

**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 06/2024

READ AND CIRCULATE

Dated : 08-04-2024

Dear Members,

**JOINT DEMAND FOR ADEQUATE RECRUITMENT OF STAFF AT ALL CADRES ON REGULAR BASIS**

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Members are aware that branches/Offices in our Bank are working with acute shortage of staff. There has been no recruitment in the Sub-staff and Part-Time-Sweeper category (PTS) in our bank since 2016. Last recruitment exercise in clerical cadre was held during 2022. In Scale I Officer cadre, even though there was recruitment, it was not in accordance with the business growth and vacancies declared. In many branches, shortages in PTS and Sub-staff category are managed through daily wagers. **However, demand for absorbing daily wagers in PTS and sub-staff category who have been working for so many years on a daily basis in our bank with the expectation and hope of getting regular employment at a later date as per the existing tradition and practice followed in the Bank is not considered.** Severe staff shortage due to non-recruitment / under recruitment of staff in all cadres over the years directly affected our customer services, housekeeping, compliance work and growth of the Bank business. This has also increased the huge work load on the existing staff, created undue work pressure, regular late sitting in the branches / offices to complete the normal work and increased the stress level both mentally / physically which have affected their work-life balance and health.

Our members are repeatedly raising these issues in our forum and urging for adequate recruitment of staff in all cadres. After analyzing the business growth, staff position of the Bank and shortage of staff in branches/ offices, we have addressed a letter to the Managing Director on 06-04-2024 and placed the demand for adequate recruitment of staff in all cadres on a regular basis. We furnish below the text of our joint letter OR No./400/ 2024 dated 06-04-2024 for the information of our members.

**The Managing Director & CEO  
Karnataka Bank Ltd.  
Head Office,  
Mangaluru - 575 002**

Dear Sir,

**SUB: DEMAND FOR ADEQUATE RECRUITMENT OF STAFF AT ALL CADRES.**

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Our Bank is a time-tested old generation Private Sector Bank having a modern outlook with a customer centric approach. To be relevant and competitive in the banking industry, our Bank has evolved and adopted best practices of the banking arena on an ongoing basis including technological advancement **duly maintaining its traditions, values and practices. The bank has successfully completed 100 years with exemplary track records of earning net profit every year ensuring best customer services throughout its journey.**

We are happy to note that in recently concluded financial year 2023-24, as per the provisional financial figures, the bank has crossed aggregate Deposit of Rs.98000 Crore (Y-O-Y growth 11%), Gross Advances of Rs.73000 Crore (Y-O-Y growth 19%) and a Total Business Turnover of Rs.171000 Crore (Y-O-Y growth 15%). The Bank has also shown significant growth in many segments including raising of additional Capital of Rs.1500 Crore during the financial year 2023-24. **This continuous and consistent all-round growth of the Bank is testimony of relentless efforts and unwavering dedication of the workforce at all levels.**

The employees of the Bank are playing a very significant role in the growth and development of the Bank as they are dealing with public money and their trust. Banking being a service industry, recruitment of adequate staff on regular basis is one of the important factors to ensure good customer services, maintain customer loyalty and to increase the business of the Bank consistently in all areas of banking. **Good customer service with a smile is the hallmark of our beloved Bank in all these years.**

**At present in our Bank, the majority of the branches/ offices are facing acute shortage of staff due to non-recruitment of adequate numbers of staff in the Clerical and Officers cadres, non-recruitment of Sub staff and Part-Time Sweeper cadres.** This has greatly affected customer services, housekeeping, compliances work and business developments of the bank. Our members, in each and every meeting have been raising these issues and expressing their concern in respect of inadequate staff in the branches / offices and its affect on customer services, smooth functioning of the branch and mobilisation of fresh business. We have also analysed the following important business statistics and staff position of the bank of the last 10 years and found that branches / offices are indeed working with a lesser number of staff.

Particulars	FY 2013-14	FY 2023-24	Increase	Remarks
<b>Deposits</b>	Rs.40583 Crore	Rs.98000 Crore	Rs.57417 Crore	<b>141.48 % Increase</b>
<b>Advances</b>	Rs.28345 Crore	Rs.73000 Crore	Rs.44655 Crore	<b>157.54% Increase</b>
<b>Total Business turnover</b>	Rs.68928 Crore	Rs.171000 Crore	Rs.102072 Crore	<b>148.08% Increase</b>
<b>CASA %</b>	25.40%	31%	5.60%	<b>22.04 % Increase</b>
<b>No. of Branches</b>	600	921	321 new Branches opened	<b>Branch network Is increased by 53.50%</b>
<b>No. of Staffs</b>	Executives-142 Officers - 2522 Clerks & Spl. Asst- <b>3072</b> Sub-Staff – <b>951</b> PTS – <b>498</b> <b>Total - 7185</b>	Executives-266 Officers – 3890 Clerks & Spl. Asst - <b>3248</b> Sub-Staff – <b>948</b> PTS – <b>555</b> <b>Total - 8907</b>	Executives+124 Officers + 1368 Clerks & Spl. Asst+ <b>176</b> Sub-Staff (–) <b>3</b> PTS + <b>57</b> <b>Total - 1722</b>	<b>Net Addition of staff is 1722 (23.97%)</b>
<b>Business per employee</b>	Rs.9.60 Crore	Rs.19.20 Crore	Rs.9.60 Crore	<b>100% Increase</b>
<b>Business per branch</b>	Rs.114.90 Crore	Rs.185.67 Crore	Rs.70.77 Crore	<b>61.59% Increase</b>

