



IBOA CONNECT



All India Indian Bank Officers' Association

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Vol : 4 - Issue : 8

Internal Circulation

August 2020

Covid - No Respite For Bankers...

Dear Comrade,

Since March 2020, the entire population of our Country is living in a new normal situation from under complete lockdown to relaxed lockdown and vice versa. But for the Banking Fraternity their official life is as usual during these various phases of lockdown. The corona virus infection has been spreading in a geometrical proportion day by day. When the lockdown was started on 24th March 2020 the daily reporting number of COVID cases was 93 and now the daily reporting case crosses 55000. Epidemiologists opine that the daily reporting cases will cross Two lakh in a couple of months. If we recall the Banking fraternity contribution from the day of lockdown is amazing starting from the sanction of COVID related loans such as COVID emergency loan, Sahaya loan. And Reassessment of WC limit for Mid corporate and Corporate Borrowers etc.,. In the Middle of May 2020 Finance Minister announced Collateral-free automatic loans of Rs 3.00 lakh crore for small businesses to help restore economic growth under the Prime Minister's Atmanirbhar Bharat Abhiyan. Then PM SVA Nidhi Scheme has been launched aims at providing affordable working capital loan to street vendors to resume their livelihoods that have been adversely affected due to Covid-19 lockdown. Now KCC saturation campaign is going on.

There is a massive pressure on the Branch Managers and Officers even during this pandemic period. The guidelines prescribed by the SLBC such as 50 % staggering could not be observed by the officers community due to this enormous pressure on the field level people. Our Bank has been periodically issuing SOP to be followed by the branches for safe Banking. But in reality despite safety measures adhered by our staff members, the number of staff members affected with COVID getting increased across the country. Though in many zones the directives from Govt/SLBC/LDMO are being adhered when branch staff getting affected by COVID but in few cases disturbing reports of not allowing branches to follow the directives are also being heard.

Even though our Officers are well aware of the SOPs to be followed on a daily basis but in practice while commuting to the office or in the branch or through some other source our staff members are getting affected by COVID 19. On behalf of the Association, I request all our members to strictly adhere to the SOPs time to time issued by our Bank Management and try to reach out to the customers through telecon and restrict visiting the customer place in person unless it is most warranted.

As the regional peak of COVID cases is expected to be increased in the coming period, we request our members to be more cautious in your daily life. We understand that in the couple of Zones explanation letters are served to the Branch Managers for not being disbursed GECLS loan to the expected level and this is due to the huge pressure from the Government Authorities. Please try to give your best by using all tech communication channels and adopting safe practices. AIIBOA trying to bring relief to our members by taking up the issues at various forums which resulted in various COVID relief measures including improvement in the Non Medical Expenditure related to COVID 19 during Hospitalization, Home care Treatment and at hospital-hotel tie ups etc. AIBOC has written number of letters to DFS and IBA expressing the difficulties faced by the banking fraternity at the field and requested for certain specific measures such as alternate day banking, cluster approach in opening branches, reduced business and working hours, reduced operations areas and arranging for transportation for attending office and deploying security personnel by the administration etc.,

Comrades, as we are living in a new normal situation and this situation is expected to continue for a couple of quarterly years, everyone of us has to increase the immunity level by adopting the measures suggested by health experts and to meticulously follow the safety measures to break the chain of infection to keep yourself, your family members and your colleagues safe and healthy.

Stay Connected

Yours Comradely



R Sekaran

Secretary General

CONDOLENCES

AIIBOA expresses its deepest sorrow on the demise of our

Com **Manjunath K**
*Asst. General Manager,
New Tippasandra Branch*

Com **Krishnan C R**
*Chief Manager
Corporate Office*

Com **Shankar Banda**
*Senior Manager,
Peddapalli Branch*

Founding Day of our Beloved Bank and our Association

Dear Comrades,

If we look back into the history, we are able to visualize the credible journey of Our Bank for the past 113 years. The failure of Arbuthnot Bank with the depositors losing their money and the crisis that followed paved the way for the establishment of Indian Bank by Shri V Krishnaswamy Iyer and few other public spirited citizens and businessmen of Madras. The Bank started its business with the Deposits of ₹.2,01,157.00 and with the Balance sheet size of ₹.9,72,723.00 in 1907. Over the years Indian bank had earned a reputation for being a solid institution, conservative in its approach towards lending activities, excellent in service and customer friendly. When Smt. Indira Gandhi nationalized 14 banks in 19th July 1969 for economic and social transformation of the Country, Indian Bank was one among them.

