



IBOA CONNECT



Indian Bank Officers' Association (TN & PONDY)

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Staff Meeting

Comrades,

You are all aware that Staff Meetings are to be conducted every month and the minutes have to be sent to the Zonal Office along with the Audit Monthly returns. The purpose of the meeting is to have effective interaction with the staff members on our Bank issues and issues faced by the staff members while rendering customer services. This meeting will enhance the ownership of the staff members towards our Bank. This kind of meeting will help for effective and efficient functioning of the Branch. When Man power is at very minimum level at the branches and they can not afford to have any meaningful interaction during the business hours. These meetings will provide exclusive platform for the staff members to share their ideas and difficulties and the ways to get them redressed. In the Staff Meetings....

- Discussions would be held about the branch business position and the ways and plans to improve.
- Ensure that the Bank's procedures and guidelines are properly followed by the staff members while performing their roles.
- Rectification measures to be taken, if any.
- Constraints faced by the staff members while discharging their duties and measures for their redressal.
- Whether security measures are properly adhered to.
- Many more relevant informations can be shared which will be helpful both to the bank and staff members.
- This effective interaction will be useful especially to the juniors and the newly joined staff members.

In some branches since the laid down guidelines were not followed, staff members have been landing in troubles which may be difficult to reverse. This kind of interaction may help us to trace roots of the problem at the initial stage itself and initiate remedial measures. Since we are in a Financial Institution and dealing with finance, strict adherence to the systems and procedures only will save us from landing in troubles. Every staff member's input is very useful for the better administration and growth of the branch. By conducting such regular meetings, staff members will become more resourceful, cohesive and responsible for the Bank and its team members. Hence we reiterate that every month the Branch Managers arrange to conduct monthly staff meetings.

With warm greetings.

Yours comradely,

(R. Sekaran)
General Secretary

The Executive Committee Meeting Held on 27.04.2019 at Chennai



The Executive Committee Meeting of our Association was held at Chennai on 27.04.2019 after the successful conduct of the 6th Triennial- 18th Conference of our Association on 27.01.2019.

The meeting began with "Thamilthai Valthu". Com K Rajendran, President of our Association welcomed the members and presided over the meeting. In his welcome address the President observed that the new committee is composed of experienced senior leaders as well as young comrades and hoped that this will further strengthen the Association.

The minutes of the last committee meeting held in the evening of the Conference Day of 27.01.2019 was adopted. The President requested the General Secretary to present his report. After reading out the homage part, a two minute silence was observed as a mark of respectful homage.

The General Secretary presented a holistic report. The report covered National scenario with respect to deepening economic crisis, the policies of the government which threatens public sector character of the of the banking industry, the NBFC crisis, the sad state of PSBs losing market share to its private players etc. The report covered the happenings in our Bank with respect to some welfare

measures, new promotion policy, inclusion of jewel loan portfolio in the categorization of branches. The activities of our Association were reported with respect to 6th Triennial Conference, composition of new committee and its expected the job role, celebration of International Women's Day, conduct of Zonal Consultative Committee Meetings, the ongoing promotion and transfer process. Updates were given with regards to AIBOC and Bipartite Talks, dismissal of AIBOC's writ petition against PSB mergers, the Mega March by AIBOC in Delhi etc.

The report also spoke on the Vigilance Front. It was pointed out that of late many officers are charge sheeted for failing to ensure end use of the loan proceeds. The General Secretary emphasised that it is the basic function of lending and duty of the BM to ensure the proper end use of the loan proceeds.

The report was well received by the members and the President requested the members to come forward zonewise and deliberate upon the report. There was a very lively deliberation by the members giving their views and inputs. A good number of 44 members spoke and the following areas were broadly covered.



Members talked about the ongoing promotion process with regard to the conduct of exam by the external agency- IBPS. Members wondered about this change in practice when the Bank has been successfully conducting this internal promotion exams year after year. The Bank has a well established infrastructure and network, has the academic excellence, the prestigious and ISO certified staff college- IMAGE. The officers were put to lot of hardship by the exam centres in the far flung areas. When transparency and more transparency is the norm of the day, we are going back in not declaring the marks. It was urged the leadership take up this issue to the management and request for reverting to the existing system.

Most members spoke about the ongoing ESPS in the Bank. It was pointed out that the officers are being compelled to subscribe beyond their willing/ capacity. They requested that the leadership take this feedback to the management. Members were thankful and discussed about the Zonal Level Consultative Committee Meetings held recently. It was pointed out that some good outcomes like sanction of lump sum amount on transfer, not calling on holidays have happened. Declining of leave to BMs have come down.

