

Editorial

A DREAM REALISED

It was in its 1992 charter of demands that AIBOC demanded pension as a third retirement benefit. However, this demand was met with resistance from IBA as some of the unions did not support the demand. This led to a settlement in 1995 wherein a Pension Scheme on the line of the one existing in RBI was introduced as an alternative to Provident Fund and employees were given option to join the Pension Scheme or to continue in PF. Those opting for pension had to surrender the Bank's contribution to PF. The high interest rates ranging from 13% to 14% prevailing at that time was a major factor which influenced the decision making at that point of time. There was also a prohibiting factor in the form of strike clause in the Pension scheme (which was removed subsequently). There was hectic lobbying for and against Pension Scheme by Unions. We in CBOO had provided the economics of the scheme and had left the choice to the members, as we always believe that it is for the member to decide what is best for him individually.

The next decade saw a sea change in the economic scenario in the country. Opening up of the economy and the policies of liberalization saw the interest rates falling to as low as 5% during 2003-2005. The banking industry witnessed introduction of new technology in the form of Core Banking, new delivery channels like ATMs, internet banking etc. and banks also started entering non-banking activities like retail distribution of

insurance products, gold, payment of utility bills, collection of taxes etc. During the period there were two bipartite settlements due to which pension scheme became more attractive as the yield on PF funds reached the lowest. The industry also witnessed introduction of Voluntary Retirement Scheme due to which there was an exodus of staff under the scheme. All these resulted in adding acute pressure of work on the officers who were left in the industry. One more factor was that a Pension optee could take voluntary retirement after 20 years and get pension which was very attractive whereas a PF optee with similar service could not afford to do so as the retirement benefits would not be sufficient to get him a decent post-retirement life. All these factors culminated in a vociferous demand from the officers and employees for a second option for pension. Even though Unions raised this demand, IBA and Govt. were not inclined to consider it, as during the 7th and 8th Bipartites many Bank balance sheets were not able to bear the pension burden of existing retirees. Introduction of new accounting standards like AS15 which necessitated provisioning for terminal benefits added fuel to the resistance to the demand. But the membership was determined and the leadership had the compulsion to pursue the demand. This led to a clause in the 8th Bipartite to discuss the issue of second option if the unions were to provide a viable alternative, even though the IBA had refused the demand.

P.T.O.

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Since 2005, the demand became a major discussion point in any meeting of bank officers. There were many hurdles. First, the cost of pension was a factor projected against the demand by IBA/ Govt. There was no consensus among unions on whether the cost has to be shared. It was to the credit of AIBOC under the then leadership of Com. Shantharaju (who was also Convenor of UFBU then) that this major block was removed and a consensus was arrived in UFBU to share the cost which paved the way for taking the issue forward. Thereafter, the quantum of cost became the major hurdle. While IBA came up with a figure of Rs.26000/- crore, the figures worked out by UFBU through its Actuaries showed a figure of Rs.4700/- crore. In the AIBOC triennial General Body meeting the members were unanimous that the issue of second option should be clinched at any cost. Once again it was AIBOC which suggested appointment of common actuaries which was agreed by the parties and the proposed two-day strike was deferred at wee hours of 25th February 2008. The common actuaries so appointed by the parties later arrived at a shortfall of Rs.6000 crore in the pension funds. Once the cost was arrived at, the major issue was what should be the sharing pattern. IBA wanted unions to share it on 50:50 basis whereas unions were ready to bear only 15% of the cost. After several rounds of discussions over a period, a consensus was arrived in UFBU that the unions will share 30% of the cost (Rs.1800 crores) out of salary arrears and the balance Rs.4200 crores will be shared by Banks. Later, IBA came up with a new demand that they are agreeable to give one more option for pension only if the Unions agree to introduction of New Pension Scheme with effect from 1st April 2010 for the new entrants into banking industry as part of salary revision discussions.

Ultimately, on 27th November an MoU between UFBU and IBA was drawn wherein the IBA agreed for a 17.5% hike in wages and for another option to PF optees to switch over for pension subject to recovery from arrears payable to all staff an amount equal to 1.6 times of their respective revised basic pay as at November 2007 towards the shortfall. It was also agreed that all the new entrants to the industry from 1st April 2010 would be governed by the New

Pension Scheme to be introduced on the lines of the one introduced for Central Govt. employees. It was also decided to conclude the settlement within 90 days.

Thereafter, several rounds of discussions took place over the salary structure and other issues and a final settlement was to be signed on 27th April. On 26th April, IBA informed the UFBU that some of the members and one of the constituents of UFBU had challenged the sharing of cost by all and some members had approached Andhra Pradesh High Court in this regard. Based on the legal opinion, IBA conveyed its view that the cost should be shared by those who wish to opt for pension and accordingly the share would go up from 1.6 times to 2.8 times of the revised basic pay of Nov. 2007. IBA stuck to their stand as they did not want to get into litigation on the issue. Finally, UFBU decided to agree to IBA stand and signed the settlement on salary revision and pension second option. The settlement and Joint Note have since been forwarded to the Govt. for its approval and it is expected that before August, the pension option will become a reality in all the Banks.

After the settlement, vested interests have started a campaign against the pension settlement; questioning the need to share the cost of pension itself. The arguments raised were whether any cost was shared when the pension scheme was first introduced and if not, why at this juncture. Another issue raised is why the incremental cost has to be borne by the employees. The answers to these are already communicated by means of a circular by the AIBOC. One thing we should remember is that but for the decision of UFBU to share the cost, the second option would not have become a reality today. It was the turning point in the whole saga of pension second option. Leadership of AIBOC and UFBU, past and present deserve credit for approaching the issue pragmatically and acting in a decisive way. The members also deserve praise for their patience and unstinted support for the struggles launched to realize the goal. Today it is a realization of a long cherished dream for the bank employees. Having seen during the last 15 years how the scenario changes, the need of the hour is to exercise your option and ensure a decent post retirement life.

OV

PROMOTIONS TO THE TOP EXECUTIVE GRADE

PROMOTION TO GENERAL MANAGER CADRE:

In the promotion process held recently, the following three Deputy General Managers are promoted to General Manager Cadre w.e.f. 08-05-2010:

1. P. Suresh Chandra Baliga, Zonal Office, Hubli.

Born in 1953, Mr. Baliga joined the Bank as a clerk in 1973 and was promoted to officer cadre in 1978. He was promoted to MMG Scale-II in 1987 and SMG Scale-IV in 1997. He was promoted to TEG Scale-VI in 2007.

He has worked in Bangalore City, Service Br., Bantwal, Mangalore - Car Street, Bunder, Soosaipuram (Mallanguli), Bangalore-RO, Chamrajpet, Shantinagar, Chickmagalur, Delhi-Kamalanagar, BCP, Chennai -GT, Bancassurance Cell-HO and Bangalore-SC Road.