The bank's deposits crossed the ₹.1000 crore mark in 1980. In 1984 the number of branches of the bank crossed the 1000 mark and a year later the global deposits crossed the ₹.3000 crore mark. Indian Bank was the first public sector bank to have installed an ATM in India. In 1992, The Bank of Thanjavur Ltd with 157 branches was amalgamated with the bank. Earlier too there mergers/take over of Mannargudi Bank Ltd and Salem Bank Ltd In India, Banking Sector Reforms were introduced as a part of an extensive economic reform programme launched by the Government in 1991 with a view to promote the efficiency of the system through intensified competitive forces. In the post reform era, in the year 1992-93, as many as 12 public sector banks showed losses, as against the 26 PSBs which reported profits in the earlier year. However, Indian Bank showed losses in 1995-96, with a loss of ₹.1336.40 crores and the position of loss continued over further years.

With the great help of Government of India, the Reserve Bank of India, customers who stood by the Bank in difficult times and Officers and Staff

whose collective will and action resulted in the turn around of the Bank. Officers' Associations and Award Staff Unions in the Bank signed two MOUs with the Management which has facilitated infusion of capital to the Bank by Government of India. The unions and Associations had voluntarily forgone certain benefits of the Officers and Employees to create demonstrative effect to exhibit their commitment for the revival of the Bank. Indian Bank posted a net profit of ₹.33 crores after a decade long consecutive losses. From then on there was no looking back for the Bank and the Bank continued to perform well and posted good profits and got many accolades and awards. Our endeavour and effort of turnaround has become a model and a subject for study in many Management institutions

As decided by the Government on 1st April 2020, Allahabad Bank, a 155 year old home bank in Central and Eastern India with the deposit of Rs.2.24 lakh crores, advances of Rs.1.70 lakh crores with a branch net work of 3175 branches and a staff strength of 23000 merged with Indian Bank. After amalgamation, Indian Bank presence and visibility has increased especially in the Central and Eastern India.

With increased PAN India presence, We are confident that our Bank will make use of the potential of every sector of the economy from every region of its presence to leap into "Top 5" among PSU banks in the shortest possible time.

With regard to our Indian Bank Officers' Association, We are happy to share that this 26th August 2020 would be the 57th year of founding day for our beloved Association. The fact that the organization has sustained for over 57 years itself is a proof of its vision and mission and its commitment to the cause of the movement. Indian Bank Officers' Association had a long journey of about 57 years and we recollect here the genesis of



Officer's Movement.

In the Banking Industry, the Award staff have organized themselves into a Trade Union and these developments started around 1940 and stabilized thereafter. Over a period of time they have achieved good service conditions through Awards and Settlements.

For officers, there was no Trade Union and their voices were not heard. The concept of Trade Union sounded paradoxical for officers as officers were harbouring a notion that they are Management Staff and distanced themselves from working class Movement. Private Managements used the officers as a tool for perpetuating their interests without sharing any prosperity with them. This has resulted in many anomalous situations viz., Officers drawing less than what he/ she would have drawn had they continued as Clerk, sanctioning of increments at the mercy of the Management, Inferior DA formula when compared to the formula available to the Award Staff, No HRA, No leave rules, No LFC, No Medical facilities etc.

In the above background of denial of rights and facilities and the continued onslaught of the Management, the necessity for forming a Trade Union was felt by the Officers in the Banking Industry and it has resulted in the formation of Officers' Associations in various Banks including our Bank.

The proud moment for the Indian Bank Officers by way of forming an Association dates back to the period of April 1963 and an organization in the name of Indian Bank Supervisory Staff Association was formed and got registered under Trade Union Act 1926 on 26 08 1963. This was a unitary type organization having membership throughout the country and was recognized by the Management in the year 1974.

Later, Officers' Organizations were formed in other parts of the country and as a necessity arose to unite the entire movement under one banner, all

the organizations were merged and the All India Indian Bank Officers' Association was formed. The revised recognition agreement was signed in the year 1978. By that time the Supervisory Staff Association was renamed as "All India Indian Bank Officers' Association. All India Indian Bank Officers' Association has in its fold 7 units.

All India Indian Bank Officers' Association always played a leading and constructive role in shaping the activities of the Association as well contributing to the betterment of our dear Bank. In other words, besides taking care of the members interest and advancing their service conditions, All India Indian Bank Officers' Association has truly played the role of partners of progress.

