



Karnataka Bank Officers' Organisation (Regd.)

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

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

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

Circular No. 37/2018

December 29, 2018

Dear Comrades,

- ❖ **PROMOTION POLICY AGREEMENT DOES NOT MENTION ABOUT MINIMUM QUALIFYING MARKS FOR PROMOTIONS**
- ❖ **NIETHER DOES IT PRESCRIBE ANY MINIMUM NUMBER OF CANDIDATES TO APPEAR FOR PROMOTION TO SCALE III AND IV**
- ❖ **WORDS "SUITABILITY OF THE CANDIDATES" DOES NOT FIND PLACE IN THE MOU NOR IT AUTHORISES THE MANAGEMENT NOT TO FILL UP THE DECLARED VACANCIES**
- ❖ **OUR LOCAL COMMITTEE OF HQ FULLY ENDORSES THE PROTEST ACTION LAUNCHED BY THE ORGANISATION ON THE ABOVE ISSUE**
- ❖ **IT RECORDS ITS STRONGEST PROTEST ON THE MOST UNCHARITABLE ALLEGATIONS MADE BY THE MANAGEMENT AGAINST THE GENERAL SECRETARY AND REJECTS THE SAME IN TOTO**
- ❖ **IT REPOSES ITS FULL FAITH, TRUST AND CONFIDENCE IN THE GENERAL SECRETARY**

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1. Comrades are aware that consequent to our protest letter dated 03-12-2018 served on the Management for non-filling up of declared vacancies in Scale III and IV in terms of the promotion policy agreement dated 26-12-2012, we received a reply from the Management on the 19th December, 2018.
2. Subsequent to that the Local Committee of the HQ met on the 20th December, 2018 at the Organisation's office. The General Secretary placed before the Committee the whole gamut of issues and explained that about a month before the actual date of interview, the General Manager, HR&IR called the undersigned for a talk (without a notice nor an agenda). When I walked into his chamber, he took me to the chamber of the Chief Operating Officer. There a chit was given to me saying that less number of candidates gave their willingness this year to appear for Scale III and Scale IV interview. I could notice from the chit that for a declared vacancy of 70 in Scale III, 121 candidates gave their willingness and for 40 vacancies in Scale IV, 72 candidates gave their willingness. **This being the case, the ratio works out to be more than 1: 1.6 in both the cases and hence I remarked that that the situation is very much comfortable and there should not be any difficulty in conducting the promotion exercise this year as per the extant MOU.** Moreover, the candidates as such were those selected and promoted by the Management earlier at various levels. The extant MOU was a well thought out and deliberated one. I was one of the signatories to that MOU dated 26-12-2012. **I had neither suggested either directly or indirectly that they need not fill up the declared vacancies in full, nor agreed that the number of vacancies declared be reduced.** As I see it, it was only an informal discussion without any prior notice or agenda; and no minutes of what transpired were recorded. After that we have neither received a call from the Management nor any invitation with a specified agenda on the subject issue.

3. The Committee after a in depth discussion of the issues on hand, **fully endorsed the stand of the leadership in lodging a strong protest with the Management for non-filling up of declared vacancies in Scale III and IV and for the gross violation of the Promotion policy agreement dated 26-12-2012.**
4. The Committee **recorded its strongest protest against the most uncharitable allegations made by the Management against the General Secretary and unanimously resolved to totally reject the same.** It further felt that **it is a futile attempt to side track the main issue of non-filling up of declared vacancies in Scale III and IV and as such an unwarranted interference in the trade union functions of the Organisation.**
5. The committee further **unanimously reposed its full confidence and trust in the General Secretary, authorizing him to take all appropriate measures to safeguard the interest of the members.**
6. The Committee also authorized the General Secretary to send an appropriate reply to the Management to their letter dated 19-12-2018.

Accordingly we have addressed a letter to the Management on 28-12-2018. We are furnishing hereunder an excerpts of our letter No. KBOO/118/2018 dated 28-12-2018 addressed to the Managing Director for the information of the members:

Dear Sir,

Re: Scale III and Scale IV promotions exercise –non-filling up of declared vacancies

Ref: Your letter No. HR&IR/KBOO/3103/2018-19 dated 19-12-2018

While acknowledging the receipt of your above letter, we, as the recognized voice of the officers in the Bank, cannot but place on record our anguish at the recent promotion exercise in respect of Scale III and Scale IV wherein the declared vacancies have not been filled up.

At the outset I must put the record straight as to what had transpired when the General Manager (HR&IR) called me a month back well before the beginning of the interview process, and took me to the chamber of the COO. In that informal talk, they told me that less number of candidates gave their willingness this year to appear for Scale III and IV promotion interview. They also gave me a chit containing the number of vacancies and number of candidates who had given willingness to appear for the interview and it was stated that 121 and 72 persons had given their willingness to appear for interview against 70 and 40 vacancies declared in Scale III and Scale IV respectively. I had then remarked to them that the ratio work out to more than 1: 1.6 or more and, hence, quite comfortable. Moreover, the candidates as such were those selected and promoted by the Management earlier at various levels. I had neither suggested either directly or indirectly that they need not fill up the declared vacancies in full, nor agreed that the number of vacancies declared be reduced. As I see it, it was only an informal discussion without any prior notice or agenda; and no minutes of what transpired were recorded. Those Executives did not give me any impression whatsoever that it was not an informal exchange of views. After that no meeting was called by the Management neither formal nor informal on the subject issue.