2. Jai Kumar, Zonal Office, Delhi

Born in 1960, Mr. Jai Kumar joined the Bank as an officer (Chartered Account) in 1986. He was promoted to MMG Scale-II in 1987 and to SMG Scale-IV in 2000. He was promoted to TEG Scale-VI in 2007.

He has worked in Ahmedabad - RO, New Delhi - BCP, Connaught Circus, Mumbai-IFB, Kanpur, New Delhi-RO, IFB, Vadodara -Alkapuri, Pune-IFB, ED's Secretariat-HO, Mumbai-Fort and New Delhi-Karol Bagh.

3. Ms. Swathi, S. M., Corporate Marketing Wing, Head Office

Born in 1957, Ms. Swathi joined the Bank as an Agricultural Field Officer in 1980. She was promoted to MMG Scale-II in 1991 and to SMG Scale-IV in 2001. She was promoted to TEG Scale-VI in 2008.

She has worked in Madikeri, Virajpet, Nellihudkeri, Madikeri, Parane, Ponampet, Virajpet-Chickpet, Somwarpet, Mysore-Vontikoppal, Bangalore-Malleswaram, SC Road, New Delhi-Lodhi Complex, Connaught Circus and ZO-Hassan.

She is having the rare distinction of being the first woman to occupy the post of General Manager in the Bank.

PROMOTION TO DEPUTY GENERAL MANAGER CADRE:

In the promotion process held recently, the following Asst. General Managers are promoted to the cadre of Deputy General Manager w.e.f. 11-05-2010.

1. R. Natarajan, IRMD - Head Office
2. Shrikant, Legal Service Division, Head Office
3. Lakshminath Reddy, Zonal Office, Belgaum
4. C. K. Gopal, New Delhi - Lodhi Complex
5. Prakash D Hebbar, Mangalore -Pandeshwar
6. G. Guruharinadha Rao, Secunderabad - M G Road
7. Purnachandra Rao D., New Delhi - Overseas
8. Gopalakrishna Bhat K., Bangalore S. C. Road
9. Prabhakar Shenoy, Mahipalpur
10. Col. K G Ramesh Kumar, Security Division, HO
11. K. Kamalaksha Nayak, RMD, Head Office
12. H. S. Srinath, Recovery Division, Head Office
13. Augustine K. J., Zonal Audit Office - Kerala
14. P. K. Datta, Ahmedabad - Navarangpura
15. Alok Kumar Gupta, Zonal Audit Office - Delhi

CBOO while congratulating, wishes them all success in their new assignment.

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CBOO NEWS

BRANCH VISITS

Asst. General Secretary, M. Gourangadas accompanied by Regional Chairman, K. Srinath, Regional Secretary, N. Vijayan Dy. Regional Secretary, N. S. Krishnaraj, Area Secretaries and Ms. Swarnageeta, activist visited the following branches on 25th and 26th April:

Bangalore - Pai layout, Indiranagar, Koramangala, Sadashivnagar, Vasanth Nagar, Currency chest, Vasanth Nagar, RMV Extension and Sahakaranagar. Jayanagar, Basavangudi, Chamrajpet, J.C.Road, IFB, Shanthinagar, Sarakki Layout, N.T.Road, M.G.Road, and Cantonment.

During the visit they interacted with the members and clarified the queries raised by them.

- N. Vijayan, Regional Secretary

REGIONAL COMMITTEE MEETINGS

Bangalore

Regional Committee meeting was held on 16th April to deliberate and chalk out future action in the background 18th Triennial Conference to be held at Kochi on 15th and 16th of August.

The meeting commenced with welcome address by Regional Chairman, K. Srinath who also informed the house about the purpose of the meeting and need for reactivating the members to take active role in the organizational work.

Regional Secretary, N. Vijayan explained in detail the various activities carried out by the Regional Unit during the past 9 months.

Assistant General Secretary, M. Gourangadas explained the various initiatives taken by our Central Office to resolve the pending issues affecting the interest of the officers. Keeping in view the ensuing Triennial Conference, he appealed to the members to contribute their mite by mobilizing membership and involving in other activities.

In order to involve the members in organizational activities, the RC chalked out a plan of branch visits.

Thereafter the Regional Committee deliberated on the impending vacancies in view of the transfer of the Regional Secretary on promotion to Vallabh Vidyanagar and transfer of N. S. Krishna Raj, Deputy Regional Secretary to Mangalore.

The RC, after deliberations, unanimously co-opted **S. Ramachandrappa, Senior Manager, Yelahanka Branch** as the Regional Secretary and **Rudra Shetty, Manager as Dy. Regional Secretary** till the ensuing Regional Conference scheduled to be held on 10th July.

The RC placed on record the good work done by the outgoing RC members.

- N. Vijayan, Regional Secretary.

Regional Committee - Goa Unit reconstituted

A meeting of the Regional Committee was held on 28th April at Hotel Vihar, Panaji to fill up vacancies arising out of the transfer of office bearers. After deliberations the RC was reconstituted as under:

- | | |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Regional Chairman | : C. V. Patkar,
Murida Cuncolim |
| Regional Secretary | : S. S. Sawant,
Mapuca Branch |
| Dy. Regional Secretary | : Shivanand Gaonkar,
Panaji |
| Lady Representative | : Ms. Edith A.C. M.
Dasilva Pereira,
Retail Asset Hub-Panjim |
| Area Secretaries | : Sunil Kant, Bastora
S. Suresh Pai, Camorlim
Sandeep B. Jadhav, St. Jose De Ariel
G. G. Ajgaonkar, Service Branch - Panjim
Ajay Parida, Chapora
P. V. Satyanarayana, Shirwai Amona
Ritesh Kumar, ZO- Goa |

- S. S. Sawant, Regional Secretary

MEETINGS**Mysore**

A meeting of members was held at Hotel Guru Residency, Mysore. Kaushik Ghosh, General Secretary and S S Salian, Secretary-Benevolent Fund were present in the meeting. The meeting was attended by about 60 members.

The meeting commenced with an invocation by B.N. Prasanna Kumar, Deputy Regional Secretary. The meeting was presided over by senior colleague, Radhakrishna, Chief Manager, Mysore Main Branch in the absence of the Regional Chairman, K. S. Sathyasha.

Adi Subramanya, Area Secretary welcomed the members.

B. P. Devaraj, Regional Secretary in his address congratulated Ghosh on his appointment as Officer Director. He called upon the members to participate in the 18th All India Conference to be held at Kochi on the 15th & 16th August in large numbers and to make it a grand success. He requested the Area Secretaries and members to inform the data regarding shortage of manpower, if any, at their Branches, so as to take up the issue at appropriate level. He requested the members to be united at all times and support whole heartedly all the action plans of Central Office.

Radhakrishna, in his presidential address congratulated Ghosh on his appointment as Officer Director and wished good luck to all the members in all their endeavours. He called upon them to uphold the tradition of the CBOO, which has grown in strength through a disciplined cadre.

