



IBOA CONNECT



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REFLECTIONS ON CURRENT DEVELOPMENTS

Dear Comrades,

- Public Sector Banks (PSBs) have demonstrated exceptional performance in both business growth and profitability for Q2/2024-25. This remarkable achievement is a direct result of the outstanding efforts of the officers, in particular, and the entire workforce, whose performance has reached an all-time high.

When comparing Profit per Employee from 2022 to 2024, banks like Bank of Baroda (BOB), Central Bank (CB), Indian Bank (IB), Union Bank, Bank of Maharashtra (BOM), and Punjab National Bank (PNB) have nearly tripled their profit per employee. State Bank of India (SBI) has seen its profit per employee double. For leading private sector banks like ICICI, HDFC, and Axis, however, the increase has been less than 50% over the same period. The significant year-on-year increase in net profit can be attributed to greater business growth and improved asset quality. To sustain this enhanced profitability, officers are working under tremendous pressure, often from dawn to dusk.

In our Bank, our Association has been urging management to submit the staffing indent for 2025–26, considering the support required for business growth, significant growth in retail lending, increased compliance demands, the opening of new branches in high-potential areas, and ensuring adequate staffing in branches and administrative offices. However, the increased pressure, coupled

with reduced manpower, has resulted in an unhealthy work environment. Interpersonal relationships within the bank are at a low ebb, and review meetings have become a source of stress. In certain Zones and FGMOs, review meetings are conducted in a manner that overlooks the negative impact on the organization. Executives in these cases seem indifferent to their role in nurturing future leadership by providing guidance and support to their subordinates. This approach to leadership, if continued, may cause disengagement among the workforce and create a culture of mistreating juniors, which would be detrimental to the long-term health of the institution.

- Regarding the merger of Regional Rural Banks (RRBs), while the government has had a long-term plan for consolidation, the current timing appears to signal to financial markets a continued commitment to reforms. Additionally, the merger communicates the government's expectation that banks should become self-sustaining, as future capital support from the government will be limited.
- Recently, Italian banking group UniCredit acquired 9% stake in Frankfurt-based Commerzbank held by the German government. Facing economic challenges, the German government opted to sell its stake, viewing the sale proceeds as a means to support government spending and stimulate the economy without increasing the budget deficit. German Government inclined to reduce

its ownership stakes in Commerzbank as a means to finance public expenditures. However, this sale of the German government's share in Commerzbank may not serve the best interests of small and medium-sized businesses or individual depositors.

- Over the past four years, retail advances in each bank have accounted for more than 75% of the total growth in advances. After facing significant losses from corporate and infrastructure lending, banks have shifted focus, aggressively expanding in retail loans such as home, vehicle and personal loans. The lower NPA ratio in this segment has further encouraged banks to increase lending here, which has contributed to a decline in net financial savings. Net financial savings for individuals have dropped to 5.2% of Gross National Disposable Income (GNDI), indicating that much of the country's growth is now debt-financed. This shift is also a factor in banks' current struggle to attract deposits. The increase in retail advances is also contributing to the growing workload at the branches.
- The recently released seventh annual report of the Periodic Labour Force Survey shows a double-digit increase in the labour force participation rate for individuals aged over 15, reaching 60.1% over the past six years up to 2023–24. However, the benefits of this quantitative growth in participation have

been significantly undermined by a sharp decline in employment quality and working conditions. The most apparent indicator of this decline is the rise in low-productivity employment within agriculture. As a result, the workforce share in the industrial sector has fallen to 24.1%, with manufacturing at just 11.4%. Employment in the services sector has also sharply declined to 29.7%. This increase in agricultural employment contrasts with trends in most developing economies, where workers typically shift from agriculture to higher-productivity sectors, enhancing incomes, consumption, and overall economic growth.

Worryingly, earnings for self-employed and regular wage or salaried workers have not kept pace with consumer prices, leading to a decline in real wages. Only casual workers have managed a marginal wage increase that outpaces inflation. This drop in real wages for most of the workforce has become a significant constraint on consumer demand and overall economic growth.

With Greetings.

Yours Comradely



R Sekaran
Secretary General

EXECUTIVE COMMITTEE MEETING HELD ON 06.10.2024

The IBOA (TN & P) convened its Executive Committee Meeting on October 6, 2024, through virtual mode. The meeting was chaired by Com. S. Mohanraj, President.