Many members spoke about the man power shortage in many branches- both in officer and

clerical cadre. In some of the branches there is a very sorry state of officers having to go for cash remittance. There is an urgent need to post permanent sub-staff as many branches are not having one. Branches are compelled to engage temporary people in the sensitive areas like handling of cash and cheques. Customers are forced to move the instruments themselves in the absence of sub-staff.

It was felt that it is very unfortunate that many Branch Managers, who have performed well with regard to business parameters have not been called for interview. Members felt that this will have a very demoralising effect on the officers.

Members felt that in spite of the technological advancement in the operations, branches are facing difficulties. The recent issues in PB printing and the issue with Indpay app led to lot of customer complaints.

Reimbursement of fuel bills are being denied giving very frivolous reasons in some zones. It was felt that application and sanction of fuel reimbursement be automated/made online as many Banks have done it. Likewise, TA bills also be made online.

Members demanded that the fuel allowance has to be revised as the travelling by officers have increased and last revision took place long ago.

It was pointed out that still in some zones there are single officer branches. This should be immediately addressed.

- ✿ It was noted with concern that in few zones even the paternity leave is not given for the requested number of days. This has a very disturbing effect on the young officers.
- ✿ It was felt that pressure is being given for restructuring of accounts which are otherwise not eligible.
- ✿ Members urged the leadership to take up with the management that concept of 40% take home pay should not be insisted for Interest Free Salary Advance, considering the need for which the advance is being availed. There was discussion about MUDRA Loans in the sense that the Government's motive and spirit of this loan scheme is to finance the underprivileged and needy entrepreneurs. Of late it is observed the BMs are called for explanations for lending in this area even when there are no major lapses and no malafide actions. It was felt that the genuine officers/BMs are not put to unnecessary hardship and they have to be protected.
- ✿ Many members pointed out the services of the new TPA in the Medical Insurance scheme is very poor and disturbing. The approval for the cashless treatment is not being given in time and the patients are made to wait for long hours- yes literally long hours. Denial by the TPA has forced an officer to appeal to IRDA. This matter has to be taken up urgently with the management.
- ✿ It was noted with concern by young officers that the Bank is not giving staff rate of interest for the education loan taken for the Training at Manipal Academy. The General Secretary appreciated the deliberations and welcomed the view points of the member which would help in enriching his reports. He explained about the background of the issues and steps taken by the Association towards resolving them. He also assured that the issues discussed will be taken up with the concerned office for early resolution. Finally the report of the General Secretary was adopted by the House.

The house co-opted the following members for the posts given.

Sl.NO	Name	Branch	Coopted as
1	Chandra Sekaran S P	Inspection Centre, Chennai	Secretary, Chennai
2	Dayal Prasad S	Zonal Office, Erode	Zonal Secretary, Erode
3	Senthil Kumar P	Vellakoil	ECM, Erode

The Treasurer submitted the accounts and the details of General Body Expenses. The House approved the accounts.

The President in his concluding address said that the Association is constantly taking up the members' issues with the management for redressal. After transacting all the listed items as per agenda, the meeting was concluded with the President thanking the members for their cooperation.

SC's recent rulings on RBI policies

Supreme Court Says RBI Must Disclose Information Related to Inspection Reports of Banks

The SC has held that the RBI's non-disclosure policy was in violation of the court's 2015 judgement and ordered it be withdrawn. The Supreme Court on April 26 ruled that Reserve Bank of India (RBI) was duty bound to disclose information related to inspection reports of banks including list of wilful defaulters. The SC took a serious view of non-disclosure of this information by the central bank and said that any further violation would invite contempt of court proceedings. RTI activists had moved the top court for contempt action against the RBI for not complying with the court's direction to disclose information under the Right to Information (RTI) Act.

In his original petition in December 2015, the petitioner under the RTI Act had sought certain information, which included copies of inspection reports of ICICI Bank, Axis Bank, HDFC Bank and State Bank of India from April 2011 till December 2015. The petitioner had also sought copies of case files with file notings on various irregularities detected by RBI in case of Sahara Group of companies and erstwhile Bank of Rajasthan by these entities themselves and their known/unknown promoters. However, RBI denied the information in January 2016 that such information is exempted under Section 8(1)(e) of the RTI Act and Section 45NB of the Reserve Bank of India Act.

The petitioners contended that the top court in 2016 while directing disclosure of a very similar type of information sought under the RTI Act had observed that RBI is clearly not in any fiduciary relationship with any bank. The petitioners have argued that the responses of RBI are in complete violation of the top court judgement by which, it was held that RBI ought to act with transparency and not hide information that might embarrass individual banks and it is duty bound to comply with the provisions of the RTI Act and disclose the information sought.