Sukumar Salian, Secretary -Benevolent Fund, spoke about the struggle the leaders of the past had undertaken in building the Organisation, which is helping the officers in many ways. He hailed the contribution of all the past leaders especially, T.R. Bhat and spoke extensively on the achievements of the Organisation, the disciplined membership it has developed and the need for involvement of the members in furtherance of the cause of officers. He called upon the functionaries to identify new talent among the younger officers with a mix of seniors to shoulder the responsibility of the Organisational activities. He requested the members to participate

in the 18th All India Conference in large numbers and make it a grand one.

As desired by the members of the Zone, Kaushik Ghosh was felicitated on his appointment as Officer Director by presenting him with the famous Mysore Turban (Peta) and a shawl, in tune with the local tradition.

"I am your representative and I am mandated by you to protect the interest of the Bank and all its employees, especially the officers of the Bank, irrespective of their affiliation", said Kaushik Ghosh, General Secretary responding to the felicitations. Thereafter, he dwelt upon the achievements of the Organisation, the temporary setbacks, the future plans of the Organisation, development of leadership at the grass root level and graduating them to higher responsibilities. He requested the members to come forward to take up Organisational work in whatever measure and called upon the younger officers to join the movement of officers along with the seniors and serve the officers' community. He recalled the efforts made by Management at different occasions to weaken the Organisation in which they could not succeed. He called upon the members to preserve unity and total commitment to the common cause. He also spoke on the issues affecting the Bank and also industry level issues like wage settlement and pension option.

During the interaction session members raised issues related to wage settlement, stagnation increments, arrears of wages etc. A few members also expressed their displeasure on the wage settlement, as the PF optees are required to pay 2.8 times of their revised basic pay of November, 2007 towards the Pension Fund. In contrast, a few expressed satisfaction that at last a second option for pension is fought and got for the benefit of PF optees. General Secretary clarified the issues raised by the members.

The meeting ended with vote of thanks proposed by B.N. Prasanna Kumar.

- B P Devaraj, Regional Secretary

Rajahmundry

A meeting of members was held at Rajahmundry on 9th May. About fifteen members from East Godavari District attended the same.

Raja Rao, Area secretary welcomed the members.

VVSSA Rama Rao, Regional Chairman presided over the meeting. In his address he dealt with recent wage settlement and membership development.

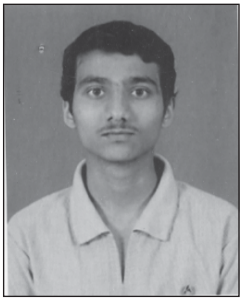
Regional Secretary, M . Sudarsana Rao spoke about the recent transfers and the double standards adopted in transfers and postings.

The following issues were raised by the members:

1. Non-posting of sub staff to Gandepalli branch and compelling officers to do the work of stitching slip bundles.
2. Lack of clerical staff and absenteeism among them affecting the work in Kakinada, Mallavaram and P Rrayavaram branches.

The meeting concluded with vote of thanks by Raja Rao.

ACHIEVEMENT



Mr. Basavaraj alias Manjunath M Hubli, son of M B. Hubli Manager, Bellary-K C Road branch secure 91.83% marks in the PUC Examinations 2010 conducted by Department of Pre-University Education, Karnataka. He scored

95.25% marks in PCMC subjects.

CBOO while congratulating, wishes him a bright academic future.

OBITUARY

N. Karthikeyan, AFO, Nammakal branch

Mr. N. Karthikeyan Agricultural Field Officer working at our Namakkal branch died on 7th May. He was aged 26 years.

He joined the Bank in February 2008 at our Bodipatty branch and was later posted to Nammakkal in July 2009.

CBOO while conveying its condolences to the bereaved family members, prays God Almighty to rest the departed soul in eternal peace.

Visakhapatnam

A meeting of members was conducted at Visakhapatnam on 8th May.

A. Diwakar, Area secretary welcomed the members.

Regional Chairman, Rama Rao presided over the meeting. In his presidential remarks, he spoke on wage revision history of bank officers right from PCR and stated that the recent settlement is the best of the bargains in the given scenario. Members compared the salary of bank officers with that under 6th pay commission and expressed dissatisfaction over wage revision.

Regional Secretary, M Sudarsana Rao spoke about the recent transfer process and the delay, uncertainties and inconsistencies in the process. He pointed out the cases of double standards and discrimination in transfers.

The need for inducting new functionaries and the representation of all sections of members in the Regional committee have been discussed and agreed unanimously.

About 15 members from Visakhapatnam, Vijayanagaram and Srikakulam attended the meeting.

- VVSSA Rama Rao, Regional chairman

DISCIPLINARY PROCEEDINGS

We receive from members several letters, copies of representation, requests for draft reply to explanation called for, show cause notices and minor penalty proceedings etc. It is observed that in large number cases, the members approach when the last date for reply approaches.

Members are requested to contact Central Office as soon as they receive the letter pertaining to disciplinary proceedings. They should note to send a copy of such letter along with the facts of the case as they know and send to Central Office. **Members are also requested to furnish their mobile numbers and/or E-mail IDs along with their requests, so as to enable us to respond to their requests quickly.**

- GS

RETIREMENTS

The following members retired from the services of the Bank on 31st May on attaining the age of superannuation:

1. Mr. Vishnu S. Kamat, Officer, Kumta

Mr. Kamath joined the Bank as a clerk in 1972. He was promoted to officer cadre in 2001.

During 38 years of his service, he had worked in Sankeshwar, Dandeli, Bhatkal, Haliyal, Ankola, Kumta, Honnavar, Bhimaneeri-APMC Yard and Karwar branch.

2. Mr. B. Sridhara Rao, Manager, ZO-Udupi

Mr. Rao joined the Bank as a clerk in 1972. He was promoted to officer cadre in 1977 and to MMG Scale-II in 2000.

In his 38 years of service, he worked in Sankeshwar, Sagar, Bhadravathi-Jannapur, Belwadi, Kurkal, Mulky, Tadri, Alevoor, Tellicherry, Kannur, HO - Recovery Division, IAD and Branch Expansion and Support Services Division.

3. Mr. K. Yeknath Pai, Manager, Bangalore - Currency Chest

Mr. Pai joined the Bank as a clerk in 1972 and was promoted to officer cadre in 1980. He was promoted to MMG Scale-II in 2001.

During 37 years' service, he worked in Gadag, Mangalore-Pandeshwar, Karwar, Hubli-Coen Road, Hadinbal, Bilgi, Bangalore - Rajajinagar, Chamrajpet, RO, Credit Division - HO, Mangalore - Bunder, ZO-Goa, Marmugao, Margao and Mangalore - Currency Chest.

4. Mr. K. U. Balakrishnan, Senior Manager, ZAO-Kerala

Mr. Balakrishnan joined the Bank as a clerk in 1973. He was promoted to officer cadre in 1979. He was promoted to MMG Scale-II in 1993 and to Scale-III in 2003.

