



# **ALL INDIA PNB STAFF FEDERATION**

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

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**Circular No. 1/2024**  
**TO ALL MEMBERS**

**Dated: 01.01.2024**

### **ALL GOOD WISHES FOR NEW YEAR 2024**

We are at the threshold of New Year 2024. We greet the nation and entire fraternity of Punjab National Bank “A Very Happy & Prosperous New Year 2024”. As we bid adieu to 2023, we take a quick look at the most crucial happenings that took centre stage in the world’s largest democracy. We also need to do a lot of soul searching, if we really expect New Year to be happy for all of us.

### **HOMAGE**

Several eminent Indian personalities passed away in this year leaving a void among their loved ones, fans and admirers. Let's take a look at the prominent Indian personalities who breathed their last in 2023. On 21<sup>st</sup> December we lost our beloved leader and former President of our Federation Shri D.P. Verma. During the year country lost prominent political personalities like veteran Akali Dal leader former Union Minister & five times Chief Minister of Punjab Shri Prakash Singh Badal, former Governor of West Bengal & Bihar Shri Keshari Nath Tripathi, former Chief Minister of Kerala Shri Ooman Chandy, former Union Ministers S/Shri Shanti Bhushan and Sharad Yadav. During the year we lost other prominent personalities also. Some of them were famous cricketers S/Shri Bishan Singh Bedi and Salim Durani, veteran film producers & directors S/Shri Rajkumar Kohli and K.Vishwanath, Hindi film director & actor Shri Satish Kaushik, Hindi Cinema actors S/Shri Gufi Paintal, Nitesh Pandey, Akhil Mishra and Javed Khan Amrohi, Tamil Cinema actors S/Shri Vijayakanth and Mayilsamy, Telugu film actors S/Shri Nandmuri Taraka Ratna Ramarao and Sarath Babu, dancer & actress Smt. Bela Bose, Marathi & Hindi cinema actress Smt. Seema Deo, playback singer ‘Meera of modern India’ Smt. Vani Jairam, veteran Bengali singer of Ravindra Sangeet Smt. Sumitra Sen, lyricist Shri Dev Kohli, famous Tabla player Shri Bhavani Shankar, senior journalist Shri Ved Pratap Vaidik, Historian Shri Ranajit Guha, founder of Sulabh International Shri Bindeshwar Pathak, famous Indian businessmen S/Shri S.P. Hinduja and Subrata Roy.

We pray to god to give peace to the souls of all the above deceased, pay our highest tributes and homage to all of them. We further pray to god to give peace to the souls of all the innocent people who lost their lives due to floods/cyclones/natural calamities and police/security force personnel killed in terrorist attacks in Jammu & Kashmir and other parts of the country.

### **INTERNATIONAL SCENE**

During the year 2023 many events shook the world, be it the war, civic unrest and many more. Earth quakes rocked Turkey and Syria, Niger’s military ousted country’s democratically elected president, Hamas attacks Israel, Russia’s effort to reach South Pole region of the moon ended in disappointment, civil war wracks Sudan, Artificial Intelligence exploits its potential across a range of fields, Ukraine’s counteroffensive gains little ground at a heavy cost, in Pakistan former Prime Minister Imran Khan arrested and another former Prime Minister Nawaz Sharif returned back, killings of various Khalistani and Kashmiri terrorists in Pakistan and Canada, Global temperature shatter records, New COVID sub-variant JN.1 has put many countries on high alert etc.

## NATIONAL SCENE

If, we look at the National events of 2023, BJP retains power in Madhya Pradesh, wrests power from Congress in Rajasthan and Chhattisgarh but lost to Congress in Karnataka. On the other hand Congress wrests power from BRS in Telangana. India hosted most successful G20 Summit. India became the fourth country to land its vehicle (Chandrayan-3) on the moon and the first to reach on South Pole region of the moon. India launched a mission to study the sun. India passes China as the world's most populous country.

**The year 2024 will pose challenges for the Banks and their employees on the following issues:-**

**1. CUSTOMER SERVICE:** Today bank employees are under attack from various sections of the society. The expectations of the customers are very high. The rumors are being spread that the bank employees do not care for their work while this is not the fact. Public Sector Banks' employees have always proved this by their works in the past, during lockdown and thereafter. Moreover, we request all of you to maintain the same spirit and be more courteous and friendly to the customers.

**2. GROWING NON PERFORMING ASSETS (NPAs):** The huge Non Performing Assets (NPAs) are affecting the profitability of Public Sector Banks. NPAs are eating the profits of the banks on the one hand and on the other hand settlements of loans through negotiations are affecting permanent assets of the banks. The stringent measures against the defaulters and proper actions against the corrupt officers/executives of the banks only can improve the recovery and the health of the banks. The unions are continuously pursuing the Government for adopting stringent measures including suitable enactment to make willful defaults a criminal offence. The unions will continue to mount pressure on the bank managements and the Government for recovery of public money from the looters.

**3. ADEQUATE RECRUITMENT OF STAFF:** Most of the branches are experiencing severe shortage of staff. Retirement, promotion, death and enormous business growth is not supported by adequate staff. As a result, existing employees are not able to provide quality service to the customers and they directly face ire of the public while they have to work beyond their stipulated working hours without any compensation. The Man Power Plan approved by the Board for the year 2024-25 is not sufficient enough and more recruitment of staff is required to cope with this problem. The situation warrants recruitment of adequate staff otherwise the level of customer service would be seriously affected.

**4. 12<sup>TH</sup> WAGE SETTLEMENT:** As already informed on 7<sup>th</sup> December 2023, an MoU has been signed between IBA and UFBU wherein it is agreed that annual increase in salary and allowance will be 17%, new scales will be constructed after merging DA corresponding to 8088 points and adding thereon a loading of 3%. Further, it is also agreed that as a one-time measure applicable for the current Bipartite Settlement/Joint Note period, monthly ex-gratia will be considered along with pension to the pensioners/family pensioners who were drawing pension as on 31.10.2022. In the history of Bipartite Settlements, for the 2<sup>nd</sup> time (1<sup>st</sup> at the time of 4<sup>th</sup> BPS) we have achieved our demands without any agitation and/or strike action. It has become possible only due to the unity of bank employees and officers under the banner of UFBU. So let us resolve that in future also we will face all the challenges unitedly under the banner of UFBU, since it is the only key to success.

With revolutionary greetings,

Comradely yours,



**(R.K. Sharma)**  
**General Secretary**