



IBOA CONNECT



Indian Bank Officers' Association (TN & PONDY)

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About 11th Bipartite Talks

Dear Comrades,

You must be aware that lot of informations/mis-informations are being circulated about 11th Bipartite Settlement. To clarify our members we put forth the genesis and present status of the 11th Bipartite settlement which is as follows:

IBA had started sending communications to member banks on various dates ie.12-01-16, 24-08-16, 24-10-16 & 21-11-16 regarding initiation of the process of negotiations/next wage revision of employees and officers and ensure to conclude it prior to the effective date ie 01-11-17. Indian Banks Association had also invited UFBU for commencing the negotiations and accordingly the first meeting was held on 02-05-17 at IBA Office in Mumbai. In the meeting, IBA Chairman Shri Rajeev Rishi, said he would help to conclude the Settlement early, preferably before Diwali festival. Further he informed that since some of the Banks have given mandate to IBA for negotiations upto Scale III, negotiations would be confined only upto Scale III Officers. UFBU strongly conveyed to IBA that the negotiations in respect of officers should not be restricted upto Scale III and must cover upto Scale VII as hitherto.

Then next round of Bi-partite meeting was held between IBA and UFBU constituent unions on 06-07-17 in Mumbai. As regards the standpoint of IBA that the negotiations relating to Officers would be confined and restricted upto Scale III Officers, we conveyed our strong protest and demanded that the Officers' Wage Revision pact should cover upto Scale VII as hitherto. Right from 1984, when the first Joint Note was signed between IBA and the Officers' Associations, the pay scales, service conditions, etc. have been made

composite from Scale-I to Scale-VII notwithstanding the fact that even at that time, Scale-VI and Scale-VII Officers were defined as Top Executive Grade Officers. In all the subsequent discussions and Joint Notes signed between IBA and Officers' Associations including the last one signed in May, 2015, it has been a composite one.

Third round of bipartite talks between IBA and UFBU was held at IBA office on 20-7-2017. To our demand that the ensuing wage revision for the employees and officers should be made effective from 1-11-2017, after discussions, IBA agreed to the same. We emphasized the need to hold a round of discussions to follow up the issues covered by the Record Note signed on 25-5-2015 on demands like periodical updation of pension, improvement in Family Pension, 100% DA on pension to past retirees, etc. IBA agreed to the same.

On 28/10/2017, another round of discussions with the Full Negotiating Committee of IBA was held in Mumbai. In that meeting IBA has responded as under:

On the issue of fractured mandate by some Banks, Unions have to take up with the concerned Banks. For officers, performance related variable Pay method to be introduced.

DA as on 31.10.2016 can be merged with Basic Pay.

Issues like 100% DA and updation are subjudice due to litigation.

On improvement in Family Pension, the cost aspect is being worked out.

For introduction of 5 Day Banking, the matter needs to be taken up with various stake holders including customers and Government, etc. before any decision is taken.

In above background, on 14th November 2017, UFBU had written letter to all the 5 Banks which has given conditional mandate requesting them to give revised mandate and communicate to IBA immediately. In this connection, our all India Body, AIBOA had communicated to our Management to give a revised mandate covering all the officers of the Bank. On 5th May 2018 talks with IBA, they informed that looking to the present position of the Banks they would propose their initial offer of 2% hike over the total Wage Bill as on 31/3/2017. Rejecting the 2% offer, UFBU gave a call for strike on 30th and 31st May. The two day strike was a great success. On 30th July 2018, IBA revised and improved their offer from earlier 2% to 6% hike in wage bill. One more round of Bipartite Discussions were held on 29-9-2018 between UFBU and IBA at Mumbai. In continuation of the last round of discussions, IBA wanted to know our reaction to their offer of 6% hike made in the last round of talks. Responding to their question from our side, we pointed out that their offer is too inadequate and we asked IBA to improve their earlier offer.

However IBA proposed that in addition to 6% hike offered by them which would be common to all Banks, additional wage increase can be worked out through a scheme by which in each Bank annual increase in emoluments can be offered based on Operating Profits and Return on Assets of the individual Bank with a view to add an element of performance linked compensation over and above the uniform pay structure.

proposal based on performance/profits of the Banks is not an answer to our demand for increase in wages due to inflation, price rise, cost of living, increased workload and job profile of bank employees and officers. We reiterated that the IBA's offer of 6% hike should be substantially improved upon.