During 37 years of service, he worked in Kannur, Chennai-Whites Road, Mylapore, Coimbatore, HO-HRD, Advances Dept., Kanhangad, Karike, Tellicherry, Kasargod, HO-SSD, PPMD, IAD, Palakkad and Ernakulam-Ravipuram branch.

5. Mr. P. Suryanarayana Murthy, Officer, ZO-Hyderabad

Mr. Murthy joined the Bank as a clerk in 1974 and was promoted to officer cadre in 1984.

During 36 years of his service, he worked in Vijayawada -Main, Visakhapatnam, Vizianagaram, Kolkata-RO, Thimmapuram, Dodballapur, Delhi-Kamalnagar, Rajahmundry, Thondangi, Hyderabad - Siddiambar Bazar, Secunderabad - MG Road and Hyderabad - PBB.

6. Mr. Ananda Achary, Manager, Chickmagalur - RRB

Mr. Achary joined the Bank as a clerk in 1974. He was promoted to officer cadre in 1981 and to MMG Scale-II in 2001.

During 36 years of service he worked in Belgaum - KG, Kadabi, HO-ARDS, BID, Udri, Hubli-RO, Mumbai-Fort, Service branch, Shivani and Dandeli.

7. Mr. M. R. Vincent, Officer, Ernakulam

Mr. Vincent joined the Bank as clerk in 1974. He was promoted to officer cadre in 2002.

During 35 years of service, he worked in Chennai-GT, Trissur, Kottayam, Kochi-RO, Pandanad, Kollad, Kottayam, Alappad and ZO-Kerala.

CBOO while thanking them for their support and co-operation, wishes them a happy, contended and active retired life.

There are more love farms than anything else. If farms could make you do something, we would be all love one another.

-Frank Zappa

AIBOC NEWS

VAGAMON CONCLAVE OF GENERAL SECRETARIES HELD ON 15TH & 16TH MAY - VISION, MISSION AND VALUE STATEMENT FINALISED

[Extracts from the AIBOC Cir. No. 66 and 67 dated 18-05-10]

1. 15TH and 16th May, 2010 were historic days in the annals of the All India Bank Officers' Confederation.
2. The **VAGAMON CONCLAVE**, the first ever conclave of the General Secretaries of the affiliates of the Confederation was arranged, to introspect, revisit, analyse the past, the present and to plan for the future, with regard to achievements, ideology, strategies, in a fast changing economic and financial scenario.
3. VAGAMON is an enchanting piece of nature, at a height of 4500 feet above Sea level, situated in Idukki Dist. in Kerala. The two-day conclave of General Secretaries - first of its kind - was arranged at Vagamom resorts by AIBOC Kerala State Unit. VAGAMON provided calm, serene and unruffled atmosphere needed for brain storming and an honest introspection into our past, birds' eye view of the present and planning for future. That is exactly what **VAGAMON CONCLAVE** was meant for.
6. At the break of the dawn on 15th, the Conclave began with hopes and aspirations as the participants sang the National song 'Vande Mataram'. Com.V.K.Prasad, Secretary of the Kerala State Unit, welcomed the participants. He said that, history was being refined in the Silver Jubilee year. Recalling the past struggles and sacrifices that have built the movement into an edifice of strength, he welcomed Com.K.S.Shetty, the President, Com.G.D.Nadaf, the General Secretary, Com.B.S.Ravindra the Co-ordinator of the Conclave and the participants from all affiliates and Sectoral Federations.
7. The lighting of the lamp by Com.K.S.Shetty, and Com.G.D.Nadaf, marked the inauguration of the conclave. In his inaugural address, Com.Shetty, touched upon the history of the Confederation and expressed his happiness that the Confederation is celebrating its Silver Jubilee year. He said that, the Conclave was absolutely necessary to review the path travelled and to analyse and set goals for the future. "We are all, people of varied ideology. The structural vulnerability, needs of time and the visions of the past, need a relook, re-shaping and honest introspection to take the ship forward", he said. "This is an opportunity, an effort to understand each other without any camouflage and certainly, is not a fault finding mission. Let's bring forth new ideas and make the event successful" he concluded and wished the conclave all the best.
8. Com.G.D.Nadaf, in his introductory remarks said that, times are changing and every organisation needs screening, scanning and an overhaul. "Internal wisdom is the best wisdom and hence we perceived that a conclave could be designed wherein we should all come out of our roles and costumes, and take a dispassionate look at the issues, in order to arrive at creative solutions. Then we can put our collective wisdom to arrive at the conclusions and make the experiment successful", he said. He also reiterated that, similar exercise will be conducted for the Presidents of the affiliates, as the General Secretaries and Presidents are the two wheels of an Organisation. "Let's go out of the two day's conclave, more enlightened and satisfied and take the movement to greater heights" he said and explained in detail the methodology of conducting the Conclave.
9. Com.P.V.Mathew, the General Secretary, of Federal Bank Officers' Association and Vice President of AIBOC, proposing the vote of thanks said that "well began is half done. Therefore, let's discuss, address the new challenges, arrive at strategies and hand over a strong organisation to the next generation".

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KAUSHIK GHOSH, OFFICER DIRECTOR FELICITATED

A function to felicitate Kaushik Ghosh, General Secretary, on his appointment as Officer Director was held at CBOO Centre, Mangalore on 28th April. T. R. Bhat, former Chairman, CBOO was the Chief Guest at the function. Mrs. Bharathi Ghosh was present as a special invitee.

The programme began with welcome address by Raghunath Kodical, Dy. General Secretary. When everyone wants to be nearer to their homes, Kaushik has made Mangalore his home, far away from his native place, he said. The appointment has come at a crucial juncture, he stated. He reminded the members about their duty to support him by giving him regular feedback.

T. R. Bhat, Chief Guest, in his address mentioned about the uncertainties prevailing at the time of submission of Panel by the Organisation. The Government has respected a custom that the Officer Director is appointed as per the panel submitted by the recognized union. The post of Officer Director is not a bed of roses, he reminded. He also mentioned about the members' expectations. In reality, the Officer Director has to play the role of a watchdog and ensure that the Bank moves in right direction and officers' interest is protected, he stated. Being General Secretary, he has to interact with the members regularly and that will give him strength to discharge his role, he said. He expressed his strong belief that Ghosh will safeguard the interest of the Bank. He called upon the members to provide him input in the form of feedback. In view of the second wave of reforms being planned by the Government, there will be greater challenges ahead, he cautioned. He wished Kaushik Ghosh all the best in his endeavour.

Thereafter, it was the turn of members to felicitate the Director. Sandeep Khan, ITD-HO in his felicitations expressed the feelings that Kaushik Ghosh will take care of the interest of the Bank as well as that of officers. Satish Shetty, ZO-Udupi felicitated Ghosh, Manjunath M. Maiya, Kankanady-M'lore branch extended his greetings and presented a bouquet to Ghosh. H. R. Shenoy, retired member felicitated Ghosh by presenting a rose.



