

# Massive Demonstrations

*On Behalf Of*

**UFBU MAHABANK**

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

Date: 12.10.2022

**MEMORANDUM**

We the members of Mahabank family express our concern over the issue of acute staff shortages at various branches of the bank resultantly staff is required to sit late and is required to report to the duties on weekly off and public holidays thus to complete the work and also to chase the targets set for.

It is observed that this particular situation is affecting adversely on customer service since with inadequate staff we are not able to reach to the expectations of the customers and staff is compelled to compromise with the systems/procedure and thereby operational risk is invited. Already couple of instances are unfolded in which staff was harassed and tortured by the external agencies and may be, many more such operational frauds may surface in the days to come. As it can be observed temporary employees, contractual employees, banking Correspondents, sales agents have perpetrated those frauds. In order to arrest this phenomenon, adequate recruitment of staff is needed.

It is also observed that due to acute staff shortage, employees are not able to avail leave, including sabbatical leave to their exigencies. Thus, due to late sitting and working on weekly off and public holidays as routine, employees are not able to discharge their family responsibilities and resultantly work life balance is lost. In today's situation though warranted, most of the Zonal managers seems hesitant to place demand for required staff, and whosoever attempts, will be beckoned accordingly. This needs to be restored in the interest of the employees as also in the interest of Bank.

We acknowledge and appreciate cir.no.AX1/ST/BM/CIR.131/2022-23 Dt. 10.10.2022 in this regard but this is inadequate and insufficient to bring about qualitative changes in the situation since it is inadequate staff which is creating those compelling circumstances and with this, we urge upon management for immediate adequate recruitment in all the cadres.

We also urge upon management to initiate the process of Bipartisan while taking all HR and IR decisions at all levels which has been the rich tradition of the bank for all those eight decades.

We appeal management to come forward with the solution on above with concrete decisions so as to create healthy and positive HR and IR climate in the bank which is the precondition for healthy and positive Business Development.

(AIBOMEF)

(BOMOO)

(BOMOA)

(NOBW)

(BOMKSENA)

(MNS)

To,  
The Managing Director & CEO  
Bank of Maharashtra, Head Office, PUNE.



MUMBAI



CHANDIGARH



LUDHIANA



PUNE CITY ZONE



LUCKNOW



JAIPUR





**PUNE EAST ZONE**



**NASIK**



PUNE



VIJAYWADA



THANE



NOIDA



HYDERABAD



CHANDIGARH





DELLHI



NAVI MUMBAI



KOLKATA



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PATNA



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CHENNAI



BHUVANESHWAR