When Indian Bank faced an unexpected set back in the year 1996 and was in the limelight for wrong reasons and when doubts were raised about the future continuance of the Bank, All India Indian Bank Officers' Association took the initiative of forming United Forum of all Associations and Unions available at Indian Bank, even before such a Forum was formed in the Banking industry and signed two Memorandum of Understandings which has facilitated the Government of India to infuse capital to the Bank and thus was instrumental in the turnaround of the Bank.

On this occasion, we sincerely recollect the contribution of our yesteryear's leaders who toiled to protect the interest of our officers and for the growth of this organisation.

Further to the amalgamation of Allahabad Bank with Indian Bank, we and the leaders of All India Allahabad Officers' Association (affiliated to AIBOC) are on discussion for the merger of the associations. We are sure during this founding day month both the associations will make a big headway in our dialogues and the proposed merger will further strengthen our Association. The strong Association will strive for fetching more laurels for the Bank and our members.

**Text of the circular of UFBU No. 2020/08
dated 23.07.2020**

Dear Comrade,

**BIPARTITE TALKS WITH IBA -
MOU SIGNED -
CONGRATULATIONS**

After the Sub-Committee meeting held on 16-3-2020 to discuss and finalise the loading factor after merger of DA for construction of revised pay scales, there was no meeting with the IBA on our wage revision issues in view of the corona related pandemic situation and lockdown restrictions on travel. However, having regard to the developing scenario in general and in the banking industry in particular, we felt it expedient and accordingly pursued the matter with IBA for resuming and continuing the negotiation and to reach an early and amicable solution. IBA agreed and fixed the negotiations at Mumbai yesterday i.e. on 22.7.2020.

IBA team was led by Shri Rajkiran Rai G, MD&CEO, Union Bank of India and Chairman of the Negotiating Committee and UFBU was led by the undersigned i.e. Sanjeev Kumar Bandlish, Convenor and General Secretary (NCBE). From UFBU Com. C H Venkatachalam, General Secretary (AIBEA), Com. Sanjeev Kumar Bandlish, General Secretary(NCBE), Com Subash Sawant, General Secretary(INBEF) participated in the talks in person. Others participated through video conferencing from Chennai, Kolkata, Delhi, Patna and Pune as they could not undertake the travel due to restrictions, quarantine issue, etc.

Earlier on 21st July night, a virtual meeting of the UFBU was held and viewpoints of all constituent unions were enlisted to adopt a common approach.

During the discussions with IBA, Shri Rajkiran Rai explained the constraints faced by the Banks and the challenges that are emerging before the Banks consequent to covid19 which are limiting the capacity of the Banks to incur additional load under establishment expense/wage expenses. Hence he urged upon the UFBU to conclude the issue with

their offer of pay slip component 15%. From our side, while reiterating our viewpoints made in the earlier round of discussions, we pointed out that the additional loading factor after merger of DA at 6352 points should be satisfactorily resolved so that an MoU could be signed. After prolonged discussions by all the unions and after a lot of deliberations, it was mutually agreed that the additional loading factor after merger of D.A. will be 2.5% thus paving the way for signing the MoU.

Accordingly, the MoU/Minutes of Discussions has been finalized and signed. The main features of the Understandings are as under:

- **The 11th Bipartite Wage revision/Joint Note for Officers will be effective from 01-11-2017.**
- **Increase under this Wage Revision will be Rs.7898 crores per year i.e. 15% on the wage bill of PSBs (payslip component cost) as on 31.03.2017.**
- **New pay scales would be worked by merging DA upto 6352 points of price index with an additional loading of 2.5%.**
- **After prolonged discussions and deliberations, it has been agreed to introduce Performance Linked Incentive (PLI) in Public Sector Banks, which will be based on Operating/Net Profit of the individual bank(optional for private & foreign banks). The PLI is payable to all employees annually over and above the normal salary payable. The PLI matrix decides the amount payable to the employees (in number of days of pay=Basic+DA) depending on the annual performance of the Bank. All the employees will get the number of days of pay as incentive depending on where in the matrix the Bank's performance fits in, broadly as per Matrix under:**

Sl. No.	YoY Growth in Operating Profit	No.of days for which Salary (Basic + DA) shall be paid
1	<5%	Nil
2	5% to 10%	5 days
3	>10% to 15%	10 days*
4	>15%	15 days*

*3rd and 4th slabs are payable only if the Bank has Net Profit. If a Bank has growth in Operating Profit of 5% & more, but there is no Net Profit, then minimum 2nd slab of 5 days will be payable.