**Raghunath Kodical, Dy. General Secretary
welcoming the gathering.**

FLORAL WELCOME TO:



T. R. Bhat by D. Narahari Kumar, Dy. General Secretary



Kaushik Ghosh, Officer Director by S.S. Salian



Mrs. Bharathi Ghosh by Mrs. Sumathi R. Bhat

D. N. Prakash, President felicitated Kaushik Ghosh on behalf of the Organisation by presenting a shawl and a bouquet. In his address he stated that Officer Director represents the voice of officers at the highest policy making body of the Bank. To do justice to the post, the Officer Director should have knowledge about ground realities; he should have knowledge about the issues; he should have mental strength to withstand the pressures and to present organizational view without fear or favour, he said. He expressed his firm belief that Kaushik Ghosh has these qualities and will come out with flying colours in his new assignment. He wished him all success in his new role on behalf of the members and on his personal behalf.

Responding to the felicitations, Sri Ghosh said that the appointment as Officer Director is not an individual achievement; it is a recognition to the collective strength. He assured the members that as their representative he will make every effort to discharge the role to the best of his ability for the larger interest of the Bank and the committed officers' community. He assured that he will make best efforts to ensure that the image of the Organisation is kept high before the highest forum of the Bank. He sought co-operation and support from all the members and appealed to them to provide feed back relating to the matters concerning the Bank and the officers' community.

K. Sheshappa, Vice president proposed a vote of thanks. In his address he recollected the situation prevailing during 1980s when the Management used to nominate any officer of their choice neglecting the choice of recognized unions. He informed that it is the AIBOC which filed a Writ Petition in the Hon'ble Supreme Court which gave a landmark judgment upholding the right of the recognized unions to choose its nominee to the Board after which the whole system was streamlined by the Ministry. He wished Ghosh all success in his new role.

The programme was compered by Eknath Baliga, Deputy General Secretary. About 160 members attended the function.

- Editor



Felicitations address by T. R. Bhat, Chief Guest



T. R. Bhat felicitating Kaushik Ghosh

FELICITATION BY MEMBERS:



Sandeep Khan, IT Division, HO



Satish Shetty, ZO, Udupi

FELICITATIONS TO OFFICER DIRECTOR, KAUSHIK GHOSH :



D.N. Prakash, President presenting a shawl



D.N. Prakash, President presenting a bouquet



Felicitation address by President, D.N. Prakash



Manjunath Mayya, Kankanady, Mangalore presenting a bouquet



Greetings from H.R. Shenoy, a retired member



Kaushik Ghosh, Officer Director responding to the felicitations



A view of the gathering

**K. Sheshappa, Vice President
proposing vote of thanks**



AIBOC News contd. from page 8

10. Com. B.S.Ravindra, was the Co-ordinator of the programme supported by Com.Y.Sudarshan and Com.K.Nagaraja Shastry from AIBOC Central Office and Com.V.K.Prasad and Com.P.V.Mathew from AIBOC - Kerala State Unit.
11. Later, the participants were classified into five groups. The brain storming exercise was divided into 3 spheres - namely, Perception, Introspection and Future. Various critical, interesting and thought provoking subjects were given under the three heads, for discussion. The groups got together and formulated their views on the various topics given to each of them after thorough interaction. Finally the group views were presented by the group leaders and the issues were thrown open for discussion. Com.K.S.Shetty and Com.G.D.Nadaf, moderated the entire discussions.
12. The subjects were of such importance and relevance, that it generated immense heat and discussion, free and frank, unbridled exchange of ideas. The entire process of presentation by the group and discussions and the interaction in an open forum took two days. Finally, out of the 'Churning' of the ideas, common views and opinions emerged, which were consolidated by the President and the General Secretary of the Confederation and proposed as the historical "VAGAMON DECLARATION", by Com.G.D.Nadaf, seconded by the participants and unanimously adopted by the Conclave.
13. Another important feather in the cap was the adoption of the "Vision, Mission and Value Statement - 2010". This was thoroughly debated and adopted. Com.G.D.Nadaf read out the statement which was very well received and appreciated by all the participants. ***The Vagamon declaration and adoption of the Vision, Mission and Value Statement, was the highlight of the two days' programme, as it reaffirmed the commitment of the Confederation towards what it has been strongly believing and doing over the past 25 years.***
14. During the course of the two days, a small committee comprising of Com.V.K.Prasad, Com.B.S.Ravindra, Com.Suprita Sarkar, and Com.Harvinder Singh was formed to give suggestions for strengthening and reactivation of the State Units. They submitted their report to the General Secretary of the Confederation, for further action.
15. Later, in the evening of 16th May 2010, the Valedictory programme was conducted. The President and the General Secretary distributed participation letters and mementos. Com.Harvinder Singh spoke on behalf of the participants and expressed his happiness that the purpose of the Conclave has been achieved. Feedback given by the participants reflected the enormous success of the Conclave in strengthening the movement further. The suggestions made by the participants will be looked into positively. Com.B.S.Ravindra, who co-ordinated the entire programme, conveyed his thanks to the President, General Secretary, and to all the participants with special mention to Com.P.V.Mathew and Com.V.K.Prasad for their help in identification of the place and arrangements for successful conduct of the programme. He requested all the General Secretaries of affiliates to conduct the Silver Jubilee Programme at the affiliate level, in a grand manner, to spread this message of trade unionism.
16. Later, Com.G.D.Nadaf gave his views on the programme and thanked the Comrades of Kerala State Unit, headed by Com.P.V.Mathew and Com.V.K.Prasad. He also thanked Com.B.S.Ravindra and his team for the excellent co-ordination of the historic Conclave. In his presidential address Com.K.S.Shetty said, "This Conclave was major step towards honest introspection and organisational resurgence." Quoting Martin Luther King, he said that we have to keep moving, scaling greater heights.
17. Com.Suprita Sarkar, proposed vote of thanks in his usual flamboyant style. He felt that a similar exercise is necessary at the affiliate level. He showered his praise on the leadership of the Confederation and the Kerala State Unit for the excellent arrangements.

VISION, MISSION AND VALUE STATEMENT

The following is the Vision, Mission and Value Statement adopted by the participants after due deliberations in the Conclave.

VISION

AIBOC is a value based Trade Union, committed to consolidation of Bank Officers' Movement and the entire Managerial Staff in India and abroad. It is against Exploitation, Victimisation and Attacks on the Working Class. Through Dedicated Service and Struggle, it upholds the Dignity, Self esteem, Professional competence of its Members to seek Fair, Equitable Compensation and Service Conditions.

AIBOC is Politically not affiliated, Self Reliant, Internally Led, Independent Trade Union upholding Democratic values and involving itself in socially relevant issues. It is committed to National Unity, National Interest and the Public Sector.

