



## **Karnataka Bank Officers' Organisation (Regd.)**

Regd. Office: Mangalore (D.K.)  
(Affiliated to AIBOA)

Somayaji House, II Floor, Bunts Hostel Road, Mangalore - 575 003

Ph: (O) 2443358, President: 9449571317, Gen. Secretary: 9449051322 Website: [www.kboo.in](http://www.kboo.in)

Circular No.16/2016

July 26, 2016

Dear Comrades,

### **OUR LIST OF DEMANDS**

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Our Managing Committee which met on the 11<sup>th</sup> and 12<sup>th</sup> of June, 2016 at Hyderabad discussed at length on several demands pertaining to the Managers/officers and it was decided to place the same before the management. Also, in several get-togethers conducted recently at different centres, members raised these demands requesting for a speedy settlement. Accordingly, we have placed a list of demands before the Management. In this connection, we have addressed a letter to the Managing Director on 25-07-2016, requesting for an early and amicable settlement in the matter. We reproduce herewith the excerpts of our letter No. KBOO/113/2016 dated 25-07-2016 for the information of our members:-

Dear Sir,

#### **Sub: Demands**

Our Managing Committee meeting which was held on the 11th and 12th of June, 2016 deliberated in depth on several demands of the Managers/officers and it was unanimously decided to place the same before the management. Moreover, in the recently held get-togethers at many centres, our members also raised several demands pertaining to the Managers/officers. Accordingly, we place before the Management the following demands for an amicable settlement.

#### **1. Fair and transparent transfer policy for the officers:**

At present there is no transfer policy pertaining to the transfer of officers in our Bank. To bring credibility and uniformity to the system of transfers, we demand a comprehensive, fair and transparent transfer policy for the officers.

#### **2. Increase in Business Development Expenses:**

The BDE was last revised on 01-05-2006 and there is an all-round increase in the expenses relating to the business development during the last 10 years. Moreover, the present day business development activities have undergone a sea change with

the addition of several new activities/areas in tune with the demands of the present day competitive banking. Hence, we demand an increase in BDE limit as follows:

<b>Turnover of the Branch (Rs.)</b>	<b>Limit of BDE (p.m.)</b>
Upto 10 crores	Rs. 1800
Above 10 crores upto 25 crores	Rs. 2400
Above 25 crores upto 50 crores	Rs. 3000
Above 50 crores upto 100 crores	Rs. 3500
Above 100 crores upto 200 crores	Rs. 4000
Above 200 crores	Rs. 4500

### 3. Increase in Lodging expenses:

The lodging expenses limit was last revised with effect from 01-01-2008 and during the last 8 years there has been a marked increase in the lodging expenses on account of increase in room tariff charged by the hotels. Hence we demand an increase in the lodging expenses limit as follows:

<b>Scale of Officers</b>		<b>Maximum Room Tariff</b>		
		<b>Major 'A' Class cities &amp; Goa</b>	<b>Area I</b>	<b>Other places</b>
II & III	(Non AC)	Rs. 3000	Rs. 2000	Rs. 1500
I	(Non AC)	Rs. 2000	Rs. 1500	Rs. 1100

### 4. Conveyance expenses :

The conveyance allowance payable to the Branch Heads/officers was last revised on 01-04-2004 and during these 12 years due to multifarious business development activities and also in view of the increase in the distance covered between the residence and the branch/office, the conveyance expenses incurred by the Branch Managers/officers has increased by leaps and bounds. As such, we demand an upward revision of conveyance allowance limit as follows:

<b>(i) For Officers</b>	<b>Metro/Urban Centres</b>		<b>Other places</b>
<b>Two wheelers</b>	40 litres		30 litres
<b>(ii) For Branch Heads</b>	<b>Metro &amp; Area I</b>	<b>Area II</b>	<b>Area III</b>
<b>Two wheelers</b>	(population exceeding 12 lakhs)	(1 lakh to 12 lakhs)	(below 1 lakh)
	55 litres	50 litres	45 litres
<b>FOUR WHEELERS</b>	<b>Metro/Urban Centres</b>		<b>Other places</b>
<b>(iii) For officers</b>	55 litres		40 litres