In the talks on 12th October 2018, IBA wanted UFBU's response to their proposal given in the last meeting to decide wage revision Bank-wise based on capacity to pay to be determined through a formula based on Operating Profits and Return on Assets of each Bank every year. In reply, UFBU stated that while varying performance of the banks can be a basis for formulating incentives to be paid to the Employees and Officers in each Bank, it can be a separate issue exclusive of wage revision exercise.

As by then, 13 months had elapsed from the effective date for the XIth Bipartite settlement, the officers and workmen in the Indian Banking Industry were looking at each round of negotiations with great amount hope. The Executive Committee Meeting of the AIBOC held at Kolkata during 27th & 28th November 2018 had extensively deliberated on these burning issues and it was unanimously decided that if the situation continues in the same vein in the meeting on 30th November with IBA, the negotiating team of AIBOC should take a principled stand and excuse themselves out of the meeting.

It was in this background that the negotiating team of AIBOC entered the wage revision talks held at Mumbai at the office of IBA on 30-11-2018. AIBOC

YoY Growth in Operating Profit	Return on Assets	Category	No. of days for which Establishment Cost will be paid out	Pay Out as % of Establishment Cost
Above 15 %	Above 0	AA	30 days	8.2 %
Above 15 %	- 0.24 to 0	AB	25 days	6.8 %
Above 15 %	- 0.75 to - 0.25	AC	15 days	4.1 %
7.1 % to 15 %	Above 0	BA	25 days	6.8 %
7.1 % to 15 %	- 0.24 to 0	BB	20 days	5.5 %
7.1 % to 15 %	- 0.75 to - 0.25	BC	10 days	2.7 %
0.01 % to 7 %	Above 0	CA	15 days	4.1 %
0.01 % to 7 %	- 0.24 to 0	CB	10 days	2.7 %

IBA sought the reaction of UFBU to their proposal. From UFBU, we have pointed out that their above

representatives wanted clarity on the mandate issue from the IBA representatives as the issue remained

unresolved. In every meeting AIBOC had been asserting that unless the mandate issue was resolved and a full and clear mandate from Scale I to Scale VII was obtained, it was pointless to proceed with the talks. However, the IBA representatives could not come up with any satisfactory assurance as they stated it was the decision of the individual Banks. Incidentally, representatives from three Banks, which had not given a mandate, were members of the negotiating team viz., SBI, Union Bank and Bank of Baroda. Upon hearing the reply of the IBA representatives, the AIBOC representatives unequivocally communicated that they too were carrying the mandate of the National Executive Committee, which had taken a unanimous view that AIBOC will excuse themselves from the proceedings. Accordingly, after registering protest for the regressive attitude of IBA on the issue of mandate, Comrade Soumya Datta and Comrade Dilip Saha excused themselves from the proceedings and as a consequence the meeting was adjourned.

Chairman, Negotiating Committee of IBA at the outset had proposed an increase in the offer from 6% to 8% on payslip components. He had also stated that variable pay component of 8.2% would also be made available as mentioned in their earlier presentation, which would depend upon Return on Assets [ROA] and Gross Operating Profit of the respective Banks. Subsequent to the meeting with IBA, in the meeting of UFBU constituents, our stand of walking out of the proceedings was questioned. AIBOC made it abundantly clear that it is not only our commitment but also our principled stand that Officers' community shall not and must not be divided on the terms of grades and a full and clear mandate was the top priority to proceed further with the talks.

AIBOC, against this backdrop, also announced that in view of the unrelenting attitude of IBA, called for a nationwide strike on the issue of mandate and other related issues on 21st December, 2018 under the aegis of AIBOC and urged other constituents to join the call. Comrades, being the largest Association of Supervisory cadre, AIBOC has the colossal responsibility of not only ensuring a decent, acceptable wage revision as per the Charter of Demands, but also protecting the hard earned and well established right of negotiating for the entire officers community upto Scale VII.

The Strike call given by AIBOC was a thunderous success. Our strike received tremendous coverage both in print and electronic media across the country,

which has enhanced the visibility of AIBOC as the forerunner in the banking trade union movement.

In the mean time IBA had called for a meeting with representatives of constituent Unions/Associations on 2nd February, 2019 at Mumbai. In this connection, AIBOC and NOBO wrote a letter to IBA on 30-01-2019 expressing their inability to attend any Wage Negotiation talks for only upto Officers in Scale III and requested IBA not to convene any such talks without resolving the issue of Fractured Mandate.