(The PLI will be applicable from FY-2020-21)

- **From this calendar year each employee below 55 years of age can encash PL upto 5 days per year for any one festival (7 days for those above 55 years of age).**
- **For employees who have joined the Banks under NPS, management's contribution would be at 14% of Pay and DA against 10% now.**
- **Improvement in service conditions discussed and agreed upon so far would be duly incorporated in the final settlement**
- **All other pending issues including 5 days banking, updation of pension, etc. are open and would be further discussed.**
- **The full-fledged and final settlement with revised pay scales and allowances and incorporating all the agreed issues would be concluded within the next 90 days.**
- **Thereafter the Settlement will be implemented and revised salaries would be paid accordingly.**

Good news – Improvement in Family Pension: On conclusion and signing of the MoU, the Chairman of IBA and SBI, Shri Rajnish Kumar came in the meeting room and participated in the discussions. During his address to all the participants, he informed that IBA agrees in principle to improve Family Pension to uniform rate of 30% for all family pensioners without any ceiling and the existing ceilings of family pension will be removed. Necessary approval of the Government would be obtained.

Addressing the participants, he expressed his satisfaction on the satisfactory signing of the MoU which includes wage increase and new schemes like PLI and encashment of privilege leave, etc. He

emphasized the need to ensure a robust banking system which is responsive to the present-day challenges facing the country and our economy and hence the importance of improving productivity, efficiency and responsiveness to the needs of the customers and other stakeholders of the banks.

He also made a special reference to the service being rendered by bank employees and officers under the present pandemic circumstances amidst all difficulties. He also informed that the Government is also appreciative of the same and informed that all this could have been possible because of the positive attitude of the Finance Minister for the Bank Employees as well as Officers.

From our side, we expressed our thankfulness to him for his positive interventions during the course of negotiations which has helped in reaching the MoU. We also assured him that the entire banking fraternity would surely rise to the occasion, as hitherto, and it would be our endeavour to improve the services, productivity and efficiency.

We also brought to the attention of the IBA, the various problems faced by bank employees and officers in discharging their duties under lockdown and Pandemic COVID-19 situation and IBA assured to discuss and resolve these issues at their level at the earliest. To our request to fast track compassionate appointments in the case of the families of the employees/officers who lost their lives due to corona infection, IBA assured to look into the same.

Comrades, the signing of the MoU marks the culmination of the long process of our negotiations during which we had to engage ourselves in agitations including strike actions. The unity and co-operation amongst our unions and members has resulted in achieving this satisfactory MoU amidst the present uncertainties and challenges posed by Covid19 pandemic. We congratulate all of our unions and members for this achievement in the most difficult circumstances.

We shall now take further steps to work out the final Settlement at the earliest.