<b>(iv) For Branch Heads</b>	<b>Metro &amp; Area I</b>	<b>Area II</b>	<b>Area III</b>
<b>Four wheelers</b>	(population exceeding 12 lakhs)	(1 lakh to 12 lakhs)	(below 1 lakh)
	100 litres	75 litres	70 litres

<b>(v) On Declaration Basis</b>	<b>Metro/Urban Centres</b>	<b>Other places</b>
	Rs. 1200	Rs.1000

- 5. Leased Quarters Rent:** The rental ceiling for the leased quarters was last revised on 01-04-2013 and more than 3 years has elapsed from the last settlement. During these years there has been a steep increase in rents payable by our members in all centres especially in cities and urban areas. Hence we place a demand for the upward revision of rental ceiling as follows:

Sl. No.	Centres/Areas	Limit of Rent (Amt. In Rs.)		
		Scale I	Scale II	Scale III
1.	Delhi & NCR	13500	14500	16000
2.	Major 'A' Class cities & centres in Group A	12500	13500	15000
3.	All Branches in Delhi & Kolkata Region (Excluding Branches in sl. No. 2) and in the State of M.P.	10500	11500	12500
4.	Places in Area I, State Capitals & Group B centres	10000	11000	12000
5.	Places with population of 1 to 12 lakhs	8500	9500	10500
6.	Places with population of less than 1 lakh	6000	6700	7500

- 6. One more option to choose between LFC-Scheme 'A' & 'B':** The last option given to the officers to choose between LFC scheme 'A' and 'B' was in the year 2009. During the period many of our members have missed the opportunity to exercise their option and by default they were placed under Scheme 'A'. Hence, we demand that one more option may be given to the officers to exercise their option to choose between Scheme 'A' and 'B'.

As your goodselves will appreciate that the above said demands placed by us are just and genuine demands of the officers. Moreover, many of the peer group Banks have already revised these allowances/limits of their officers some time back. As such, we request you to invite us for a discussion on the above matter at the earliest so as to come to an amicable understanding on the issues.

Thanking you,

Yours faithfully,

Sd/-

(K.Raghava)

General Secretary

We note to inform the developments in the matter.

**SUBSCRIPTION TO “TWO ROSES”– AN ENTHUSIASTIC RESPONSE:** Members were invited vide our Circular No.13/2016 dated 08-06-2016 to renew/subscribe to “**TWO ROSES**”, the monthly magazine of AIBOA, the subscription amount being Rs.120/- /1000/- for annual/life membership respectively. We are happy to note that once again our members came out enthusiastically to renew/subscribe to “**TWO ROSES**”. While thanking the members for their very good response, **we remind the remaining members to speed up and enroll themselves to the house magazine “TWO ROSES” preferably subscribing to life membership.**

Please send the subscription form duly filled along with a DD/cheque fg “**TWO ROSES**” for Rs.120/- / 1000/- as the case may be, payable at Chennai, directly to **the General Secretary, KBOO, II Floor, Somayaji Building, Bunts Hostel Road, Mangalore-575 003**, so that we can forward a consolidated list to AIBOA.

**MERIT SCHOLARSHIP-2016 – A REMINDER:** We have called for entries from our members’ children to compete for the Merit Scholarship 2016 and in response we have received good number of entries from our members. Now that the results of SSLC/PUC examinations are already out including that of CBSC in all States, we remind our members whose children have excelled in the above exams to send their entries forthwith along with the duly attested marks card and a photo.

Acknowledgement letters for the entries already received have been sent **and if any member has not received the same, he may contact the Union Headquarters for confirmation. Further, in PUC/equivalent exams there are separate categories for science, commerce and arts which please note.**

With warm greetings,

Yours comradely,  
Sd/-  
**(K.RAGHAVA)**  
**GENERAL SECRETARY**

<b>ALL INDIA BANK OFFICERS’ ASSOCIATION</b>	...	...	...	<b>ZINDABAD</b>
<b>KARNATAKA BANK OFFICERS’ ORGANISATION</b>	...	...	...	<b>ZINDABAD</b>