During the proceedings, Com. Praveen Ram Kumar presented the minutes of the previous Executive Committee Meeting, which received unanimous approval from the members in attendance. Following this, President Com. S. Mohanraj proceeded to invite Com. R. Sekaran, General Secretary, to elaborate on the current developments.

Comrade R Sekaran addressed the house regarding the year's promotion and transfer processes, the rising workload on officers, and the frequent practice of calling officers in on holidays. He emphasized the need for office bearers to address these concerns with the FGMO and zonal administrations. Additionally, he highlighted the recent AIIBOA conference held in Chennai, discussed the concluded wage revision, and underscored the pending matter of implementing five-day banking.

Then, the President proceeded to invite committee members for deliberations on their Zonal issues. During this session, the Committee Members discussed the following key points.

- Multiple campaigns are being conducted simultaneously and overlapping, yet the desired results are not being achieved
- Quarterly PMS scores have not yet been released, delaying the claim of additional benefits for the first two quarters.
- Clarifications are needed regarding the quarterly closing allowance for Branches and Administrative offices, as many officers have not claimed it.
- The focus on JL verification and compliance with evergreening is making it challenging to manage business operations due to manpower shortages.
- A standardized SOP for Jewel Action should be issued, as different branches are following varied practices.
- Master circulars, last updated in March 2020, require revision and updates by the respective departments.
- The concept of transfer after completing 8 years in the FGM span may be represented to management for review.
- CAPC issues remain unresolved, leading to difficulties in managing customer complaints.
- Discrepancies between Branch Scale and Branch Manager's scale to be addressed. Manpower planning to be done accordingly.
- Concept on obtention of D11 is to be revisited in comparison with practice of other PSBs
- In few Zones, officers are being called over phone to work on Saturdays & Sundays.
- Frequent VCs are being held by Zonal Offices even for small matters
- RBI guidelines on evergreening may impact Agri Business and cause compliance related issues at the time of audit.
- In PMS – challenges are prevailing in changing the roles, especially for ZROs / ZCOs / Credit Officers as present roles are not correctly aligned with Job family assigned.
- Extended VCs and late sittings are prevailing in few Zones which needs to be addressed.

- Zonal administration should ensure Security measures before calling officers on holidays for Jewel verification.
- Pre-Approval from ZO is required for claiming compensation for working on holidays which may be removed and directly claimed.
- Issues in receiving OTP by NRI customers needs to be resolved.
- Requirement of mobile numbers for issuing Cheque Books for Government Accounts may be removed.
- In SDRMS – accounts with EM securities only to be included and other accounts are to be removed.
- Few Zones are reluctant in paying TA Bills to RDOs which needs to be resolved.
- Officers working in Zonal Offices are forced to sit till late hours on a daily basis in few Zones.
- Early morning recovery drives are now conducted more often which needs to be intervened.
- Targets for SHG and JLG disbursement are very high. There are no any circularised directions / SOPs for sanctioning and disbursing loans to SHGs.
- In few Zones, payment of Officiating allowance is not happening despite repeated requests from our Association.
- When the accounts are slipping to NPA during holidays, more pressure is given to the Branch Manager to recover the critical amount and BMs are following up with the Borrowers even during the holidays.
- Recovery in PM Svannidhi accounts is getting difficult and Borrowers are reluctant to pay.
- Clarity on how minimum balance charges is being calculated is to be provided to the Branch Staff. More customer complaints are raising in this regard.
- Sanctions at ZLCC levels are not happening. Only Branches & MAPC are pressurized to give sanctions and for disbursements.
- Even in Digital Lending Platforms, network issues are there which needs to be addressed and DIGI Vehicle Loan platform is not user friendly.
- Any changes made in NBC, notification to be given for the Branch staff.
- Manpower at CAPC to be increased to ensure effective functioning.
- In few Zones, transfer orders are being issued even now.
- Claiming of welfare benefits in HR connect may be enabled in Saturdays and Sundays since the time is restricted during working days.
- Late sitting in HO / CO are prevailing in all departments which needs to be intervened.
- Parking issue in CO & HO needs to be addressed.
- Work pressure for women officers are on the rise which is affecting their work life balance.