With greetings,

Yours comradely,

Sanjeev K Bandlish

IMPORTANT CIRCULARS DURING THE MONTH OF JULY 2020

Circular No.	Date of Issue	Subject
ADMIN-37	01 07 2020	Centralised TDS Administration – Guidelines regarding Form 15G/15H
DEP-07	01 07 2020	Revision of Interest Rates on Domestic Term Deposits
CRA-18	02 07 2020	Remittance and Withdrawal of Cash from Currency Chests - Post Amalgamation
CRA-23	02 07 2020	Revision of Interest Rates for Small Savings Schemes
FX-12	02 07 2020	"Foreign Contribution (Regulation) Act 2010 - Receipt of Foreign Contribution by Individuals/NGOs/Organisations from donor agencies. "
ADV-68	02 07 2020	Consolidated Interest Rate circular for MCLR and Repo linked products.
FX-13	04 07 2020	Country Risk Management Policy – Changes in the risk rating of countries as of 30.06.2020.
ADMIN-39	04 07 2020	High value frauds taken place in Bulk Deposits of Government Organisation – Alerting our Branches/Offices
ADV-70	06 07 2020	Reduction in Rate of Interest on Non-Priority Jewel Loans
ADV-71	16 07 2020	New Loan Product – "IND - SDSM" {IND – Subordinated Debt for Stressed MSMEs}
ADV-72	06 07 2020	New Loan Product – "IND-PMSVANidhi
ADV-73	06 07 2020	Single & Group Borrower Limits for 2020-21
ADMIN-40	07 07 2020	"Comprehensive Centralised Insurance Policy for (1) Safe` Furniture and Machinery (SFM)` (2) Books Forms Stationery (BFS) and (3) Electronic Equipments (EE) kept at premises of Indian Bank & erstwhile Allahabad Bank- all over India."
HRMD-57	07 07 2020	Nomination of Chief Liaison Officers for SC/ST Employees & OBC Employees in the Bank
CRA-26	07 07 2020	"Master Circular on Conduct of Government Business by Agency Banks – Payment of Agency Commission "
HRMD-58	08 07 2020	Enabling of input thorough IB Payroll Site for eAB Staff
ADMIN-42	08 07 2020	Field General Manager's Office (FGMO) – Key Responsibility Areas (KRAs)
ADV-78	10 07 2020	Retail & MSME Processing Centres (RMPC) - Establishment/Operationalisation
ADV-79	10 07 2020	RBI Master Circular on SHG - Bank Linkage Programme
ADMIN-43	13 07 2020	RBI Master Circular on Facility for Exchange of Notes & Coins
ADMIN-44	13 07 2020	"master Circular on the Scheme of Penalties for Bank Branches including Currency Chests Based on Performance"
ADMIN-45	13 07 2020	RBI Master Circular - Detection & Impounding of Counterfeit Notes
ADV-80	13 07 2020	MONITORING THE END USE OF AGRICULTURAL LOANS
ADV-81	14 07 2020	Formation of Mid Corporate Credit Vertical (MCV) at Corporate Office.
ADV-80	13 07 2020	MONITORING THE END USE OF AGRICULTURAL LOANS
ADV-82	21 07 2020	Agri Jewel Loan: Lowest Interest Rate in the Industry with High LTV - Need for Aggressive Marketing
ADV-83	17 07 2020	CERSAI New Version 2.0 – Features & Change of Procedure
ADV-84	18 07 2020	Permission for Second line officer/ Loan officer to appraise the KCC Loan Proposals to expedite relending to individual crop loan borrowers who have settled their farm dues under OTS scheme
ADV-86	20 07 2020	Renewal of KCC Accounts in eALB Branches: Utilizing Services of BCs
ADV-87	21 07 2020	Micro` Small & Medium Enterprises (MSME) New Criteria for Classification
ADV-90	21 07 2020	Incentivizing BCs for utilizing their services under IND-PMSVANidhi Scheme
ADMIN-48	24 07 2020	Standard Operating Procedure for Merger/Shifting of Offices` Branches and Central Processing Centres
ADV-91	30 07 2020	Introduction of PARTH (Portal for Asset Resolution through Hot Chase).

Non Inclusion of a circular does not reflect on its importance.

Retirements

Sl.No.	Name	Designation	Branch
1	Com SEETHARAMA NAIK	Dy. General Manager	Inspection Centre : Salem
2	Com VEERABHADRA RAO A V	Chief Manager	Zonal Office : Chennai(S)
3	Com VIJAY KUMAR DHAWAN	Chief Manager	New Delhi Main
4	Com SITALAKSHMI S	Chief Manager	Inspection Centre : Chennai
5	Com VADDE VENKATA RAO	Senior Manager	Addanki
6	Com RAJENDRA P THANEKAR	Senior Manager	Matunga Bazaar
7	Com VENKATA SUBBA RAO P	Senior Manager	Kakinada
8	Com SRINIVASAN K	Senior Manager	Pochampalli
9	Com SABU LAL MEENA	Senior Manager	Zonal Office : Jaipur
10	Com RADHA L	Senior Manager	Royapettah
11	Com SUBRAMANI A	Senior Manager	Kambainallur
12	Com GOMATHI SANKARA SUBRAMANI	Manager	Armb, Madurai
13	Com SURYA NARAYANAN K	Manager	Thirusulam
14	Com SURYANARAYANA T	Manager	Khammam
15	Com SURYA SESA GIRI RAO N V	Manager	Masulipatnam
16	Com RAMALINGAM R	Manager	Katpadi
17	Com DEBAJYOTI DAS	Manager	Dharapur
18	Com SHANMUGAM T	Manager	Sankara Mutt
19	Com SOMASUNDARAM V	Manager	Mangudi
20	Com ARUNA TUKARAM KARANDE	Asst. Manager	Dindoshi
21	Com MUTHU MANI V	Asst. Manager	Paramathi

*AIBOA Wishes the above Comrades a
Very Happy, Healthy and Peaceful Retired Life.*