



Karnataka Bank Officers' Organisation (Regd.)

Regd. Office: Mangalore (D.K.)
(Affiliated to AIBOA)

Somayaji House, II Floor, Bunts Hostel Road, Mangaluru - 575 003

Mob.: President: 94490 51322, Gen. Secretary: 76765 37553, E-mail: suresha.kboo@gmail.com

Circular No. 04/2022

27th May 2022

Dear Comrades,

SCALEWISE PROMOTION OF VACANCIES FOR THE YEAR 2022-23 DECLARED - 4 VACANCIES ARE ON CONTRACT BASIS – OUR PROTEST THEREOF

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In accordance with the Promotion Policy agreement dated 26-12-2012 entered into between the Management and our Organisation, the Management has declared the scalewise promotion vacancies for the year 2022-23 and communicated the same to us on 23-05-2022 vide their letter No. HO.HR&IR/KBOO/278/2022-23 dated 05-05-2022. We furnish here below the details of the same for the information of our members:

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|-----------|---|------------|
| Scale II | Seniority - Cum – Merit Channel : 61 | 121 |
| | Fast Track Channel : 60 | |
| Scale III | ---- | 48 |
| Scale IV | ---- | 26* |

* 22 from internal cadre and remaining 4 from external channel for specialized areas (on Contract Basis).

The Test / interview date/s will be informed in due course.

We note with concern that 4 vacancies are on contract basis which is unilaterally taken by the Management in total violation of the MOU dated 26-12-2012, entered into between the Management and KBOO. Further, there is an anomaly in allocation of vacancies declared under Scale II which is to be filled 50% through Seniority-cum-Merit Channel and another 50% through Fast Track Promotion Channel.

In this connection, we have addressed a letter to the Management of the Bank vide KBOO/38/2022 dated 24-05-2022 and lodged our strong protest for the unilateral decision taken by the Management in declaring specialised category vacancies under external channel in Scale IV category and pursuing lateral recruitment on contract basis and also the anomaly in allocation of vacancies declared under Scale II category. We furnish hereunder the excerpts of our letter no. KBOO/38/2022 dated 24-05-2022 addressed to the Managing Director, for the information and guidance of our members.

Dear Sir,

Sub: Scale wise Promotions for the year 2022-23

- Ref: 1. Your letter HO.HR&IR/KBOO/102/2021-22 dated 19-04-2021**
2. Our letter KBOO:OR:23:2021 dated 23-04-2021
3. Your letter HO.HR&IR/KBOO/278/2022-23 dated 05-05-2022

With reference to the above, we received letter referred under Sl. No. 3 yesterday and noted the contents.

2. As per the said letter, under Scale IV category 26 vacancies are declared, out of which 22 from internal cadre and remaining 4 from external channel for specialized areas on contract basis. We note with concern that while declaring vacancies from external channel, the Management has not discussed with us and taken unilateral decision in violation of the MOU dated 26-12-2012, entered into between the Management and KBOO. It is also surprise to note that these 4 vacancies will be filled on contract basis. Both the moves are against the letter and spirit of the MOU dated 26-12-2012, entered into between us. Our Apex Organisation AIBOA is against the outsourcing and contractual employment of regular and perennial jobs in nature. Our Organization has categorically made our stand point in an unambiguous manner last year itself pertaining to the lateral recruitment on contract basis vide our letter under SI. No. 2. However, we observe from the letter that the Management is still pursues to go for lateral recruitment in specialized posts in Scale IV on contract basis. We reiterate that it is not inconsonance with the subsisting bilateral agreement dated 26-12-2012 between our organization and the bank. Therefore, we lodge our strong protest on the above moves of the Management. We request you to reconsider your above said moves and take steps to fill up the vacancies on the regular employment basis after mutual understanding to be arrived at between us, as per the provisions of MOU dated 26-12-2012.

3. We have also noted that percentage of allocation of vacancies in Scale II category under Seniority cum Merit Channel and Fast Track Channel should be strictly in accordance with the MOU which in vogue i.e. 50%. We had also brought this anomaly to the notice of the Management vide our letter under SI. No. 2 last year itself and requested the Management to rectify it. However, we are astonished to note that the Management is still continuing same anomaly this year also. Therefore, we urge you to rectify the anomaly by enhancing the number of vacancies appropriately as per the MOU dated 26-12-2012.

4. Hope you will appreciate our viewpoints stated herein above and uphold the sanctity of the said bilateral agreement entered into by both the parties.

Yours faithfully,

Sd/-

(Suresha Hegde S)

General Secretary

CC to : The General Secretary, All India Bank Officers' Association, Chennai, for information

We note to inform the developments in this regard.

With warm greetings,

Yours comradely,



(SURESHA HEGDE S)
GENERAL SECRETARY

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| ALL INDIA BANK OFFICERS' ASSOCIATION | ... | ... | ... | ZINDABAD |
| KARNATAKA BANK OFFICERS' ORGANISATION | ... | ... | ... | ZINDABAD |
| OFFICERS - WORKMEN UNITY | ... | ... | ... | ZINDABAD |