

UNITED FORUM OF MAHABANK UNIONS
AIBOMEF- BOMOO-BOMOA-NOBW -BOMKSENA-MNS-MANS

Circular no.9/2022

Date: 08.10.2022

CONFINE TO PROCEDURE & RULES-REGULATIONS

Dear Colleagues,

As you are aware we are in the midst of agitation mainly on the issue of recruitment and regulated working hours so as to maintain work-life balance but as is observed, the top who operates from ivory towers is not realising it and thus despite our signature campaign and observance of Demands Day top is unmoved and is not responding.

We all are supposed to work for six and half hours on working days. Weekly off is meant for rest and recuperation. This is our hard earned right. This has been regulated by law by the highest law-making body i.e., Parliament and thus no authority less than it can compel us to work beyond the provision.

Notwithstanding this we have been working beyond normal working hours and also are reporting on weekly off and public holidays with a hope that this will be temporary phase but as is observed our restraint and maturity is being construed as weakness and management is pressurising us to work with inadequate staff and thereby is reducing staff cost. In last 10 years, growth in business is by 253% and 454 new branches have been opened but total staff is reduced by 9.16% while clerks by 17.20% and Sub-staff by 5%.

Management's contention is that with upgraded technology and alternative channels such as ATM, Net Banking, MB, UPI and Bank Mitra etc. footfall in the branches is reduced significantly but ground level reality is altogether different.

During the period branches have been burdened with Jan Dhan, Jivan Suraksha, Jivan jyoti, Atal Pension, MUDRA, Swanidhi, Crop loan and crop insurance etc. Banks are being used as payment gateway for the payment of salary, pension, Government subsidy, scholarships etc. and thus workload at the branches has increased phenomenally. Besides, the digital services and ABC channels are yet to be streamlined and as such the complaints and enquiries in this regard are huge in number. Per branch staff in BoM is lowest, per employee business is highest. The comparative data of PSBs proves that BoM staff stands number one in efficiency.

While operating in the environment of inadequate staff, we are compelled to compromise in systems and procedure and thus we are inviting fraud risk. Already operational frauds are revealed in couple of branches and staff had to undergo imprisonment. This is painful and torturous.

In order to realise the management on need for recruitment, **we appeal all our staff to close the branches in time and don't report to the duties on weekly off and public holidays. Officers should not perform the duties of clerical staff and clerical staff should not ask their duties to sub-staff and temporary employees. Banking Correspondents should not be permitted to operate from the branch premises. Nobody should share their Id or password. No outsider should be permitted to have access to the system. Systems and Procedure be observed strictly.**

This may result in pendency in the work or may invite displeasure of the higher ups but in the larger interest, in our own long term interest, we are left with no other way then to resort to this. Management cannot initiate any of the action for observing rules and procedure and despite this if management resorts to any of the action, rest assured entire United Forum of Mahabank Unions will stand by you, will protect you.

Let us hope wiser council will prevail upon with the management and they will come out with the solution, till then we expect you to observe the calls given by the forum.

Let us March ahead unitedly till we succeed.

With greetings,

Yours faithfully,



(AIBOMEF)



(BOMOO)



(BOMOA)



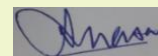
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