Supreme Court's Bad Debt Ruling Hurts RBI's Independence on Financial Regulation

The Supreme Court has reined in the central bank's power to take large defaulters to the insolvency court, putting a spanner in the Reserve Bank of India's efforts to clean the rot in beleaguered banks. The Supreme Court ruling marks a victory for a bunch of big corporate defaulters, notably distressed power companies who had the sympathies of the government. Business tycoons with more than Rs 20 billion outstanding on or after March 1, 2018 will now have more room to negotiate debt repayments after their loans become overdue. The decision will impact about 70 borrowers with outstanding loans worth Rs 3.8 trillion. Moody's Investors Service said the judgement was credit negative for banks as it would lengthen the resolution process of some existing soured loans. Typically, the judiciary doesn't interfere in matters of banking regulation in deference to the judgement and expertise of regulators, but can look into procedural violations. In this case, the court found that an RBI directive issued last year had violated a recent amendment to the Banking Regulation Act by making it possible to refer large defaulters to the bankruptcy court without the prior consent of the Indian government. Notwithstanding the legal merits of the case, the judgement is a regressive step for those who believe in the independence of financial regulators. History is replete with examples – from East Asia to Russia, Turkey and Latin America – where political interference in financial sector regulation made a bad situation worse.

India's crippled banking sector – weighed down by mounting bad debts – reflects years of political interference, an evergreening of bad loans and a delayed recognition of the crisis at a cost to taxpayers. Cleaning up bank balance sheets started with the Asset Quality Review in 2015 by the then RBI governor Raghuram Rajan and was given legal teeth with the adoption of the Insolvency and

Bankruptcy Code in 2016. However, attempts to clean up bank balance sheets and restore the health of the banks were repeatedly put to test by political interference from the government, which culminated in the resignation of former RBI governor Urjit Patel. The RBI has never been truly independent, given that it is tasked with multiple goals to meet the needs of a developing economy. Multiple goals require trade-offs, which is inherently a political decision. However, just as it is prudent to secure ourselves before helping others, banks have to ensure they are in sound health before they can address specific needs of industry.

The petitioners in this instance— mainly power companies – had argued that their non-performing assets reflected changes in government policy and non-payment of dues by state-owned power distribution companies. They argued that the RBI was wrong to adopt a one-size-fits-all policy and demanded they be given more than 180 days to agree a restructuring deal with all lenders to resolve their outstanding loans. The Supreme Court, however, decided that the RBI was perfectly within its rights to not take a decision on a case-by-case basis. The merit of having one rule for all is that it is transparent and not subject to regulatory capture by powerful industrial lobbies.

Moreover, while it is true that the problems of power companies are deep rooted and don't necessarily reflect management failure or wilful default – it is also in the national interest to see that bad debts are not rolled over indefinitely. Many of these

power companies have assets for which there are no takers – so it is unclear how long banks would have to wait to get these non-performing assets off their books. What are the concrete steps that the government is taking to ensure that these companies are able to pay back their dues to the banks within a reasonable time? In the absence of a clear roadmap, the government is simply kicking the can down the road at a cost to the taxpayer.

Also, some large borrowers may be wilful defaulters – can we then hope that the government will give the RBI the green light to take these companies to the bankruptcy court? If not, there will be reason to suspect foul play. The RBI won't be able to force large corporate defaulters from power-to-aviation-and real estate, who have the ear of the government to go to the bankruptcy court. The RBI has done sterling work in bringing big corporate defaulters to book – notably Videocon Group., which it took to the bankruptcy court. It remains to be seen if the government will allow the RBI to proceed similarly with Jet Airways Ltd., which has racked up debt of more than \$1 billion and which would have faced certain bankruptcy proceedings if unable to agree a loan resolution plan by June 30. Curbing RBI's legal reach weakens the authority of the financial regulator and makes a mockery of plans to cut the unholy nexus between business and government. Whoever forms the government after the national elections, which begins later this month should scrap the law that requires the RBI to seek government consent before taking defaulting businesses to court.

Wedding Bells

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

Selvi R Radha
(Indian Bank, Benson Town, Bangalore)
Married to
Selvan Vigneswaran
on 06.04.2019 at Chennai



**Selvan R Pradeep @
Spurgeon Jebakumar**
(son of Com Stephen Raj Kumar,
Chief Manager, Indian Bank,
Fairlands Main Road, Salem)
Married to
Selvi G Jessey Eunice
on 25.04.2019 at Chennai

Selvi Dr. D Uma
(Daughter of Shri D Devaraj
General Manager, Indian Bank, Corporate
Office, Chennai)
Married to
Selvan Dr. G Krishna (a) Srivatsa
on 17.04.2019 at Chennai



Selvan Ananthakrishnan
(son of Shri R Rajagopal, DZM/AGM,
Indian Bank, Zonal Office, Puducherry)
Married to
Selvi Aparajita
on 29.04.2019 at Chennai

