

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 10/2024

READ AND CIRCULATE

Dated 23-10-2024

Dear Members,

- ❖ **OUR PROTEST AGAINST REAPPOINTMENT OF RESIGNED EMPLOYEES**
- ❖ **REMINDER FOR ADEQUATE RECRUITMENT OF STAFF IN ALL CADRES ON A REGULAR BASIS**

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Members are aware that we addressed a joint letter to Management demanding adequate recruitment of staff in all cadres on a regular basis on 06-04-2024, which we communicated to you through our circular on 08-04-2024. Following this, we have urged the Management on various occasions to recruit adequate staff, as the staff position in the branches and offices is deteriorating day by day due to retirements, VRS, resignation etc. However, despite our repeated persuasion, Management has not taken adequate steps to recruit staff on a regular basis.

To our dismay, we have now learned that Management has **reappointed a few resigned employees of the Bank without following the established recruitment processes practiced in our Bank, and in violation of the MOU entered into between us.** This decision raises serious concerns regarding the principles of fairness, stability, and ethics within our workplace, and sends a negative message to existing employees who have remained loyal and dedicated. We emphasize the importance of a transparent and fair recruitment process to maintain trust and to create opportunities for both existing employees and to unemployed youth.

Therefore, we have addressed a letter to **the Managing Director, the Chairman and the Board of Directors on 22-10-2024**, lodging our protest against the reappointment of resigned employees of the Bank and reminding them for adequate recruitment of staff in all cadres on a regular basis. We furnish below the text of our joint letter OR No./458/ 2024 dated 22-10-2024 for the information of our members.

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

**The Chairman,
Karnataka Bank Ltd.,
HO, Mangaluru -575 002**

**The Board of Directors,
Karnataka Bank Ltd.,
HO, Mangaluru – 575 002**

Dear Sir,

Sub: Our strong protest against the reappointment of resigned employees and not following the due recruitment process practiced in our Bank.

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With reference to the above, it has come to our notice that the Management has **reappointed a few resigned employees of the Bank through lateral recruitment on the same scale without following due recruitment process practiced in our Bank. This action not only violates our Memorandum of Understanding but also disregards the established recruitment processes in our institution and the core values outlined in our Bank's Corporate Mission.**

We would like to state that so far recruitment of officers in the general category is taking place through internal promotions and through lateral recruitment. In lateral recruitment, declared vacancies will be filled up by duly notifying the vacancies in public domain by outlining the processes and criteria like eligibility, conducting of exams and interviews. We came to know that in the reappointment of resigned employees, the fair and transparent recruitment process that has been followed in the Bank has been overlooked by the Management and reappointed them **without adhering to the due recruitment process practiced in our Bank. This decision raises serious concerns regarding the principles of fairness, stability, and ethics within our workplace.** Reappointment of former employees and/or employees of other Banks without following the due process undermines **the integrity of our recruitment practices.** Our commitment to fair and transparent recruitment is essential for maintaining trust and morale among our existing staff in particular and unemployed youth at large.

Firstly, this decision conflicts with the **Bank's Corporate Mission, which emphasizes the highest standards of corporate governance, sound ethical values, and a commitment to fairness and integrity.**

Further, reappointing of individuals who opted to resign, compromises **our organizational standards and could be perceived as an inconsistency in our recruitment practices. Moreover, the reemployment of resigned employees sends the wrong message to our existing staff members. It undermines the commitment of those who have remained dedicated to their roles and the institution.** These employees have demonstrated loyalty and resilience during challenging times, and they deserve recognition and respect for their continued contributions.

Furthermore, this reappointment of resigned employees can disrupt the team dynamics and culture we have worked hard to foster. It is essential to prioritize the professional development of our existing staff and create opportunities for advancement based on merit, dedication, and experience within the organization and to create employment opportunities for meritorious youth. This practice not only enhances employee morale but also ensures a more cohesive work environment. Hence, it is crucial for the credibility of our beloved institution that all employment decisions are made transparently and ethically and with the best interests of the Bank and its employees.

Therefore, **we lodge our strong protest regarding the reappointment of resigned employees in the general category without following due recruitment practices followed in our Bank.** We remind you that earlier also we had **strongly protested** the recruitment of **Project Manager** under lateral recruitment without following the due recruitment practices. Hence, we urge you to withdraw the reappointment of the resignees of the Bank in the best interest of fairness and transparency. If the Management continues with the recruitment of resigned employees of the Bank or Employees of other Bank/FI in general category **without following the due recruitment process of the Bank and in violation of the MOU entered between us, then, we will be forced to take Organisational steps in the matter.** We are hopeful that the Management will not give scope for the workforce to go on agitational path in the interest of our beloved Bank.

We also bring it to your kind notice that the Branches and Offices of the Bank have been suffering from an acute shortage of staff in all cadres since long and this has adversely affected customer service and the business growth of the Bank. We have brought this issue to your notice many times on various occasions. Therefore, we once again urge you to initiate recruitment in all cadres including absorption of daily wagers immediately as per existing practices followed in the Bank in a fair and transparent manner in the best interests of the Bank and its business growth.

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.

Comrades, we stand united in our demand for adherence to established recruitment practices and adequate recruitment of staff in all cadres on a regular basis. We urge all members to remain informed as we address this matter with the Management. The developments in this regard will be informed to the members.

WHEN WE STAND TOGETHER, WE CAN OVERCOME ANYTHING !

With warm regards,

Yours comradely,


(Paneendra K G)
General Secretary, AIKBEA


(Suresha Hegde S)
General Secretary, KBOO

A I B E A & A I B O A	...	...	...	ZINDABAD
AII INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION	...	...	...	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION	...	...	...	ZINDABAD
OFFICERS - WORKMEN UNITY	...	...	...	ZINDABAD