



Circular Letter No.3/2019

READ AND CIRCULATE

Kodialbail, Mangalore-3

Date: 09.05.2019

Dear members,

**MANAGEMENT RESORTS TO C2C CULTURE –
APPOINTS CHIEF GENERAL MANAGERS ON CONTRACT BASIS –
OUR PROTEST LETTER STANDS DELIVERED.**

We were surprised to go through the Management Circular Ref:HO/Circular/ HR&IR/ GF (3):5/ 2019-20 dated 02.05.2019 which has revealed that two of the existing General Managers who have been promoted to the cadre of Chief General Managers were appointed on C2C basis on contract. As this is against the existing hierarchical set up in the Bank, where all earlier Chief General Managers were the employees of the Bank, we have immediately lodged our protest with the Management for having introduced C2C culture which is totally opposed by both AIBEA and AIBOA. **A Joint Protest Letter was given to the Managing Director of the Bank bearing No.57/2019 dated 08.05.2019 which is reproduced hereunder:**

Dear Sir,

**Sub: Appointment of Chief General Managers on contract basis –
A deviation from the existing hierarchical set up in the organization –
We lodge our protest thereof.**

Since the beginning of creation of Chief General Manager post in the Bank around two decades ago, it is an established fact that such appointments were made from time to time within the cadre of executives of the Bank as a promotion in the Organisational Set-up and they continue to be an employee of the Bank thereupon.

However, all of a sudden the Management has taken a deviation from this well established procedure and promoted two of the existing General Managers as Chief General Managers and surprisingly made the said appointment on contract basis as per Circular/ HR&IR/Circular GF (3):5/2019-20 dt.02.05.2019.

This procedure of appointing two Chief General Managers on C2C basis that too when both of the said incumbents are having around 5 years of service in the Bank is a

P.T.O.

surprising and a questionable development as far as we are concerned. We do not know the reasons prompted the Management to take recourse for such an appointment compelling the concerned incumbent to tender resignation for the post of the General Managers so as to assume charge as CGM on contract now designated as Chief Operating Officer and Chief Business Officer.

Under the circumstances we like to know from the Management the merits behind such move on their part and the terms of contract of this newly appointed CGMs and their total pay-packet with all perks thereupon. We also prevail upon the Management to reconsider the said appointment on C2C basis and to continue them as the regular employees in the Bank holding the position as the Chief General Manager as prevailed hitherto.

Yours faithfully,

(Sd/-)GS, AIKBEA

(Sd/-) GS, KBOO

Today morning, while handing over the above protest letter to the Managing Director, we have very clearly stated that this culture of appointing top executives on contract system is being opposed by both of our Associations as well as by our apex organizations, i.e., AIBEA and AIBOA.

Comrades, we strongly feel that the M/s.Boston Consulting Group which is now being engaged by the Bank as a consultative agency, is trying their best to bring in the culture of appointment on C2C basis in our Bank through contract system. In case, if this trend continues, we may have to view this unhealthy development seriously and may have to chalk out required organizational steps to stop such malice in our Bank. Developments will be informed.

With greetings,

Yours comradely,

**Sd/-
(P.R.Karant)**
Gen.Secretary, AIKBEA

**Sd/-
(K.Raghava)**
Gen. Secretary, KBOO

ALL INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION	ZINDABAD