MISSION

- ◆ To carry forward the interests of Bank Officers working in India and abroad.
- ◆ To remain always committed for a larger Consolidation of Managerial Staff all over the country.
- ◆ To campaign in favour of Public Sector for protecting and furthering Public Interest.
- ◆ Through determined, sustained Campaign and struggles strives to improve the service conditions by effectively using bipartite machinery.
- ◆ To extend constructive and positive support to the Banks, in poverty alleviation programmes and for the improvement of the economy.
- ◆ To work towards continuous improvements for the purpose of enhancement of customer satisfaction through dedicated customer service.
- ◆ To continuously search for healthy interaction amongst members and society, through enhancement of awareness and involvement in non-bargaining issues like Economic Policy, Health of the Banks and Social Service etc.,

- ◆ To Work as a Nodal point for organising the Professional Workers of different sectors in India.
- ◆ To strive to organise the unorganized sector for protecting and furthering their Dignity and Human rights.
- ◆ To uphold the dignity and self esteem of the working class.
- ◆ To maintain fraternal relationship with other trade unions.
- ◆ To campaign in favour of alternate Economic and Banking Policy, committed to the principles of state ownership.
- ◆ To seek and achieve a stress free work atmosphere in the Banking Industry for Officers.

VALUE STATEMENT

- ◆ Affiliate wise Autonomous; Confederation wise Supportive.
- ◆ Inculcating a sense of belonging amongst the Members, Affiliates and the Working Class at large.
- ◆ To be sensitive and to protect Human Dignity and Self-Respect.
- ◆ To improve Professional Outlook and Commitment to the Institution.
- ◆ To seek continuous Enhancement of Working Knowledge and Skills through, Research, Training and Development.
- ◆ To root out Corruption at all levels.
- ◆ To work for the National interest and to confront New Challenges with Eternal Vigilance, Determination and Bold Initiatives.
- ◆ To Resolve Internal Organizational Challenges through Mutual Dialogue, Discussion and Consensus.
- ◆ To Work Democratically to Enhance Unity and Camaraderie amongst Members and Affiliates.

There is a boundary to men's passions when they act from feelings ; but none when they are under the influence of imagination. - Edmund Burke

CIRCULAR ROUND UP

1. Revised System and Procedures for revalidation / cancellation of stale DDs, Issue of Duplicate DDs

[FMD -HO Cir. No. 372/2010 dated 05-05-10]

- a) Branches / offices may revalidate the DDs till 5 years from the date of original issue of DD at the written request of the purchaser of the draft.
- b) Branches / offices may issue duplicate DD after validity period or cancel the stale DD till 5 years from the date of original issue of DD.
- c) Revalidation of DD drawn in favour of an individual should be considered only against the written request from the purchaser of the draft.
- d) Revalidation of DD shall be done against the written request from the beneficiary if the

beneficiary is a Central / State Govt. Dept. or Undertaking, Large Corporate House etc.

- e) Revalidation shall be done only once.
- f) DDs older than 5 years will be blocked for payment / revalidation by the system and branches should send request for payment of such DDs to FMD

2. Withdrawal of Powers to grant Ad-hoc Limits in respect of credit sanctioned by higher authorities

[Credit Division (CPPS) -HO Cir. No.368/2010 dated 04-05-2010]

The emergency powers of Zonal Heads to grant ad-hoc limits in respect of credit limits sanctioned by the higher authorities has been withdrawn with immediate effect. However, such powers shall continue in respect of SME and Export Credit facilities sanctioned by higher authorities.

3. Scheme for Incentives and Penalties for Bank branches including Currency Chests

[FMD -HO cir. No.373/2010 dt. 05-05-10]

RBI has revised the penalties retrospectively from 1st January 2010 as follows:

Sl.No.	Nature of Irregularity	Revised Penalty
1	Shortages: (i) Upto Rs.100 (ii) Rs.500/- & Rs.1000/- [Tolerance 2 per million]	Rs. 50/- per piece in addition to the loss for notes upto Rs.20/- Equal to the value of the denomination per piece in addition to the loss for shortage of notes of Rs.50/- and above. NB: shortages of 100 pieces and above per remittance shall be debited immediately. Cases where shortages are less than 100 pieces per remittance will be dealt within a cumulative manner taking into account the chest's other remittances during the year [April - March]. In such cases, the threshold limit would be 100 pieces in a year.
2	Counterfeits: i) Upto Rs.100 ii) Rs.500 & Rs.1000	Equal to the 'value' of the counterfeit note in addition to the loss NB: i) The clause on three instances of fine for any currency chest branch and name to be put on public domain stands withdrawn. ii) No 'Tolerance Limit'.
3.	Mutilated Notes:	Rs.50/- per piece irrespective of the denomination.

The penalties on account of non-compliance with operational guidelines / violation of any terms of agreement with RBI are retained. There are no changes in the incentives communicated vide HO Cir. No.835/2008 dt. 19-09-08.

4. Corp Home Scheme - Modification of guideline

[Retail Lending Division HO Cir. No.371/2010 dt. 05-10-10]

Scheme guidelines pertaining the property situated in command area of the Branch stand modified as under:

Where immovable property is taken as security, property situated within:

15 Kms radius of the Branch (for Rural and Semi Urban branches);

25 Kms radius of the Branch (for Urban and Port Town Branches);

50 Kms radius of the Branch (for metro branches in Mumbai, Delhi, Kolkata, Chennai, Bangalore, Hyderabad, Secunderabd, Ahemedabad);

may be treated as situated within the command area of the Branch.

The above modification is applicable only in case of Corp Home Schemes.

5. Levy of interest on clearing related overdraft extended by Clearing House Managing banks for settling clearing obligations of member banks

[FMD HO Cir. No. 400/2010 dated 13-05-10]

In a meeting of major clearing house managing banks convened by RBI, the issue of levy of interest on clearing related overdraft was discussed and it was

decided as under:

- a) To benchmark the applicable interest rate of clearing-related overdrafts to the RBI Liquidity Adjustment Facility [LAF] Repo Rate.
- b) For intra-day overdraft[the day when the overdraft is extended, irrespective of the time period for which the overdraft facility is enjoyed] interest shall be charged at relevant RBI LAF Repo Rate + 100 basis points.
- c) If the overdraft extends to the following day [overnight and beyond], interest shall be charged at relevant RBI LAF Repo Rate + 300 basis points.
- d) The cushion of 100 and 300 basis points over the relevant RBI LAF Repo Rate [repo being collateralized] is provided as the clearing-related overdraft is non-collateralised in nature.
- e) In instances where settlement accounts of members banks [with the settlement bank at the concerned clearing location] are not credited in time and the settlement bank has levied overdraft charges, though funds have already been remitted and credited to the settlement bank's account at Mumbai [or any other central location -through RTGS or otherwise], the overdraft charges shall be refunded, on member banks proving that the funds were received in time by the settlement bank.

