

**CIRCULAR No. 28/2010**

**Date: 21.06.2010**

**TO ALL MEMBERS**



Dear friends,

**MANAGEMENT SCORES HAT-TRICK**

- 1.0** It is football season and the air is filled with the flavour of goals and hat-tricks. When the world over, the football lovers are watching the world cup matches wherein hat tricks have been scored, our Management did not lag behind. They also scored a hat trick in the game of Joint Meeting. The 87<sup>th</sup> Joint meeting held in December 2009 ended in a failure. The 88<sup>th</sup> Joint Meeting held in May 2010 was a failure. And now the 89<sup>th</sup> Joint Meeting held on 18<sup>th</sup> June also ended in a failure; creating a record hat trick in failures.
- 2.0** The 89<sup>th</sup> Joint Meeting was held in furtherance to the understandings reached in 88<sup>th</sup> Joint Meeting held on 26<sup>th</sup> May 2010. In the said Joint Meeting, while agreeing in principle to revise the overall cost ceiling of furniture, the Management also agreed to take up the other two issues namely, revision of transportation charges and reimbursement of conveyance expenses for further discussions in the next Joint Meeting proposed to be held during 2<sup>nd</sup> week of June. But what happened in 89<sup>th</sup> Joint Meeting held on 18<sup>th</sup> June? Issues were discussed but again not resolved.
- 3.0** **Lack of mandate:** It is the basic principle of negotiation that the parties negotiating should have mandate to negotiate. However, the Management team had come for negotiation without proper mandate and this was expressly conveyed to us by the General Manager, PAD stating that he had no mandate to agree to the demand made by the Organisation. If the Management representatives do not have the mandate, what was the need to convene the Joint meeting itself? That too when the meeting was held to resolve the issues as in the earlier meeting the Management postponed the issues for lack of mandate to meet our demands? If the Management team does not have mandate, then who is having the mandate?
- 4.0** **Lack of will:** As informed earlier, we had taken up the issue of revision of the rates of transportation charges on transfer. The Management team informed the representatives of the Organisation that they had sought clarification by referring the matter to IBA, which in turn advised the Bank to be guided by the guidelines issued by it. The IBA had reportedly further informed that they are not aware of other Banks extending revised transportation charges. Therefore, the Management expressed its inability to accede to the demand of the Organisation. It is worth noting that the transportation charges were revised by SBI as the IBA rates did not address the cost actually incurred by the officers and not in tune with the market realities. Thereafter, all subsidiaries of SBI extended the revision to their officers. Subsequently, Bank of Baroda and Union Bank of India revised the same in tune with the revision made in SBI. How is that IBA is not aware of these developments when the then IBA Chairman (who is also CMD of Union of India) extended it in his own Bank?. Our Bank is one of the few banks which enjoys autonomy under the autonomy package released by the Ministry of Finance. When three other Banks could revise the transportation rates and the IBA Circular did not come in their way, how is it that only for our Management the circular applies? It is nothing but lack of will.

- 5.0 Long Pending issues:** In 85<sup>th</sup> Joint Meeting held on 21<sup>st</sup> April 2009, the Management, while revising the Furniture Scheme, providing for buy-back of the furniture by the officers on completion of 10 years from the date of purchase and also making provision towards maintenance of the same, had agreed that the revision in overall cost ceiling of furniture will be taken up in the next Joint Meeting. The issue is therefore pending for more than a year. Similarly the revision in reimbursement of conveyance expenses is also overdue as the existing limits are due for revision since 2008. Though the above issues raised by the Organisation were genuine and long pending, the approach and attitude of the Management indicated their unwillingness to resolve the issues to the mutual satisfaction and arrive at a win-win situation.
- 6.0** As an Organisation we have never been rigid instead we were always flexible to resolve the issues. However, we never hesitate to say no to the offer of the Management which does not meet the minimum requirement of the officers. But the most disappointing and disturbing feature in all the past three Bipartite Meetings has been the negative response of the Management towards the issues raised by the Organisation. Again the message to the officers by the Management is: **do not desire what you deserve. It is the prerogative of the Management whether to give or not.**
- 7.0** During the past several years, Bank had made rapid progress and registered excellent performance in every area of performance. In spite of this, the Management by its actions has conveyed that you did not deserve anything more as whatever is being given at present itself is more.
- 8.0** We had conveyed to the Management that when the Bank plans to reach a business level of Rs.5,00,000 crore by 2015, involvement of every one is necessary. The five-year plan being launched aims at taking the Bank among the top 10 banks by 2015. How the Management could expect the officers to contribute their best when their needs and aspirations remain unfulfilled? It is a matter for HR pundits to do research.
- 9.0** The happenings during the last one year gives us an impression that Management believes that officers in the Bank do not deserve anything more. Otherwise how can it happen that the issues which are pending for more than a year still remain unresolved ?
- 10.0** The Balance Sheet of the Bank may not reflect the level of frustration and pains and miseries of the human resource which constitutes the greatest asset in the bank, but its long term impact will be visible when we move ahead to realize our ambitious Plan. There is a need for introspection on the part of the Management. The stakeholders who contribute to the success of the Bank need to be recognized and rewarded. Unless there is a positive outlook towards the principles of collaboration and willingness to respond to the genuine expectations of the officers, the zeal and passion of officers in the Bank would die down and will not be in the long term interest of the Bank. Will the Management realize it before it becomes too late?.

Yours sincerely,

  
(KAUSHIK GHOSH)  
GENERAL SECRETARY

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