



Karnataka Bank Officers' Organisation (Regd.)

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

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Circular No. 6/2018

February 6, 2018

Dear Comrades,

ARBITRARY, UNJUST AND UNILATERAL TERMINATION OF COM. SHRAVAN KUMAR, SCALE I OFFICER OF THE BANK –WE REPRESENT TO THE MD FOR ITS WITHDRAWAL

We have informed the members vide our Circular No. 4/2018 dated 16-01-2018 about the shocking news of the sudden, arbitrary, unjust and unilateral termination of Com. Shraavan Kumar, Relationship Manager working in Coimbatore - R.S. Puram branch with effect from 08-01-2018.

Comrades, as already informed Com. Shraavan Kumar is a young officer of 30 years of age and well qualified with B.E. with MBA degrees and this sudden order of termination after putting in more than 4 years of service in the Bank has come as a bolt from the blue, completely ruining his future at this young age. We also observe that this is the first case in the history of our Bank when a permanent officer is being terminated quoting the reason of non-achievement of targets allocated. Naturally, all these have agitated the minds of our members.

In this connection, we have already addressed a letter No. KBOO/02/2018 dated 16-01-2018 to the Chief General Manager of the Bank protesting the arbitrary, unjust and unilateral termination order and urging him to withdraw the termination order and to restore his services in the Bank forthwith.

The Chief General Manager informed us vide his letter dated 29-01-2018 his unwillingness to do the needful in the matter. Under the circumstances, we have met the Managing Director on 05-02-2018 and gave him a representation, urging for his intervention in the matter and to withdraw the termination order of Shri Shraavan Kumar A.K. and to restore his services in the Bank in the interest of justice and also in the larger interest of good Industrial Relations.

We furnish hereunder the excerpts of our letter No. KBOO/08/2018 dated 05-02-2018 addressed to the Managing Director, for your information.

Dear Sir,

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

Ref: 1) HO letter No. HO/HR&IR/IRS/P9788/3726/2017-18 dated 08-01-2018

2) Our letter No. KBOO/02/2018 dated 16-01-2018 addressed to the Chief General Manager

1. We learnt with shock and dismay the termination of Shri Shraavan Kumar A.K., Relationship Manager, working in Coimbatore - R.S.Puram Branch by the Management as per the above referred letter No.1. Shri Shraavan Kumar A.K. is a Scale I officer of the Bank working since 02-08-2013 and is a member of our union.

2. In this context, we addressed a letter No.2 to the Chief General Manager of the Bank, observing that the termination of his service is unjust, arbitrary and unilateral. We also noted that this is an unprecedented act resorted to by the Management which is against the principles of natural justice. In this regard we met the Chief General Manager on 16-01-2018 and placed our protest against the unjust, arbitrary and unilateral termination order and urged him to withdraw the termination order and to restore his services in the Bank without further loss of time. He has intimated to us vide his letter dated 29-01-2018 about his unwillingness to do the needful in the matter.

3. We also note that in the history of our Bank, it is for the first time a permanent officer has been terminated from the job, on the alleged grounds of inefficiency, citing the reason of non-achievement of targets allocated.

4. The above unprecedented act resorted to by the Management has greatly affected the morale of the officer community at large and will surely go to demotivate them further. The rude shock of termination of an officer of the Bank without any allegation of deliberate fault or commission of any misconduct shakes the very foundation of good Industrial Relations so far followed in our Bank.

5. You will appreciate that prevalence of a good Industrial Relations is a very important factor for the growth and development of any industry more so in a service industry like the banking where officers have been working with heavy stresses and strains as per the demands of present day competitive banking.

6. In view of the facts explained above, we request your goodselves to intervene in the matter and reconsider the decision of termination of the services of Shri Shravan Kumar A.K. and restore him in the services of the Bank at the earliest in the interest of justice and fair play in action and instill confidence in the officer community at large.

With warm regards,

Yours faithfully,
Sd/-
(K.Raghava)
General Secretary

OUR MANAGING COMMITTEE IS TO MEET AT MANGALURU ON 11-02-2018: We have called our Managing Committee meeting on 11-02-2018 at Mangaluru to discuss the organisational issues arising out of the termination of Com. Shravan Kumar from the Bank.

We note to inform 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
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