Com. R. Sekaran, the General Secretary, expressed his appreciation for the insightful deliberations and extended a warm welcome to the members' views. He expressed gratitude for the valuable suggestions provided on a range of issues affecting the Bank and the Officers. Com. Sekaran assured the House that the Association would diligently segment the issues and take up with the respective departments for resolution.

Com.R Sekaran elaborated on the background of the discussed issues and outlined the steps taken by the Association, assuring the House that all matters brought up during the deliberations would be pursued for resolution.

The following members were co-opted due to vacancies emerged within their respective zones.

Name	Branch	Post Co-opted
Com Saravana Gandhi N	Corporate Office	ECM, Chennai
Com Muralidharan S	Hastinapuram	Special Invitee
Com Vijesh Kumar G	ZO,Poonamalle	ECM, Poonamallee
Com Arunkumar S	Ramapuram	ECM, Kancheepuram
Com Vijaya Kumaran	INDSETI, Vellore	ECM, Vellore
Com Iyyapan	Jayapuram	ECM, Puducherry
Com Saravanan R	MAPC, Kumbakonam	ECM, Kumbakonam
Com Lokesh B	ZO, Kumbakonam	ECM, Kumbakonam
Com Ramalingam P	Pulivalam	Special Invitee
Com Thamizhselvan V	ZO, Karaikudi	ECM, Karaikudi
Com Palvannam C	MS University	ECM, Tirunelveli
Com Aravind Kumar S	ZO Tirunelveli	ECM, Tirunelveli
Com Jeyakarthykeyan P	ZO, Madurai	ECM, Madurai
Com Prabhakaran S	MAPC, Trichy	ECM, Trichy
Com Ayyanar A	ZO, Dharmapuri	ZS, Dharmapuri
Com Venkatesan D	NGGO Colony	ECM, Dharmapuri
Com Kathiravan I	Sendamangalam	ECM, Tiruppur

After addressing the agenda items as scheduled, the meeting was adjourned, and the President extended gratitude to the members for their collaborative participation.

Subsequently, Com Saravana Gandhi N proposed a vote of thanks.

WEDDING BELLS

Com. Bhuavesh

(Asst Manager, Ammayarkuppam Branch)

**Married to
Selvi. Akhila,**

At

**Kadapa
on 13.10.24**

Com M Muralidharan, B.E.,

(Branch Manager, Kurubarapali Branch)

Married to

Selvi. T. Nila, B.Arch,

At

Krishnagiri on 08.11.24

AIBOA Wishes a Very Happy Married Life to the Newly Wedded Couple.

SCUTTILING PEOPLE'S RIGHT TO INFORMATION

Context: There is a severe backlash against the Right to Information (RTI) Act, which has just entered its 20th year, and those who use it.

Background:

- From exposing corruption in the delivery of basic rights to bringing to light the truth behind the opaque electoral bonds scheme, the RTI Act has been used by citizens to hold power to account.

Key takeaways:

Vacant Posts & Dysfunctional Commissions:

- Governments are scuttling the RTI Act by not appointing information commissioners.
- A 2023-24 report of the Satark Nagrik Sangathan, a citizens group that campaigns for transparency in government functioning, shows that:
 - ◇ Seven out of 29 information commissions across the country were defunct in 2023-24.
 - ◇ Jharkhand's commission has been non-functional for over four years, Tripura's for three years, and Telangana's for 1.5 years.
 - ◇ Maharashtra's commission has over 1 lakh pending cases, and six out of 11 commissioner posts are vacant.
 - ◇ Central Information Commission (CIC) has eight out of 11 posts vacant.
 - ◇ More than 4 lakh appeals and complaints are pending in information commissions across India.

Ineffective Appointments:

- Most commissioners appointed are retired officials or those with political ties, often reluctant to act against violations of transparency.
- The report by Satark Nagrik Sangathan shows that commissions did not impose penalties in 95% of the cases where penalties could be imposed. This failure sends a signal that violating the law will not invite consequences. This destroys the framework of incentives and disincentives built into the RTI Act, promotes a culture of impunity, and exasperates applicants who seek information.