In discussions held on 21-02-19 with IBA, when AIBOC and NOBO did not attend the meeting, IBA conveyed that they have decided to revise their stand and would hold discussions on officers' issues upto Scale-V.

Initially IBA was trying to divide the officers by proposing to restrict the negotiation upto scale III and after AIBOC's strike programme now IBA has revised their stand but still they want to restrict upto Scale V. Instead of finding the solutions to the stalemate, IBA continues this dividing tactics by offering to negotiate only with the workmen's union. Workmen's union met on 01-03-19 to discuss about IBA's proposal to negotiate only with the Workmen's Union and in this meeting it is decided convene UFBU meeting on 13-03-19 to decide on this matter. Also, since there is a material change in the approach of IBA with regard to mandate, AIBOC has convened a meeting of General Secretaries of all affiliates on 12-03-19 to discuss about our future strategy.

Comrades, AIBOC cannot give up its negotiating right upto Scale VII. Further in this bipartite, AIBOC wants to clinch the remaining Saturday-holidays and make a breakthrough in pension benefits. As AIBOC is representing more than 3,20,000 members in all the Banks, AIBOC has a larger responsibility to clinch good settlement for its members. As AIBOC is making its strides in a careful manner for the benefit of the officer community, we as members should extend our unstinted support so that we will seal the final settlement in proportion to the risk, responsibility and accountability the officer community is enduring.

With greetings.

Yours Comradely,



R Sekaran
General Secretary

Wedding Bells

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

Selvan Com Lakshmanan

(Asst. Manager, Head Office, Chennai)

Married to

Selvi Solai Priya

on 06.02.2019 at Kottaiyur

Sow. Sanjana Sruthy Kirthy V

*(D/o. Com J Usha Venkataraman,
Senior Manager, Temple View Branch)*

Married to

Chi. Santhosh Kumar R V

on 10.02.2019 at Chennai

Chi. R. Rajkishan

*(S/o. Com. K Rajappan,
Senior Manager, Indian Bank, Tuticorin)*

Married to

Selvi N M Udaya Ponni

on 10.02.2019 at Nagercoil

Selvan Jetin Prasanth

*(S/o. Com. L Anbalagan, Manager,
United Bank of India, Chennai)*

Married to

Selvi Rachel Diana Paul

on 10.02.2019 at Chennai

Selvan Com B Baskaran

(Branch Manager, Lalapettai Branch)

Married to

Selvi D Priyanka

on 11.02.2019 at Sevoor

Selvan S Vignesh

*(S/o. Com. B Sakthivel, Chief Manager,
Indian Bank, Velur)*

Married to

Selvi S Priyanka

on 17.02.2019 at Chennai

Selvi J Andrea Getzie Helen

*(D/o. Com S T A John, Chief Manager /
Treasurer, IBOA (Retd))*

Married to

Selvan S Naveen McCaulay

on 18.02.2019 at Chennai

Selvi Com Sindhuja

(Asst. Manager, HO:ATM, Chennai)

Married to

Selvan Aravindkumar

on 20.02.2019 at Theni

RETIREMENTS

Sl. No	Name	Designation	Branch
1	Com SESHADRI T S	General Manager	HRM CORP. OFFICE
2	Com RAMAN L	Dy General Manager	CORP. OFFICE
3	Com SUNDARAM V	Asst.General Manager	ZO:CHENNAI SOUTH
4	Com CHANDRAKANTA ANANDA MONDA	Senior Manager	KATTUMANNAR KOIL
5	Com SITHARAMAN S	Senior Manager	CORP. OFFICE
6	Com KAMARAJAN P	Senior Manager	SAMV CHENNAI (N)
7	Com SELVARAJU M	Senior Manager	SAMV CHENNAI (N)
8	Com BALASUBRAMANIAN S	Senior Manager	S B, TIRUNELVELI
9	Com RAVICHANDRAN C	Senior Manager	INDSETI, NAMAKKAL
10	Com BALASUBRAMANIYAM M	Senior Manager	KARAMBAKUDI
11	Com MAHALAKSHMI M K	Senior Manager	ERODE
12	Com BALAKRISHNAMOORTHY C	Manager	RASIPURAM
13	Com JAYASEKAR D	Manager	ANAKAPUTHUR
14	Com PARTHASARATHY S	Manager	PERUNGALATHUR
15	Com RAMARAJ S	Manager	TIRUPATTUR (SG)
16	Com KANNAN P	Manager	KOYAMBEDU
17	Com MANICKAVASAGAR G	Asst. Manager	VIKRAVANDI
18	Com LAKSHMANAN V E	Asst. Manager	CAR STREET (KARUR)

