

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 Letter No. 09/2023

READ AND CIRCULATE

19-12-2023

Dear Members,

FRACTURED MANDATE TO IBA FOR INDUSTRY LEVEL SALARY SETTLEMENT

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Members are aware that the Management has submitted a Mandate to the IBA on 08-12-2023 for Industry level salary settlement. Hitherto our Bank used to give Mandate to the IBA in full i.e. upto Scale VII and within a reasonable time soon after receiving the communication from the IBA. It has been the practice followed in our bank for the last 5 decades. All of you are aware that this time we had to pursue with the Management continuously to get the Mandate for the ongoing wage revision. Moreover, it is disheartening to note that this time the Management has restricted the Mandate up to Scale III in the case of Officers against the existing practice of giving it up to Scale VII.

In this connection we have addressed a letter to the Management of the Bank vide our joint letter reference OR/ No/ 381 /2023 dated 18-12-2023 and urged the Management to revisit their stand and to give Mandate upto Scale VII as per the existing customs and traditions of our Bank to have a industry level salary structure. We furnish hereunder the excerpts of our letter dated 18-12-2023 addressed to the Managing Director, for the information and guidance of our members.

Dear Sir,

Reg: Submission of mandate to IBA for 12th Bipartite settlement for workmen and 9th Joint Note for officers.

- Ref:**
- 1. Our Joint letter dated 26-04-2023 and dated 04-09-2023.**
 - 2. Your letter HO/MDS/KBOO&AIKBEA/1981/2023-24 dated 12-09-2023.**
 - 3. Our Joint letter dated 25-09-2023**
 - 4. Your letter HO.HR&IR/AIKBEA/KBOO/2023-24 dated 12-11-2023**
 - 5. Your letter HO/HR&IR/KBOO&AIKBEA/3117/2023-24 dated 08-12-2023**

We acknowledge the receipt of your letter under reference no.5 and we are thankful to the Management for having submitted the mandate to IBA. However, we observe that Mandate was given in the case of Award staff in full and for Officers' it was up to Scale III only.

It is disheartening to note that the Management has denied the coverage to the Executives from the industry level salary settlement and deviated from the existing practice followed by the Bank for the last **5 decades**. In this regard we record our deep anguish and

disappointment over the decision of the Management not to extend the mandate up to Scale VII for the industry level coverage. We are experiencing the expressions of the management cadres of their exclusion from the coverage from the industrial settlement, which they are enjoying hitherto. The present move of the Management has affected the **MORALE and SENTIMENTS** of the total workforce in general and in particular Executives who worked relentlessly for the growth and development of our Bank. Hence, we submit our candid views, which are as follows:

Our Bank management cadres had risen from ranks and grown up in the career progression with their ability, hard work, experience, total dedication and unflinching loyalty towards our Institution. It is vital to highlight that one of the important factors for their aspiration in career progression is the equitable and fair scaling of their emoluments by the industry level settlement which has the relativity factor embedded well. It is essential to motivate the entire workforce including the emerging institutional leaders.

In view of the cogent reasons submitted herein above, we urge upon the Management to revisit the decision of truncated mandate restricting the coverage up-to Scale III officers as it falls short of recognising the contributions and dedication of the Executives of our Institution. We believe that providing a total mandate covering the entire community would demonstrate the Bank's commitment to acknowledging the efforts of our higher-ranking officers. **Such a move would foster a more conducive and harmonious working environment within the Organisation especially when our dear bank is celebrating Centenary Year.** Moreover, following the time-tested "**traditions and values**" of the Bank upholds the morale of our entire workforce and contributes to the continued growth and success of our dear Karnataka Bank.

We therefore request you to consider this representation and extend the Mandate up to Scale VII as done hitherto.

Thanking you,

Yours faithfully,

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

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

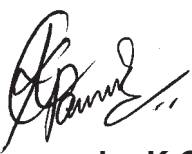
CC to:

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

The developments in the matter will be informed.

With warm greetings,

Yours comradely,


(Paneendra K G)
General Secretary, AIKBEA


(Suresha Hegde S)
General Secretary, KBOO