Regressive Amendments:

- 2019 Amendments: Empowered the central government to control tenure, salaries, and post-retirement benefits of commissioners, reducing the autonomy of information commissions.
- Digital Personal Data Protection Act, 2023: It included a provision to amend the RTI law to exempt all personal information from disclosure. The RTI Act of 2005 provided for protection of the privacy through section 8(1)(j). In order to invoke this section to deny personal information, at least one of the following grounds had to be proven: information sought had no relationship to any public activity or public interest; or information sought was such that it would cause unwarranted invasion of privacy, and the information officer was satisfied that there is no larger public interest that justified disclosure. The DPDP Act amended section 8(1)(j) to expand its purview and exempt all personal information from the ambit of the RTI Act. It also deleted a key provision in the law, which gave citizens a right to information at par with MPs and MLAs.

Threats to RTI Activists:

- Nearly 100 people have been killed for using the RTI Act, and many more have been assaulted or threatened, according to Transparency International India data.
- The Whistleblowers Protection Act, passed in 2014, remains non-operational due to a lack of implementation rules.

Erosion of Democracy:

- The RTI Act has played a crucial role in redistributing power and reshaping the government-citizen relationship.
- Any erosion of the RTI Act, through inaction or regressive amendments, is a direct threat to the democratic framework.

Source: The Hindu

RETIREMENTS

S.No.	NAME	DESIGNATION	BRANCH
1.	COM. BINOY KUMAR SINGH .	CHIEF GENERAL MANAGER	FGMO KOLKATA
2.	COM. GEETHA A PRABHU .	DEPUTY GENERAL MANAGER	IC BENGALURU
3.	COM. SARATH BABU GERA .	ASSISTANT GENERAL MANAGER	SERVICE BRANCH, CHENNAI
4.	COM. NAVIN KUMAR .	ASSISTANT GENERAL MANAGER	ZO:MEERUT
5.	COM. JEYARANI M .	CHIEF MANAGER	RANIPET INDL. COMPLEX
6.	COM. TRIPURARI SARAN .	SENIOR MANAGER	IC ALLAHABAD
7.	COM. RAKESH GOEL .	SENIOR MANAGER	ALLENGANJ
8.	COM. RAJENDRA KUMAR JAIN .	SENIOR MANAGER	NOIDA - SECTOR 50
9.	COM. SUNIL KUMAR SEHGAL .	SENIOR MANAGER	ZO:MEERUT
10.	COM. CHANDER BHAN KATARIA .	SENIOR MANAGER	SRIGANGANAGAR CHOWK UDARA
11.	COM. DURGA PRASANA SAHOO .	SENIOR MANAGER	ZO:BHUBANESWAR
12.	COM. NUTAN S SHARMA .	SENIOR MANAGER	FXCPC MUMBAI
13.	COM. MEENAKSHI RANGARI .	SENIOR MANAGER	PIMPRI - CHINCHWAD
14.	COM. B VIJAYAMANI .	SENIOR MANAGER	ZO:BENGALURU
15.	COM. SHARMILA GUPTA .	SENIOR MANAGER	ZO:DELHI(CENTRAL)
16.	COM. SURENDRA KUMAR SINGH .	SENIOR MANAGER	JAWAHARLAL ROAD
17.	COM. SUSHIL KUMAR .	SENIOR MANAGER	EXHIBITION ROAD
18.	COM. RAJAT SUBHRA BISWAS .	MANAGER	ZO:KOLKATA NORTH
19.	COM. VIJAY K D MESHARAM .	MANAGER	MAHAL , NAGPUR
20.	COM. BINA HAZARIKA .	MANAGER	S.R.C.B. ROAD FANCY BAZAR
21.	COM. RATUL DUTTA .	MANAGER	KARIMGANJ
22.	COM. SUJA ABRAHAM .	ASST. MANAGER	PURASAWALKAM
23.	COM. SMT KABERI BHUIYA .	ASST. MANAGER	TENTULBERIA
24.	COM. ANIL KUMAR .	ASST. MANAGER	GUMTI NO.5
25.	COM. RAMINDER SINGH ARORA .	ASST. MANAGER	LUDHIANA
26.	COM. SURINDER KUMAR .	ASST. MANAGER	RANDHAWA MASANDA
27.	COM. GEVA RAM NEGI .	ASST. MANAGER	SOLAN
28.	COM. SIB SANKAR DAS	ASST. MANAGER	GUWAHATI MAIN



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



Photo Gallery

MEMBERS MEET



Held at Salem on 15.10.24



Held at Trichy on 21.10.24



Held at Krishnagiri on 22.10.24

AIBOC working committee meeting



Held at Mumbai on 12.11.24