BANKING ROUND UP**IDBI chief named PFRDA boss**

The Centre has appointed IDBI Bank CMD Yogesh Agarwal as Chairman of the Pension Fund Regulatory Development Authority (PFRDA). The appointment order for Agarwal has been issued early this week by the Ministry of Finance. Agarwal, who has been appointed for five years, is expected to take charge in a fortnight. This is the first time that a public sector bank head has been selected to run the regulatory institution

- *Financial Express, 08-05-10*

Bank of Rajasthan to merge with ICICI Bank

Bank of Rajasthan is to be merged with ICICI Bank. The boards of both banks, which met separately, granted in-principle approval for the merger. ICICI Bank said it has entered into an agreement with 'certain shareholders' of the BoR for amalgamation of the bank with itself with a share swap ratio of 25:118 (25 shares of ICICI for 118 shares of BoR).

According to analysts, the swap ratio works out to a premium of 89.4% over BoR's current market price. With a Tier-I capital of above 13%, the impact on ICICI Bank's capital would be less than 3%. This is the third merger for the bank, after it took over Bank of Madura and Sangli Bank. In February, the RBI had levied a penalty of Rs.25 lakh on the BoR for violation of directions on acquisition of immovable property; deletion of records in the bank's IT systems; non-adherence to KYC (know-your-customer) and anti-monetary laundering guidelines, and irregularities in the conduct of accounts of a corporate group. The RBI had appointed Mr G. Padmanabhan, a former Chief General Manager of State Bank of India, as BoR's Managing Director and Chief Executive Officer, following the irregularities in the operations of BoR. The RBI had also appointed Deloitte Haskins and Sells as a special auditor to inspect the accounts. The advantage for ICICI Bank is the 460-strong branch network of BoR.

- *Business Line, 19-05-10*

CLASS ROOM

CURRENCY FUTURES

What are currency futures and how are they different from other derivatives?

Theoretically, a currency futures is a contract to exchange one currency for another at a specified date in the future at a price that is fixed in advance. The system was originally designed to protect against the risk of volatile currencies, especially for businesses having receipts or outgo of foreign currency as a part of their routine operations. However, today, currency futures are most commonly used by traders to speculate on the rate of the dollar and other currencies at a future date.

Who can profit from it?

Suppose an edible oil importer wants to import edible oil worth \$100,000 and places his import order on January 15, 2010, with the delivery date being four months ahead in April. At the time when the contract is placed, one US dollar was worth, say, Rs 45.50 in the spot market. Now, suppose the rupee depreciates to Rs 45.75 per US dollar when the payment is due in April 2010, the value of the payment for the importer goes up correspondingly. If the importer locks in a particular rate for April 2010 (by buying a currency futures contract) he is not affected by this rise in rate.

The same is true for a jeweller who is exporting gold jewellery, and fears an appreciating rupee. But we repeat, currently the product is mostly being used by individual traders who make money every time their prediction on the rate of the dollar is proved right.

Why has the product become so popular with Indian traders?

In the Indian version of the product, no hard currency actually changes hands. The difference in the price a trader predicted and the market price can be met through exchange of rupees. A forward contract, another derivative instrument that can also help protect against volatility in rates, has to be bought from a bank.

Besides that, one needs to have underlying business leading to receipts or payments of a foreign currency.

In futures, an individual can open an account with a broker, like a share trading account, and get access to a screen and are instantly ready for action. Futures were mainly conceived for small corporates, while forwards are mainly used by large companies dealing in mega-dollars.

What is the future of futures?

Futures contracts based on dollar-rupee pair were introduced in India in August 2008. Given the recent surge in volumes, it's only a matter of time before RBI and Sebi introduce futures based on other currency pairs. So traders will soon get to speculate on the euro, yen and pound sterling. Currency futures are currently listed on National Stock Exchange, Bombay Stock Exchange and the MCX-SX.

[Source: Economic Times, 11-01-2010]

MISCELLANY

Criminal probe against Six Wall Street Banks

US prosecutors are conducting a broad criminal investigation of six major Wall Street banks including JP Morgan Chase & Co. and Citigroup, to determine if they misled investors. The others are Deutsche Bank, UBS, Morgan Stanley and Goldman Sachs Group, the sources said. The investigation being conducted with the Securities and Exchange Commission, comes as Wall Street and major banks around the world are attracting scrutiny from regulators who are looking at transactions that occurred in the run to the subprime mortgage meltdown and financial crisis.

— Economic Times, 15-05-10

Inventor of ATM dies

John Shepherd-Barron, the Scotman credited with inventing the world's first automatic cash machine, died. He was 84. Barron came up with the idea of the cash machine after being locked out of his bank.

- The Financial Express, 21-05-10

HEALTH WATCH

ADVANCES IN KNEE REPLACEMENT

DR. S.K.S. MARYA

Due to modern medical advances, more than 25 per cent of the population is older than 60 years but still looks forward to many decades of active life. Painful joints as a result of wear and tear or inflammatory arthritis can be a serious impediment to normal life.

Osteoarthritis of the knee is one of the most common disorders, mostly affecting those above 40. It affects more women than men and risk factors include obesity, knee injury and occupational loading.

Symptoms

Many people experience aches in and around the knee, persistent pain or attacks of acute stabbing sensation, morning stiffness and stiffness associated with pain. The disease is also associated with swollen knee joints, buckling or giving way due to weak knee muscles and tenderness in the knee area. In severe cases, the pain may confine a person to the house. Loss of mobility and dependence on others can be psychologically devastating. This is especially so in elderly people. Fortunately, recent advances in joint replacement surgery can help.

The symptoms depend on the severity of the disease. In mild cases, pain may be felt only at the end of the day or during strenuous activities. With increasing severity, the walking distance gradually decreases and it may be associated with swelling and warmth over the joint even during moderate activities.

In advanced cases, walking without support becomes impossible and pain may be present even when one is resting. Many patients spend sleepless nights for fear of pain even with the slight movement.

Surgical options

Knee replacement may be unicompartmental or involve total replacement of the knee. The surgeon will decide what is best after studying the severity of the pain, the degree of functional impairment and evidence of structural joint damage.

Arthroscopy is the simplest surgery. Carried out under local anaesthesia, the patient can be discharged in a day or two. It is minimally invasive and involves cleaning / de-bridement of joint, repair of damaged cartilage, removal of damaged bone and loose fragments of cartilage. It helps preserve the remaining healthy part and stimulates the regeneration of a new cartilaginous load-bearing surface. However, this is useful only in very early stages and is not applicable for patients who have very severe pain, instability or deformity of the joint.

Osteotomy or "bone cutting" helps prevent deterioration of joints with arthritis. It helps realign the loading axis

of the knee to redistribute the static and dynamic loads on articular surfaces. This reduces pain and delays progression of the disease, but is rarely performed, as it is useful only in a few cases and does not eliminate the symptoms totally.

When pain is very severe, joint replacements can offer a dramatic cure with restoration of normal activities. Here, the superficial layers of the bone are removed and replaced with new gliding and load-bearing surfaces made of plastic, metal or ceramic. Deformities can be corrected and the joint becomes stable, allowing the patient to regain mobility.