We furnish our observations as follows for shortage of staff in all cadres after simple analyses of above business figures and staff position of our Bank of last 10 years:

1. The above business figures point out that the total business of our Bank during the last 10 years has substantially increased whereas the total strength of the **PTS, Sub-staff and Clerical cadre staff** have **not increased** in accordance with the business growth of the Bank. As a result, staff members are forced to sit late hours in the branches /offices to complete the work.
2. Last 10 years **321 new branches** have been opened, instead of an increase of sub-staff strength, **it has come down from 951 to 948 due to non-recruitment after 2016**. Further, PTS strength has **increased marginally** from 498 to 555 **as there was no recruitment after 2016**.
3. During the last 10 years, more than 1000 Clerks have been promoted as Officers. There were retirements, deaths, resignations etc. in all cadres. The depletion of staff and vacancies arising out of the above reasons has not been filled up fully.
4. The new branches opened during the last 10 years is 321 and if we calculate on an average 4 staff per branch, it requires 1284 staff, which means a major portion of the net addition of staffs were absorbed in the newly opened branches.
5. During the last 10 years many new Business / Administration verticals like ACOE/DCOE/ TDH/RLPC/RLPS/RCH etc. were established and a considerable number of staffs were deployed in these verticals.
6. The existing staffs were redeployed as CASA Officers, Retail / MSME Sales Officers etc. for sourcing new business. The remaining staffs of the branches are facing difficulties in serving ETB and NTB customers.
7. Numerous new products, services and TPP products have been introduced besides increase in traditional banking business over the years which required additional staff to handle.
8. During the last 10 years, Scale III, Scale II and Scale I officers were redeployed to manage Scale IV, Scale III and Scale II branches respectively and vacancies arising out of the above have not been filled up fully. Some of the ABMs / officers are posted as Branch Managers and their posts kept vacant for months together and in some of the branches still these posts are not filled up due to shortage of staff.
9. There is no matching / adequate recruitment in Officer Cadre in accordance with the increased workload due to shift of operational role more towards Officers and also business growth of the Bank. During last FY 2023-24 declared Scale I Officers vacancies were 700. The new officers recruited so far were 579. Thus 121 officer posts are still pending for recruitment in the declared vacancies.
10. **As per the business growth, we observe that at present roughly there are 900 clerical vacancies, 300 sub-staff vacancies and 400 PTS vacancies are pending to fill-up.**

From the above, it is very clear that in-spite of substantial increase in the business of the Bank, the matching recruitment in all cadres is not taking place especially in PTS, Sub-Staff, Clerical cadres and also in Scale I Officer cadres. **Therefore, the branches / Offices are facing severe shortage of staff in all cadres which directly affects the customer services, housekeeping, compliances and business growth of the Bank. It is also creating huge work pressure on existing staff and affecting their work-life balance besides their health due to mental pressure.** Therefore, it is a matter of great concern to both the Organisations. **Hence, daily**

wagers in PTS and sub-staff category who are working since so many years on a daily wage basis in our bank with the expectations of getting regular employment which needs to be absorbed as per existing tradition and practice of the bank. Further, adequate recruitment of staff in Clerical and Scale I officer cadres on a regular basis is the need of the hour to mitigate this issue.

Further, the Bank has provisionally planned business growth during the current year with an increase of aggregate Deposits to Rs.110000 Crore, Gross Advance to Rs.90000 Crore and total business turnover to Rs.200000 Crore. We are also quite confident that with the collective involvement of all staff at all levels, the growth trajectory is going to continue during the current financial year also and we are confident of reaching the current year goal quite comfortably **if staffs are recruited adequately on a regular basis**. Therefore, we demand for recruitment of adequate staff at all cadres considering the business growth of the bank and providing staff to the branches to be opened.

In this regard, we request your goodselves to invite us for a joint discussion in the matter at an early date. We are confident that you will take appropriate steps in this direction under intimation to us.

Thanking you,

Yours faithfully,

Sd/-  
(Paneendra K G)

**GENERAL SECRETARY, AIKBEA**

Sd/-  
(Suresha Hegde S)

**GENERAL SECRETARY, KBOO**

**CC to:**

1. The General Secretary, All India Bank Employees' Association, for Information.
2. The General Secretary, All India Bank Officers' Association, for Information.

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The developments in this regard will be informed to the members.

**UNITY IS POWER! UNITY GIVES US STRENGTH!**

With warm regards,

Yours comradely,



(Paneendra K G)  
General Secretary, AIKBEA



(Suresha Hegde S)  
General Secretary, KBOO

<b>A I B E A &amp; A I B O A</b>	...	...	...	<b>ZINDABAD</b>
<b>ALL INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION</b>	...	...	...	<b>ZINDABAD</b>
<b>KARNATAKA BANK OFFICERS' ORGANISATION</b>	...	...	...	<b>ZINDABAD</b>
<b>OFFICERS - WORKMEN UNITY</b>	...	...	...	<b>ZINDABAD</b>