

Circular Letter No. 07/2022

READ AND CIRCULATE

12-07-2022

Dear Members,

**COMPULSORY LEAVE – WE OPPOSE DEBITING OF MEMBERS' LEAVE ACCOUNT**

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Members must have gone through the HO Circular letter /HR&IR/GF (38)/29/2022-23 dated 05-07-2022 which also includes a provision of “Compulsory Leave” instructing all the staff members with Finacle write option to go on 5 days compulsory leave, in a financial year and the leave will be deducted from their leave balance.

While, we have no objection to such risk management measures, there should be clarity on what are the departments, works and positions of the employees that are sensitive in nature. As the leave entitlement of the staff members are part of the service conditions as per the Bipartite Settlement/Joint Note, the Bank cannot debit such leave to the leave balance of the staff members, since such leave are meant for their personal use.

As such, while opposing debiting of the leave to the leave balance of the staff members in respect of above said “Compulsory Leave”, we have urged the Management to grant a “Special Leave” for such kind of “Compulsory Leave” having no impact on their usual leave entitlement.

In this connection, we have served a Joint Letter to the Managing Director of the Bank bearing No.274/2022 dated 11-07-2022. We are furnishing herewith the excerpts of the same for the information and guidance of the members:

Dear Sir,

**Reg: Compulsory Leave.**

**Ref: Circular letter /HR&IR/GF(38)/29/2022-23 dated 05-07-2022**

We have noted from the above referred HO Circular that all the members of staff with Finacle write option to go on 5 days “Compulsory Leave”, in a financial year and the leave will be deducted from their leave balance.

2. You are well aware that last year, in July, 2021, Reserve Bank of India issued instructions to all Banks to introduce and implement ‘Mandatory Leave Policy’ in banks,

wherein banks were advised to put in place a 'mandatory leave' policy so that the employees posted in sensitive positions or areas of operation shall be compulsorily sent on leave for not less than 10 working days in a single spell every year. This was being suggested by them as a risk management measure.

3. In this connection, AIBEA had taken up the matter with IBA and pointed out that while we are not averse to such risk management measures, there should be clarity on what are the departments, works and positions of the employees that are sensitive in nature and further, such compulsory leave taken at the behest of the RBI and Banks cannot debit such leave to the leave entitlement of the concerned employees since leave is a part of the service conditions under the Bipartite Settlement and is meant for the personal use of the employees.

4. Further, we are of the considered opinion that the "compulsory leave" instruction of the Bank as mentioned in the above referred HO Circular is also not in conformity with the IBA Circular dated 21-03-2022.

5. As such, we urge your goodselves to revisit the provision of debiting such "compulsory leave" to the leave account of the staff members. We also request you to grant "special leave" for such kind of "compulsory leave" having no impact on usual leave entitlement of the staff members.

Yours faithfully,

(Sd/-)  
**(Paneendra K G)**  
**Gen. Secretary, AIKBEA**


(Sd/-)  
**(Suresha Hegde S)**  
**Gen. 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

The developments in the matter will be informed.

With greetings,

Yours comradely,

  
**(Paneendra K G)**  
**GENERAL SECRETARY, AIKBEA**

  
**(Suresha Hegde S.)**  
**GENERAL SECRETARY, KBOO**

<b>AII INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION ...</b>	<b>... ..</b>	<b>ZINDABAD</b>
<b>KARNATAKA BANK OFFICERS' ORGANISATION</b>	<b>... ..</b>	<b>ZINDABAD</b>
<b>OFFICERS - WORKMEN UNITY</b>	<b>... ..</b>	<b>ZINDABAD</b>