Unicompartmental knee replacement is recommended for patients with partial knee damage. It involves insertion of small implants in place of the damaged tissue of the knee joint. It helps relieve pain and preserves function for as long as possible. It is usually recommended for patients less than 60 years of age.

Total knee replacement is recommended for patients with moderate to severe symptomatic knee arthritis affecting both the medial and lateral compartments. It involves resurfacing the worn-out parts of the knee surface with implants made of metal and plastic, placed on the joint surface of each bone.

Most ligaments and tendons remain intact with this process. It allows the smooth gliding of bones over each other, enabling the knee to bend and move.

Latest advances

Computer navigation is the latest advance in orthopaedic surgery. The anatomy of the operating area is assessed and displayed accurately and three-dimensionally.

As the surgeon uses an instrument during surgery, the IGS camera calculates its position and transfers the data to a computer. The whole system offers the surgeon a virtual 3D navigation support system. It allows very precise, safe and perfect surgeries.

Computer Navigation enables knee replacement surgery to be performed with greater precision and control. Surgical instruments are continuously tracked by the navigation system, enabling the surgeon to judge the precise position and alignment of the bone cuts.

The benefits to the patient are better alignment, early mobilisation and most importantly, decreased wear and tear of the prosthesis. As a result, the longevity of the joint replacements may be extended up to 25 years, which means that many patients may never need a revision surgery in their lives.

[The writer is Director and Chief Surgeon, Max Devki Devi Institute of Orthopaedics and Joint Replacement, New Delhi. The above article appeared in The Hindu]

THE PLAINSPEAK

CHARITY SHOULD BEGIN AT HOME

When we speak about the work environment in an organization two matters come up immediately to our mind. One pertains to the human relations in the office and the other relates to the physical environment. Both are equally important for efficient working of the people in the organization. Managing human relations is primarily an art; therefore I will deal with it sometimes later. It is the physical environment in an office which is easier to control and alter to meet the changing needs.

Every employee needs certain basic amenities in his office to work efficiently. The elementary comforts like chairs and tables, computers to aid him in his duty and telephone connections to talk whenever it is needed are essential these days. This is the first set of amenities one should think of. I remember a few years ago two personnel officers of PAD complaining to me that for many days they were not provided with proper seats to work. (They are today executives.)

The second facility required in any office is a decent and hygienic toilet with adequate water. Some 27-28 years ago during my visits to many of our rural branches our colleagues had to go to the nearby field or hillock to attend to nature's calls. Today in many branches they need to go to the next building. In the toilets in many branches there is no water and are unhygienic. I wonder whether the Premises Section, Inspection Division and the Zonal Offices have ever visited them or after visits advised the branches to take corrective actions. Even in Head Office the toilets are not as they should be from the standard of health. The doors can not be latched, the flushes do not work and toilet seats are dirty. What is the premises maintenance section doing is the question that often comes up.

Sumant Moolgankar when he was the chief of Tata Motors was driving into the factory's workshop. He wanted to go to the toilet. The manager who was with him turned the jeep to take him to his office. But Moolgaonkar insisted on using the workers' toilets. He stood in the queue. Thereafter it became a routine for every one to use any toilet but this ensured that the toilets were maintained spick and

span. Will our top executives take a cue from Moolgankar's conduct?

The third matter of relevance is the dumping of waste - papers, computer machinery, furniture, electrical equipment wherever there is a little space. While exposing the people to fire hazard and radiation risk, such cluttering makes free movement in an emergency difficult. A premises cluttered with unwanted materials is hardly encouraging to the morale of the staff. I remember that CBOO had taken up this issue with successive General Managers in charge of premises department. Yet during my casual visits to Head Office to meet my former colleagues, I find that the situation is not changed.

Another area of concern is the absence of a quality canteen for the staff. The present canteen at Head Office neither has quality nor does it meet minimum standards of hygiene. Everywhere careful attention is paid to provide healthy food in a clean atmosphere but in our case, employees are compelled to avoid it or go outside to get a decent lunch.

To ensure quick mobility most employees today possess their own vehicles. The bank also has the loan schemes. The vehicles in most cases are hypothecated to the Bank. In every institution adequate facility is provided for orderly and covered parking of staff vehicles. In spite of the repeated appeals from employees the bank's management does not appear to be bothered about the felt need of the employees.

It is not only here, even in branches and Zonal Offices little attention is paid to these matters namely cluttering of waste material, absence of parking facilities for the staff and hygienic toilet facility. Even in new branches attention is not given for these.

Employees feel proud to work when the work atmosphere is pleasant and comfortable. We speak about international standards in service. If our service to our own employees is not up to comparable standards, how can we expect them to be proud? Charity, it is said, should begin at home.

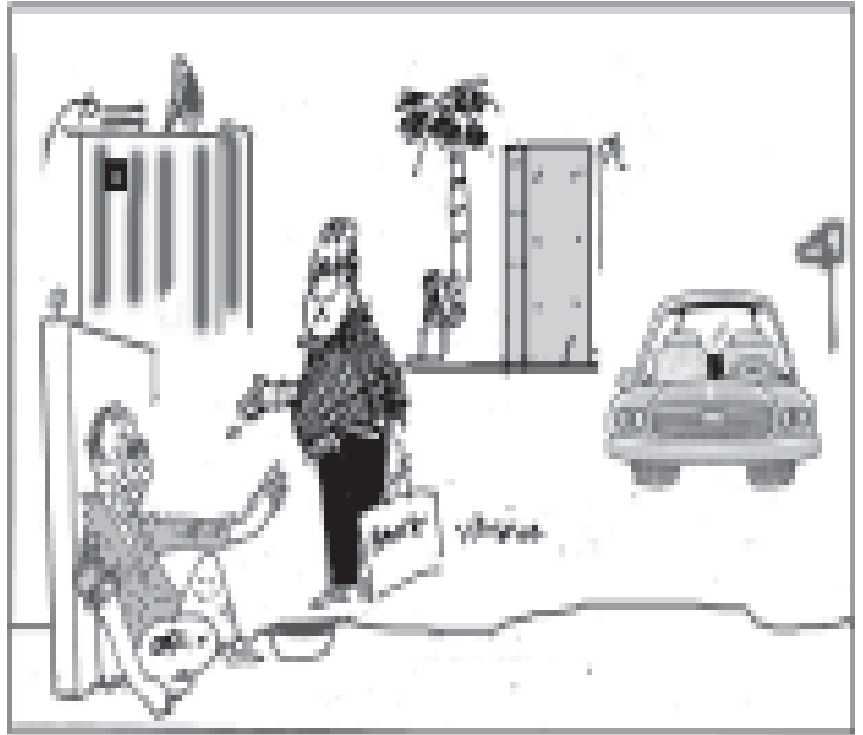
-TRB

(The views are personal)



ARREARS IN ARREARS

Hi Viharana!



No need to give more..... I can understand your settlement better....!!!



I do not know what happened.... He was calculating the arrears..... !!!

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