Important Circulars during the month of April 2019

Circular No.	Date of Issue	Subject
ADMIN-01	01-04-19	Internal Audit Policy 2019-20 INTERNAL AUDIT POLICY
ADMIN-02	01-04-19	Business Network Policy 2019-20
HRMD-01	01-04-19	Annual Performance Appraisal Reports for Executives / Officers in Scale I to Scale VI for the year 2019-20
GENL-02	01-04-19	Know Your Customer (KYC) / Anti Money Laundering (AML) / Combating Financing of Terrorism (CFT) Policy for the Year 2019-20
HRMD-02	01-04-19	ANNUAL PERFORMANCE APPRAISAL REPORTS (APAR) OF OFFICERS FOR THE YEAR 2018-19
ADMIN-03	02-04-19	Policy on Financial Inclusion and use of Business correspondents
ADMIN-04	02-04-19	RECENT INCIDENTS : FIRE SAFETY PRECAUTIONS
CRA-02	02-04-19	Master Circular on IB HOME SURAKSHA Group Life cover to Home Loan` Loan Against Property` Top up Loan Borrowers (General Public Policy No: GA000290) and Staff Home Loan Cover (Policy No: GA000380) from M/s Kotak Mahindra Life Insurance Company Limited.
CRA-03	02-04-19	Master circular on "Arogya Raksha Group Health Insurance Policy" by arrangement with M/s. United India Insurance Co.Ltd (UIIC) offered exclusively to the customers of our Bank
ADV-01	01-04-19	Master Circular on IB Clean Loan to Salaried Class Scheme (IBCLS)
ADV-03	04-04-19	"RECOVERY RECOVERY RECOVERY" - ACTION POINTS DURING 2019-20.
FX-02	04-04-19	Country Risk Management Policy - Changes in the risk rating of countries as of 31.03.2019
ADMIN-05	04-04-19	STAFF ACCOUNTABILITY POLICY 2019-20
DEP-01	05-04-19	Revision of Interest Rates on Domestic Term Deposits
ADMIN-07	08-04-19	COMPLIANCE POLICY 2019-20
ADV-05	09-04-19	Scheme for Extending soft loans to sugar mills to facilitate payment to cane dues of the farmers for the current sugar season 2018-19
ADV-04	08-04-19	Revision in Interest rates on Home Loan Products w.e.f 12/04/2019
ADMIN-06	10-04-19	BANKER'S INDEMNITY POLICY FOR THE FINANCIAL YEAR 2019-20
ADMIN-09	10-04-19	RENEWAL OF BURGLARY AND HOUSE BREAKING POLICY 2019-20
HRMD-11	22/04/19	Permitting the employees to avail the differential quantum of Interest free Salary Advance/Festival Advance due to enhancement in limzts-reg.
ADV-09	29/04/19	Master Circular on Educational loan Schemes
ADV-08	29/04/19	Master Circular on IB Pension Loan Scheme (IBPLS)
ADV-10	29/04/19	Master Circular on IB Vehicle Loan Schemes

Non Inclusion of a circular does not reflect on its importance



MAY DAY CELEBRATIONS & EXPRESSION OF SOLIDARITY WITH LVBians



Retirements

S. No	Name	Designation	Branch
1	Com S.Balu	Asst.General Manager	Ashok nagar
2	Com B Rajeevan	Chief Manager	Anna Nagar
3	Com G Muthukumar	Chief Manager	Zonal Office Cuddalore
4	Com K Muninathan	Chief Manager	Zonal Office Salem
5	Com A Murugan	Chief Manager	Inspection Centre Chennai
6	Com S Tilak	Senior Manager	Abhiramapuram
7	Com Vallimuthu Kumarasamy	Senior Manager	Pudukottai
8	Com G Balakrishnan	Senior Manager	Inspection Centre Coimbatore
9	Com C Mariappan	Senior Manager	KMCH Goldwins
10	Com Devanesa Arivanandam S	Senior Manager	Inspection Centre Thanjavur
11	Com A Anbalagan	Senior Manager	Zonal Office Tiruvannamalai
12	Com C Rajadurai	Senior Manager	Attur (Salem)
13	Com P Lakshmi	Manager	Villivakkam
14	Com S Amuthukkani	Manager	Chintadripet
15	Com G Ramachandran	Manager	Muthialpet Puducherry
16	Com Ramakrishna Subramanian	Manager	Erode
17	Com P Dhamodharan	Manager	Chinniampalayam
18	Com Anbu Manohardoss S	Manager	Zonal Office Tirunelveli
19	Com K K Prakash Rao	Manager	Service Branch Chennai
20	Com R Ganesan	Manager	Mannady
21	Com T Sampath	Asst.Manager	Tirupattur (Vellore)
22	Com R Rajamani	Asst.Manager	Devapandalam
23	Com P Gowthaman	Faculty Member	STC Thanjavur

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