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

Important Circulars during the month of January and February 2019

Circular No.	Date of Issue	Department	Subject
ADV-129	03-01-19	CREDIT	Central Registry of Securitization Asset Reconstruction and Security Interest of India (CERSAI)
ADV-131	04-01-19	CREDIT	Authorisation for accessing information from Income Tax and other authorities
CRA-42	07-01-19	CGT	Revision of Interest rates for Small Savings Schemes (5 year Senior Citizen Savings Scheme` Public Provident Fund 1968` Kisan Vikas Patra and Sukanya Samriddhi Account Scheme)
ADMIN-77	07-01-19	P&ER	Opening /merging/renaming/shifting of Branches/Offices during Quarter III FY 2018-19
ADV-134	09-01-19	MSMED	Policy on Restructuring of Micro` Small and Medium Enterprise Loans
ADV-135	09-01-19	MSMED	Policy on Trade Receivables Discounting System (TReDS)
ADV-136	10-01-19	MSMED	Policy on Restructuring of Micro` Small and Medium Enterprise Loans – Standard Operating Procedure
ADV-137	11-01-19	RECOVERY	Recovery efforts in respect of “FRAUD CLASSIFIED ACCOUNT”
ADMIN-78	08-01-19	BOD	RBI Note Refund Rules (NRR) 2018 and Essential & Security Features of Bank Notes
DEP-31	09-01-19	RA&D	Opening of ‘Basic Savings Bank Deposit Accounts (BSBDA)’ – Reiteration.
HRMD-128	07-01-19	HRMD	Income Tax for the financial year ending 31.03.2019 corresponding to Assessment year 2019-2020
ADMIN-79	21-01-19	BOD	Detection of Shortages / Mutilated notes in soiled note remittances / chest balances
CRA-43	28-01-19	BASC	IB Home Suraksha Group Life Insurance Cover to Home Loan Borrowers under tie up with Kotak Life Insurance – Separate policies for staff and public with reduced premium rates.
ADV-122	04-01-19	CREDIT CARD	Policy on Credit Card Operations for the year 2018-19
FX-25	21-01-19	ID	Opening of accounts of exporters – Compliance of KYC norms
ADV-138	25-01-19	RBD	Interest Subvention Scheme- Adherence to systems and procedure for Crop Loans including Agri Jewel loan
HRMD-135	31-01-19	HRMD	Introduction of new Transit Home at Egmore` Chennai under Staff Welfare Scheme
CRA-44	31-01-19	BOD	Aadhaar – Not a mandatory ID proof for opening Bank accounts
ADV-140	31-01-19	RA&D	Extension of “Festival Season offer” for Home loan & Vehicle Loan products upto 31.03.2019
ADV-144	31-01-19	RMD	Modifications to Loan Policy 2018-19
ADV-145	04-02-19	RBD	Operational Guidelines of New Agricultural Marketing Infrastructure (AMI)-Sub Scheme of Integrated Scheme for Agricultural Marketing (ISAM)
ADV-146	05-02-19	RBD	Status of MOUs with various TRACTOR COMPANIES for Financing Tractors and other Farm Machineries.
ADV-147	05-02-19	RBD	Operation of SHG CC accounts
ADV-148	25-02-19	CREDIT	Implementation of SFMS for issue of Inland Bank Guarantee and Bank Guarantee Amendment
ADV-152	15-02-19	CREDIT	Filing of Charge with CERSAI – Enforcement under SARFAESI Act 2002.
HRMD-143	15-02-19	HRMD	PROMOTION POLICY FOR OFFICERS
HRMD-144	15-02-19	HRMD	Promotion Process 2019 – 20 for Promotion from Scale IV to V` Scale III to IV` Scale II to III and Scale I to II
ADV-154	20-02-19	RBD	CREDIT FLOW TO AGRICULTURE- COLLATERAL FREE & NIL MARGIN TO AGRICULTURAL LOANS UPTO Rs.1.60 Lakh
ADV-156	21-02-19	RA&D	Review of advances under Retail Assets
FX-28	20-02-19	ID	Liberalised Remittance Scheme (LRS) for Resident Individuals – Monitoring of adherence to limits
ADMIN-81	27-02-19	SECURITY	SECURITY OF CASH IN TRANSIT - REITERATION OF GUIDELINES
ADV-158	27-02-19	CREDIT	Misutilisation of Bank loans with fake bills/invoicing/bogus business activities.
ADV-160	28-02-19	CMC	SANCTIONING LOANS WITHOUT CONFIRMED INTERNAL RAM RATING
HRMD-152	22-02-19	HRMD	Vigilance Complaint Handling Policy

