted in the Sub-prime crisis of 2008.
- Deleveraging of an economy refers to the simultaneous reduction of debt levels in multiple sectors, including private sectors and the government sector.
- It is usually measured as a decline of the total debt to GDP ratio in the national account.
- Though a phase of deleveraging was witnessed in the advanced economies and in emerging markets, credit/debt has been expanding again.

- This is shown by the credit to GDP levels in 2017 to be 15% higher than in 2008 in the advanced economies, and more than 80% higher for emerging markets.
- Hence, the attention has now shifted from bank lending to shadow banking activities.

Does shadow banks still play a role in debt creation?

- Shadow lending has played a major role in the build-up to the Great Financial Crisis in 2008.
- However, since then, shadow lending appears to have reduced, or at least been contained relative to GDP.
- For the G20 countries taken as a group, credit from non-banks as a per cent of GDP was about 6% lower in 2017 than in 2007, while bank credit had actually increased by 15%.
- Significantly, the reliance on shadow banking appears to have reduced significantly in the advanced economies by 2015-17 from what it was during 2008-10.
- This suggests that excessive debt creation is much more a problem of the banking sector as a whole than the non-bank or shadow bank sector.

What is the case with India?

- There is a very low spread of credit from non-banks in India, standing at 3.4% of GDP in 2015-17.
- This is because much of the lending has turned non-performing in India and the extent of default suppresses both bank and non-bank lending.
- Thus, there is considerable mismanagement of the financial sector and it needs to improvised to increase credit inflow in the economy.

Source: Business Line

Wedding Bells

IBOA (TN&Pondy) Wishes a Very Happy Married Life to the Newly Wedded Couple.

Selvan **S Siva**

*(son of Com T Subramanian,
Chief Manager, Corporate Office,
Chennai)*

Married to

Selvi **N Shamlee**

on 02.12.2018 at Madurai

Selvan **E P Harish**

*(son of Com L Esakkiappan,
SM, Zonal Office,
Chennai (North))*

Married to

Selvi **CA Janani Ganapathy**

on 02.12.2018 at Chennai

Selvan **V Sudarsan**

*(son of Com R Vijayaraghavan,
ABM, Ariyankuppam Branch)*

Married to

Selvi **E Poonguzhali**

On 02.12.2018 at Puducherry

Selvan **Sriramjai Anjamani**

(son of Com V. Anjamani, (Retd))

Married to

Selvi **Savitha Malar**

on 09.12.2018 at Chennai

Selvi **Aarthi Vijayakumar**

*(daughter of
Com S Vijayakumar, (Retd))*

Married to

Selvan **Vikneshvar
C Ravichandran**

on 12.12.2018 at Chennai.

Selvan **Geethapriyan @
Aravind**

*(son of Shri S Rajagopal, AGM,
Zonal Office, Kancheepuram)*

Married to

Selvi **Jayalakshmi @
Jayashree**

on 12.12.2018 at Chennai

Selvan **R Madhusudhan**

*(son of Com M S Ramanathan,
CO: Inspection, Chennai)*

Married to

Selvi **S Aishwarya**

*on 12.12.2018 at Srirangam,
Trichy*

Selvi **Harini Sundar**

(daughter of Com J Sundar, (Retd))

Married to

Selvan **Aditya Vidyula**

on 14.12.2018 at Chennai

Selvi **Sonam**

(HO: ATM, Head Office, Chennai)

Married to

Selvan **Swapnil**

on 23.12.2018 at Nagpur.

RETIREMENTS

Sl. No	Name	Designation	Branch
1	Com BUDH SINGH	Dy. General Manager	CORPORATE OFFICE
2	Com DWARAKANATH KUMAR	Asst. General Manager	CORPORATE OFFICE
3	Com SHANTHAKUMAR C	Senior Manager	RAMNAGAR
4	Com GUNALAN V	Manager	PALAPATTI
5	Com SUBRAMANI K	Manager	SAMATHUR
6	Com NARAYANASAMY M	Manager	THARANGAMPADI
7	Com SUBRAMANIAN S	Asst. Manager	MARKET RD POLLA
8	Com KARUNANITHI G	Asst. Manager	KATTERIKUPPAM

IBOA (TN & Pondy) Wishes the above Comrades a Very Happy, Healthy and Peaceful Retired Life.