Hence, to say that I chose to deprive myself of the “opportunity given by the Management by choosing not to respond” is a total distortion of facts.

The MOU dated 26-12-2012, now in force, prescribes that the deciding norm for eligibility to appear for interview for Scale III and Scale IV posts is the number of years of service in the respective preceding posts. Going by the Management’s letter dated 29-11-2018, it is seen that 11 posts in Scale III and 21 posts in Scale IV have not been filled up. We also learn that 121 candidates participated in the promotion process for Scale III against the declared vacancy

of 70 and 72 candidates participated for Scale IV against the declared vacancy of 40 with a ratio of 1: 1.72 and 1: 1.8 respectively. It is therefore very strange that adequate number of "suitable" candidates for promotion to Scale III/Scale IV could not be found from the still available candidates to fill up the 11/21 posts respectively.

In this connection, it is pertinent to note that neither any minimum number as candidates to appear for the interview nor any minimum qualifying marks has been prescribed in respect of promotion to Scale III and IV anywhere in the MOU in force. In these circumstances, I am constrained to feel that the Management has not honored the MOU in letter and spirit, resulting in the denial of rightful promotional opportunities to the eligible candidates.

Before concluding I must place on record that the terms and tone of the allegation levelled against me, in particular, that I had indulged in double standard and blame game and betrayed the cause of our members as also of the Management are, to say the least, most uncharitable. We record our strong protest on the uncalled for and unwarranted allegations made against the General Secretary and reject it in Toto.

However, we request you to invite us for a discussion in the matter without further loss of time, in order to arrive at an amicable resolution of the issues.

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

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7. Looking back at all these developments **the Committee strongly senses a deliberate, premeditated strategy to discredit the General Secretary and to scuttle the MOU dated 26-12-2012.** It also feels that **it is a common practice employed by the managements world over to resort to disinformation exercise against Trade Union organisations and its leadership whenever grievances of the members are raised.** We are sure that our members are mature enough to discern the truth behind the uncharitable allegations made against your General Secretary.
 8. We also enclose herewith an extract of the Promotion Policy Agreement dated 26-12-2012 for your reference and guidance in the matter.
 9. Be that as it may, **our Organisation has been steadfastly striving for the growth and prosperity of our dear Institution sincerely and selflessly as a matter of its policy and faith.** In this context, we appreciate the Management's letter dated 09-11-2018 and 22-11-2018 conveying its genuine recognition of our support to its initiative to further strengthen the CASA base of the Bank. We reproduce herewith an extract of the Management letter bearing No. HO: MDS: OR: 259:2018-19 dated 09-11-2018 addressed to the General Secretary for the information of the members :

Dear Sir,

Sub: CASA & ADC Campaign- 2018-19

During the past 9 years with the active involvement and support of Karnataka Bank Officers' Organisation, the Bank was able to improve its CASA share significantly and I am happy to acknowledge your wholehearted support.

For the CASA & ADC campaign 2018-19, the Bank has set a reasonable CASA target of canvassing of 4,18,000 new accounts i.e. **4,00,000** Savings Bank accounts and **18,000** Current accounts and to garner 700 crore from these new accounts(500 crore under Savings Bank & 200 crore under Current Accounts) and issuance of ADCs to eligible accounts. Campaign will also be utilized to upsell to higher tier SB/CA variant, revival of churned out customers and activation of dormant accounts. Based on performance yardstick which is already communicated to all offices, the staff members ad branches will be recognized and rewarded.

I therefore solicit your full support and cooperation to achieve a new milestone in CASA and make current year's campaign a grand success. I have full confidence and conviction that your fervent and forceful appeal to all the members of the Organisation will enthuse and engage them in ensuring total and tremendous success of this year's CASA & ADC campaign.

I am happy to enclose copy of Circular dated 07-11-2018 in this regard for your kind information.

I look forward for your support and cooperation in making the said campaign a grand success.

With warm regards,

Yours faithfully,

Sd/-

Mahabaleshwara M S

MANAGING DIRECTOR & CEO

We also furnish here below an extract of another Management letter bearing No. HO/HR&IR/KBOO/2755/2018-19 dated 22-11-2018 addressed to the General Secretary.

Dear Sir,

Ref: Joint Circular letter No.11/2018 dated 17-11-2018 issued by AIKBEA and KBOO

We acknowledge the receipt of the above circular.

It is heartening to note that you have brought out a timely joint circular wherein you have appealed to all the members to vigorously involve in the on going CASA & ADC Campaign highlighting the need for garnering low cost funds.

We wholeheartedly appreciate your proactive initiative, which we are confident will enthuse all the staff to give their best and make the CASA & ADC Campaign 2018-19 a mass movement and thundering success.

Yours faithfully,

Sd/-

Mahabaleshwara M S

MANAGING DIRECTOR & CEO

OUR MANAGING COMMITTEE IS TO MEET AT CHENNAI (Mamallapuram) ON 20-01-2019:

It has been decided to convene a full Managing Committee meeting at Chennai (Mamallapuram) on 20-01-2019 to take stock of the current situation and to discuss the organisational issues before us. We note to inform the developments in this regard.

UNION IS STRENGTH - LET US UNITE TO SAFEGUARD OUR HARD WON RIGHTS !

INDIVIDUALLY WE MAY BE A SINGLE DROP

BUT COLLECTIVELY WE WILL FORM AN OCEAN !!

With New Year Greetings,

Yours comradely,

Sd/-

(K. RAGHAVA)

GENERAL SECRETARY