

	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

Circular No.5/2018

January 17, 2018

Dear Comrades,

WORK-LIFE BALANCE OF OFFICERS

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Time and again we have been reiterating our commitment towards building a strong and progressive Karnataka Bank without disturbing the work-life balance of our members. As an important stakeholder in the growth and development of the Bank, we issued various circulars from time to time, pledging our total support in this respect and further motivating our members to actively participate in all the developmental activities of the Bank.

In the above matter, we have received on 03.01.2018 a letter No.HO/HR & IR/KBOO/3625/2017-18 dated 02.01.2018 from the Management. We are reproducing the excerpts of the said letter along with our reply thereto for the information of our members.

Dear Sir,

Re : CASA & ADC Campaign Road Show

Ref : (1) HO/MDS/KBOO/OR/541/2017-18 dated 02.12.2017

(2) Your Letter KBOO/116/2017 dated 07.12.2017

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We acknowledge the receipt of your letter and noted the contents.

We thank you for your commitment to support programmes aimed at boosting the CASA growth and thereby the financial strength of the Bank.

It was decided to conduct 'CASA – ADC – Road Show' on second Saturday, since the staff members would be able to freely participate in large numbers and maximum mileage could be generated as public establishments will be open. Hence it was a well thought of administrative decision, taken in the larger interest of the Bank and its Business.

The concept was whole heartedly welcomed by all the local staff members and it was a show of solidarity of the enthusiastic staff, numbering more than 800, which information you too might have gathered.

From the feedback we could gather that, this historic event has galvanized the staff members and motivated them to canvass CASA/ADC, besides earning appreciation of the general public to our Bank, for creating awareness. This event has also generated wide publicity in both print as well as electronic media.

However, as the General Secretary of the recognized union of the Officers community of the Bank, your absence in such a historic event, in spite of our invitation was disappointing. It is also observed that you have neither deputed any of your representatives nor issued any specific instructions to mobilize the cadre to the said event. Further, after the event, you chose to issue a Circular No.16/2017 dated 19.12.2017, the purpose of which is known only to you.

Regarding your suggestion as conveyed in the last para of the captioned letter please note that officers being part of management are governed by the well established OSR and accordingly are bound by the administrative decision of the Bank as mandated by IBA vide its Letter dated 11.03.2016 which has already been circulated by the Bank vide Circular Letter / HR & IR/GF (38)5/2016-17 dated 13.04.2016. Hence, all officers associations / organizations including KBOO are bound by the said guidelines. We reiterate our continued commitment to the said letter and OSR in its letter and spirit.

In view of the above, we request you to extend active support for such endeavours of the Bank, by upholding the true spirit of "Bank Patriotism."

We are sure that in true spirit of disclosure, you will not lag behind in circulating this letter too, so as to put the entire issue in its right perspective before your entire membership.

With Warm Regards,

Yours faithfully,

Sd/-

Mahabaleshwara M.S.
Managing Director

Excerpts of our reply letter No.KBOO/04/2018 dated 17.01.2018 addressed to the Managing Director.

Dear Sir,

Re : CASA & ADC Campaign of the Bank

Ref: (1) Your Letter No. HO/MDS/KBOO/OR/541/2017-18 dated 02.12.2017

(2) Our Letter No. KBOO/116/2017, dated 07.12.2017

(3) Your Letter No. HO/HR & IR/KBOO/3625/2017-18, dated 02.01.2018

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We are in receipt of your above referred letter No.3 and noted the contents.

To place on record, our Organisation categorically reiterates its commitment in building the Bank in all respects without compromising the organizational principles and its working towards the welfare and work-life balance of its members.

In this respect, as an important stakeholder in the growth and development of the Bank, we have been relentlessly striving to motivate our members through our various circulars

issued from time to time. In addition to this, we have been consistently propagating to our members in every forum available to us, about the imperative need of progress and prosperity of the Bank, highlighting their important role thereon and further appealing to them to actively participate in all developmental activities of the Bank in full measure. That is the purpose why we came out with a Special Circular No.1/2018 dated 01.01.2018 on the happy occasion of our Bank achieving Rs.1 Lakh crore of business, a defining moment for all of us.

Moreover, having secured through the 7th Joint Note, the 2nd and 4th Saturday as holidays, there is an imperative need to keep the work-life balance of each officer in perfect position.

Further, building the Bank and its business is the normal function of an employee of the Bank and if it is termed as exigencies of the administration, the spirit of the IBA circular is definitely misplaced.

In the above context, please be rest assured that KBOO and its membership is committed to build a strong Karnataka Bank with values and ethos in full measure.

With warm regards,

Yours faithfully,

Sd/-

K. Raghava

General Secretary

We welcome all suggestions from our members in the above matter.

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