



# ALL INDIA PNB STAFF FEDERATION

(Affiliated to N.C.B.E.)

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## ALL GOOD WISHES FOR NEW YEAR 2012

**We are at the threshold of a new year 2012. We greet the entire fraternity of Punjab National Bank "A VERY HAPPY NEW YEAR".**

Comrades, this is a time to look at the happenings of the last year and make some resolutions for the New Year. We also need to do a lot of soul searching. Can we really expect this New Year to be happy for all of us? If, we look at the National events of the last year, it will show the corrupt and inhuman face of our leaders and bureaucrats. The involvement of ministers/leaders in 2G Spectrum Scam, financial irregularities in organizing Common Wealth Games and so many other scams due to which some leaders/ministers sent to Jail, removal of Chief Ministers of Maharashtra and Karnataka, removal of Chief Vigilance Commissioner, unprecedented public support to Anna Hazare's fight against corruption, record removal of ministers in U.P. on the charges of corruption, lashing by Hon'ble Supreme Court upon the Government of India on the issue of black money, deceitful behaviour of political parties/Government of India on Lokpal Bill and Lathi charge by the police on the followers of Baba Ramdev at mid night; were the main shocking events. The other important events of the last year were unprecedented rise in the prices of essential commodities, bumper increase in the prices of Gold, victory of Indian team in Cricket World Cup Tournament, etc.

On international scene the fight of general public against Imperialism/Rulers in Portugal, Egypt, Yemen, Tunisia, Greece, Libya, Ireland and removal of corrupt Prime Minister of Italy etc. were the main events of the year.

Though our country is the largest democracy in the world, our political system is controlled by the corrupt politicians/bureaucrats, mafia and ill-gotten money power. The situation demands purposeful awakening in the people of our country. The bank employees being important section of the society must play their role towards consolidation and integration of our country.

The year 2012 will pose challenges for bank employees on the following issues:-

- 1) Out-sourcing of jobs:** Outsourcing of various types of normal, regular and permanent banking jobs and services is an issue of serious concern to the bank employees. The outsourcing has twin objectives. The first one is to reduce the permanent employment and the second one is to encourage contract labour which is most objectionable, unfair and unacceptable. Banking is a very sensitive and critical sector where in-built safeguards are of paramount importance. It is a recognized fact that outsourcing brings in its wake several risks. It is also fraught with possibilities of fraud which is already the experience of all the banks. Unmindful of the adverse consequences of outsourcing; the normal and regular banking services are being outsourced by the banks to private agencies while it is a great threat to the banks and it would expose the banking system and procedures as well as the confidentiality of the clients to outside. There is acute shortage of staff in the banks. Hence, there is a need to demand adequate recruitment of staff and to oppose outsourcing of jobs collectively by all the unions with all the strength in their command.
- 2) Compassionate Appointments:** After a lot of agitation, litigation, etc. at the instance of the Chief Labour Commissioner, Ministry of Labour, Government of India, the IBA and UFBU discussed the issue of a revised scheme on compassionate ground appointment and financial compensation to families of employees and officers who die in harness while in service of the Bank. Ultimately a mutually accepted scheme was worked out in February 2009 and UFBU was informed that the revised scheme would be introduced and implemented after approval by the Government of India. Thereafter 30 months have elapsed but the mutually accepted scheme is yet to be implemented in the banks.

- 3) **Adequate recruitment of Staff:** The volume of business and consequently work load in the Banks has gone up considerably but the number of employees has been coming down. In many Branches of various Banks, there is shortage of staff and hence in violation of the provisions of the industry – level Bipartite Settlement, the staff is required to work beyond the stipulated working hours without any compensation. The situation warrants recruitment of adequate staff by the Banks as otherwise the level of customer services would be seriously affected.
- 4) **Business Hours in Banks:** From time immemorial, the business hours for the customers was four hours within the total working hours of 6 ½ hours for clerks and 7 hours for sub-staff. With the advent of technology and CBS, and to benefit the customers, Banking/Business hours was extended; not leaving adequate time for back up work, cash tallying, etc. Even as per RBI guidelines, Banks can allow non-cash transactions upto 1 hour prior to close of working hours. This also means that for cash transactions, the timings should be still lesser. The unilateral and disproportionate increase in Business/Banking hours is creating a lot of problems for the employees and officers in the branches and the same has to be regulated within the framework of RBI guidelines.
- 5) **Unwarranted Banking Reforms:** The efforts are being continued and intensified to dilute public sector banking, further liberalise public sector banks, encourage private sector and foreign banks, opening banking sector to more and more private and foreign capital, amending the Banking Regulations Act and Banking Companies (Acquisition & Transfer of Undertakings) Act, etc. Licences are sought to be given to corporate sector to open their own banks. All these measures are detrimental to the interest of public sector banks in particular and banking industry in general.
- 6) **Khandelwal Committee Recommendations:** While bank employees and officers have expressed their strong reservations and protest against many of the recommendations of Khandelwal Committee; the government has accepted most of the recommendations such as outsourcing of more and more non-core activities, 50% of officer vacancies to be filled up by direct recruitment, officer:clerk ratio to be 1:0.5 in metro, urban areas and 1:0.75 in rural, semi urban areas, recruitments to be made only in rural/semi urban areas, all categories of staff to be covered by performance management system and have also advised the Banks to go ahead with the implementation. The Committee has recommended abolition of method of bipartite negotiations and collective agreement at the industry-level. It wants introduction of bankwise wage revision. It has recommended the abolition of the present system of uniform wages for the employees and officers of all the Banks and instead wants incentive based, differential and variable pay method. Besides being retrograde, the implementation of these recommendations also implies unilateralism and denial of collective bargaining.
- 7) **Customer Service:** Today bank employees are under attack by Press, Public and Parliament. The media has spread rumors that the bank employees don't care for the work while this is not a fact. However, some of us are not improving their standards as required, while dealing with the customers. May we request to all of you to be more courteous and friendly to the customers.

**Comrades,** in the year to come we have to face a lot of problems and challenges, which is not going to be an easy task. We need to fight for our very existence. What we need today is that we should face the challenges in our path unitedly. So let us resolve that we will struggle and face all challenges unitedly. We appeal for mass struggle with high spirit, since it is a key to success.

We are sure to be crowned with success when we fight without any respite.

**With revolutionary greetings,**

Yours Comradely

**(R. K. Sharma)**

**General Secretary**

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