

	Karnataka Bank Officers' Organisation (Regd.)
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Circular No. 4/2018

January 16, 2018

Dear Comrades,

**WE PROTEST AGAINST THE ARBITRARY AND UNILATERAL TERMINATION
OF COM. SHRAVAN KUMAR - SCALE I OFFICER OF THE BANK**

With shock and dismay we came to know that the Management has terminated the services of Com. Shraavan Kumar A.K., Relationship Manager working in Coimbatore-R.S. Puram branch with effect from 08-01-2018 on the alleged ground of "consistently inefficient". It is all the more disturbing to note that the abrupt termination of the officer has taken place who has not done anything wrong deliberately or intentionally. It is an unprecedented step resorted to by the Management which is certainly going to affect the morale of the officer community at large, besides affecting the good Industrial Relations atmosphere prevailing in the Bank.

Com. Shraavan Kumar A.K. is a B.E. graduate with MBA degree as qualification and joined the Bank as a clerk in the year 2012 and got confirmed in the services of the Bank with effect from 28-06-2013. While working as a clerk, he applied for officers' post under Group C and appeared for the test and interview and got selected as an officer with effect from 02-08-2013 and appointed as Marketing Officer in Scale I. During these period of more than 4 years of service, there was neither any record of complaints against him about his conduct as an officer nor any allegation of misconduct was levelled against him. Hence the unilateral order of termination is wholly arbitrary and unjust.

In this connection, today we have met the Chief General Manager of the Bank and handed over to him a letter recording our protest against this arbitrary, unilateral and unjust termination order of the Management and urged him to withdraw the termination order and restore the services of Com. Shraavan Kumar A.K. in the Bank forthwith, in the larger interest of good Industrial Relations. We reproduce hereunder the excerpts of our letter No. KBOO/02/2018 dated 16-01-2018 addressed to the Chief General Manager of the Bank, for the information of the members.

Dear Sir,

Sub: Termination of Shri Shravan Kumar A.K., Relationship Manager, Staff No. 9788 working at Coimbatore- R.S. Puram Branch

Ref: HO letter No. HO/HR&IR/IRS/P9788/3726/2017-18 dated 08-01-2018

The above named Shri Shravan Kumar A.K., is a Scale I officer of the Bank since 02-08-2013 and is a member of our union. The Management has terminated his services from the Bank as per the above referred letter. In this context, we wish to represent as follows:

1. At the very outset, we place on record our strong protest against the arbitrary, unjust and unilateral termination from the services of the Bank of the above said officer who has not committed anything wrong deliberately or intentionally.
2. The above said termination order is an unprecedented step taken by the Management which is against the principles of natural justice.
3. The rude shock of termination of the above said officer without any deliberate fault will definitely result in demoralizing and demotivating the officer community and further shakes the very foundation of a fair Industrial Relations Policy so far followed in our Bank.
4. In view of the of the above, we urge upon you to withdraw the termination order issued to the above said officer, Shri Shravan Kumar A.K. and restore him in the services of the Bank without further loss of time in the interest of justice and also in the larger interest of good Industrial Relations.

With regards,

Yours faithfully,

Sd/-

(K. Raghava)

General Secretary

We note to inform the members the developments in this regard.

With warm greetings,

Yours comradely,

Sd/-

(K. RAGHAVA)
GENERAL SECRETARY

ALL INDIA BANK OFFICERS' ASSOCIATION	...	...	...	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION	...	...	...	ZINDABAD
OFFICERS - WORKMEN UNITY	...	...	...	ZINDABAD