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

DOs and DON'Ts in Social Media - Bank's Guidelines

DOs

- Always write in the first person, identify yourself and your role and use the following disclaimer "The views published is personal and does not necessarily represent the opinion or the position of Indian Bank".
- Keep professional and personal lives separate.
- Include proper references, if quoted, in context of the post.
- Before posting a link to contents appearing on third party website, ensure that the terms and conditions of that website permits such external use. All links must be clearly placed, prompting the user to visit a third party's website at his/ her own risk and discretion.
- Read the terms of use/acceptance guidelines of the social media site which is going to be used for posting content and ensure to comply with them.
- Be honest and open in communicating, being mindful all the time of the likely impact of the post on the perceptions of the Bank.
- Before contribution on any social media platform, observe the activity on the platform for a while before launching, to get a feel of the style of contributions, the nature of the content and any 'unwritten' rules that other contributors might be following.
- Provide value by intelligently developing and sharing content so that Bank may be associated with what is published; thus, the opinions that are posted could strengthen the values and personality of the Bank.
- In a heated discussion, try to be conciliatory and respectful. Quote facts to restore normalcy and correct misrepresentations. Contribute constructively by forwarding logic and rationale in a calm and mature manner.
- Activity on this Page during office hours should complement and/or support current role and should be used in moderation. The use of social media should take place substantially out of normal working hours.
- A staff member, who feels that he/she has been harassed or bullied, or have been offended by

material posted or uploaded by a colleague onto the social media page(s), should inform an officer not below Scale IV of CO: Marketing Department.

- Always consider others' privacy and avoid discussing topics that may be provocative in nature, e.g. politics, religion, etc.

DON'Ts

- Do not upload, forward, share or post a link/content that can potentially lead to communication that is abusive, obscene, discriminatory, harassing, derogatory, indecent, threatening, disruptive or defamatory in nature. Refrain from posting suspicious links.
- Never disclose commercially sensitive, anti-competitive, private or confidential information. If unsure about the propriety of a post or whether the information wished to be shared falls within one of these categories, discuss this with an officer not below Scale IV of CO: Marketing Department.
- Do not upload, forward or post a link to chain mail, junk mail, cartoons, jokes or gossip.
- Use of pseudonyms or false names on the page is not permissible.
- Employees, who are on the social media should not create groups, alternate profiles, blogs etc. by tagging Indian Bank or logo of Bank as part of the profile, group, blog etc. names as it may mislead the general public about the official status of the site, group, blog etc. Any of the existing names in contravention of above guidelines are to be either changed/modified or deleted.
- Do not escalate heated discussions. Do not add fuel to a volatile social environment.
- Avoid positioning as an expert.
- Do not discuss about colleagues, competitors, customers or suppliers without their prior approval.
- Sensitive personal data or information of a person must not be shared on the Social Media Page. Sensitive personal data consists of information relating to:
 - password;
 - financial information such as details related to Bank Account/ Credit Card/ Debit Card or other payment instrument;

- ➔ physical, physiological and mental health condition;
 - ➔ sexual orientation;
 - ➔ medical records and history;
 - ➔ Biometric information;
 - ➔ any detail relating to the above clauses as provided to body corporate for providing service; and
 - ➔ Any of the information received under above clauses by body corporate for processing, stored or processed under lawful contract or otherwise.
- In particular, uploading, posting, forwarding or posting a link to any of the following type of material on the Social Media Page, whether in a professional or personal capacity, will amount to gross misconduct (this list is not exhaustive):
- Pornographic material (that is, write-up, images, films and video clips of contents that are sexually explicit or arousing in nature);
 - A false and defamatory statement about any person or bank;
 - Material which is offensive, obscene, criminal, discriminatory, derogatory or may cause embarrassment to Bank, Staff members and Customers;
 - Confidential information about Bank, Staff member and Customers;
 - Any other statement which is likely to create any liability (whether criminal or civil, and whether for Staff member or Bank); or
 - Material in breach of copyright or other intellectual property rights, or which invades the privacy of any person.

On the occasion of signing of Promotion Policy Agreement



MEMBERS MEET at Krishnagiri Zone

