

# ALL INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION (REGD.)



(Affiliated to A.I.B.E.A.)

AND

## KARNATAKA BANK OFFICERS' ORGANISATION (REGD.)

(Affiliated to A.I.B.O.A.)



Circular No. 04/2025

READ AND CIRCULATE

30.05.2025

Dear Comrades,

- ✦ **SERIOUS VIOLATIONS IN LATERAL RECRUITMENT OF PRODUCT HEAD – ASSETS & CO-LENDING**
- ✦ **OUR DEMAND FOR A THOROUGH AND INDEPENDENT ENQUIRY INTO THE MATTER**
- ✦ **WE DEMAND PROMOTION OF INTERNAL TALENT AT ALL LEVELS, INCLUDING SENIOR MANAGEMENT LEVELS**

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We wish to bring to your attention a very serious issue concerning yet another **blatant violation of recruitment norms in our Bank**. This matter has already gained public attention on social media, causing reputational damage to our Institution.

In our joint letter OR/495/2025 dated 27-05-2025 addressed to **the Managing Director & CEO with a copy marked to the Chairman and Board of Directors**, we have strongly protested the irregular lateral appointment of **Product Head – Assets & Co-lending at DGM level**. We share with you the full text of our joint letter for your awareness and solidarity:

**The Managing Director & CEO**  
**Karnataka Bank Ltd.**  
**HO, Mangaluru – 575 002**

Dear Sir,

**Subject:** Our strong protest against the mode of lateral recruitment of **Mr. Madari Jaypal Krupal – St. No.15580, Product Head – Assets & Co-lending at TDH, Bengaluru – Our concerns regarding repeated violations in lateral recruitment.**

**Ref:** 1. KBOO letter OR/ 446/ 2023 dated 19-08-2023  
2. Our joint letter OR/ 458 / 2024 dated 22-10-2024

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We express **our strong protest and deep concern** over the lateral recruitment of **Mr. Madari Jaypal Krupal** and the pattern of **repeated deviations / violations** from established recruitment practices in our Bank.

We understand that:

- **Mr. Madari Jaypal Krupal** was appointed at the **DGM** level on **09-01-2025** as **Product Head – Assets & Co-lending at TDH, Bengaluru** through lateral recruitment with **exorbitant salary**, without adherence to the Bank's established recruitment procedures and also without the mandatory approval from the **Nomination and Remuneration Committee (NRC) of the Board**.
- Since his appointment lacked the **requisite approval/ratification** by the NRC, he was compelled to resign within three months. He tendered his resignation on 08-04-2025, citing "**personal reasons**" via an undated handwritten letter addressed to the **CHRO**.
- Shockingly, his resignation was **processed and accepted without proper clearance or authority, and with undue haste, by the Chief Product Officer**—an outright violation of the resignation protocol which mandates a three-month notice period or salary in lieu, subject to **proper departmental clearances**.
- Astonishingly, the same individual was reappointed to the same department as AGM on 17-04-2025—just one week after resigning—with a new staff number (15710). **This reappointment again**

bypassed the Bank's standard recruitment process. It is perplexing how an individual who resigned citing "personal reasons" to take up a higher post could be reappointed to the same role at a lower cadre in such a short span. **This raises serious concerns regarding HR governance and practices, particularly given that the individual's initial appointment had not been ratified by the Competent Authority (NRC).**

- **Even more concerning is the fact that departmental clearances for his resignation from the DGM post were reportedly obtained only after his rejoining as AGM.**

Furthermore, the above said incident is already appeared in **social media on 23-05-2025**. We are also having the same apprehensions that ***when a higher authority has not ratified the appointment of an individual, can a lower authority reappoints the same individual at a lower grade?*** Such practices not only **demoralise the workforce but also severely damage public trust in the Institution.**

We also wish to draw attention to earlier similar instances:

- **The appointment of a "Project Manager" at BTRO, Bengaluru in 2023**
- **The reappointment of two resigned officers in 2024 at the same scale**

Both of these were in violation of established norms and were firmly opposed by us through the aforementioned letters (Ref. Nos. 1 and 2). Despite our strong objections, the present case of lateral recruitment, resignation and reappointment reflects yet another instance of disregard for due process and the internal talent pool. **These repeated violations show total disregard to the time-tested norms, traditions, and legacy of our Bank.**

Maintaining transparency and fairness in recruitment is essential for upholding the morale of our existing staff and the faith of the unemployed youth who aspire to serve the Bank through merit-based opportunities. **It is also evident from the Bank's latest financial results (FY 2024-25) that lateral recruitment at very high salary levels has not proven effective and successful. Therefore, we strongly urge the Management to discontinue the practice of hiring external candidates at elevated salaries and instead focus on promoting internal talent at all levels, including senior management positions.**

In view of the above facts, we, the recognised Trade Unions of our Bank, express **our unequivocal objection to these serious violations, lapses and unethical practices by certain members of the Senior Management.** In view of the above, **we demand that a thorough and independent enquiry be conducted into the roles of the concerned individuals in this matter. Immediate corrective actions are essential to restore principles of fairness, transparency, stability, and ethical conduct within our Bank.**

Thanking you,

Yours faithfully,

Sd/-  
(Paneendra K G)  
General Secretary, AIKBEA

Sd/-  
(Suresha Hegde S)  
General Secretary, KBOO

CC To:

1. The Chairman, Karnataka Bank Ltd., HO, Mangaluru, for Information.
2. The Board of Directors, Karnataka Bank Ltd., HO, Mangaluru, for Information.

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**Let us stay vigilant and united in our effort to protect internal talent and uphold the values of fairness, transparency, and ethical governance in our beloved Bank.**


**STAY ALERT!**

**STAY UNITED!**

**STAY INFORMED!**

With warm greetings,

Yours comradely,

  
(Paneendra K G)  
GENERAL SECRETARY, AIKBEA

  
(Suresha Hegde S)  
GENERAL SECRETARY, KBOO