



ALL INDIA PNB STAFF FEDERATION

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

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Circular No. 3/2022

Dated: 22.03.2022

TO ALL MEMBERS

Dear Comrades,

On 22.03.2022, A team of leaders of our Federation Com. D. P. Verma, Com. Anjani Kumar Singh, Com. Karuna Nidhan, Com. Suman Kumar, Com. S. P. Singhal, Com. Basant Kumar Jha, Com. J. S. Rana and Com. S. P. Devgun along with the undersigned met Shri Atul Kumar Goel, MD & CEO of our Bank and submitted the following Memorandum on the current issues of immediate concern to PNB employees.

(R. K. Sharma)
General Secretary

Dated: 22.03.2022

Shri Atul Kumar Goel
Managing Director and Chief Executive Officer
Punjab National Bank, Corporate Office
Plot No. 4, Sector 10
Dwarka, New Delhi-110075

Respected Sir,

Our Federation is the second largest workmen organization in Punjab National Bank after AIBEA. We, are although purely non-political in soul and goal clearly visualize future under your stewardship. We being a responsible organization assure you to co-operate in all possible manners for onward growth of the Bank and well being of the employees which we believe that you will be able to inculcate for the mutual benefit of the Bank and its employees.

We have every hope and confidence in your wisdom and administrative capabilities and wish that the Bank would continue to march ahead in its all round developments and would reach its peak amongst all the nationalized banks.

We would like to bring to your kind notice some burning issues affecting the well being of the employees of the Bank for your sympathetic consideration:-

Absorption of Temporary Employees/Casual Workers of eUBI & eOBC

So many temporary/casual workers were working in the branches/offices of eUBI and eOBC against permanent vacancies. After amalgamation of United Bank of India and Oriental Bank of Commerce with our Bank, it is depressing, that the Bank has not taken steps to make all of them who are earning their livelihood through these jobs, permanent in Bank's service at a time when the Bank is permitting outside agencies in the name of Business Facilitators and Business Correspondents to do banking business.

We urge upon the management of the Bank that all such temporary employees/casual workers of eUBI and eOBC irrespective of number of days they have worked as temporary employee/casual worker, be absorbed as permanent employee of the Bank. We are sure that this reasonable demand of ours would definitely receive sympathetic and favourable consideration and the Bank will not play havoc with the lives of these temporary employees/casual workers of eUBI and eOBC.

Conversion of all Part Time Employees in Full Time Employees:

We are impressing upon the management for the last more than fifteen years for conversion of all Part Time Employees in Full Time Employees but the management has so far adopted a callus attitude and has not responded properly. We condemn the dilatory and recalcitrant attitude of the management in this matter and reiterate our demand to convert all Part Time Employees working in the Bank in Full Time Employees without further delay.

Non-Releasing of Benefits of 9th Stagnation Increment to Eligible Retirees:

In terms of Clause 5 of 11th Bipartite Settlement, clerical employees already in receipt of eight stagnation increments are eligible for 9th stagnation increment with all the benefits from 1.11.2017 or two years after receiving the 8th stagnation increment, whichever is later. But it is already more than 16 months since the signing of the settlement; still this benefit has not been extended to the eligible retirees and they have not been paid their due arrears of Salary, P/L Encashment, Gratuity, Commutation Money and Pension due to incompetence of the staff dealing with HRD matters in circle offices.

Appointment on Compassionate Grounds:

It is all the most regrettable that in the case of deaths of employees while performing their duties during the Pandemic COVID-19, compassionate appointment to the widow/eligible family member has not yet been given by the Bank. We express our deep anguish and concern over inordinate delay in providing compassionate appointment to the family members of deceased employees and urge upon the management of the Bank to provide compassionate appointment to the widow/ eligible member of the deceased employees without further delay.

Shortage of Staff:

In most of the branches working of the Bank is disrupted because of shortage of staff in Clerical Cadre. The enormous business growth is not being supported by adequate clerks. The existing clerks are overloaded with work and compelled to work beyond normal working hours, the situation is not conducive for the strength and growth of the Bank. As a result they are not able to provide quality service to the customers and face the ire of the public. Banking is a service oriented industry and adequate man power is a basic requirement to provide good customer service. But in our Bank, many branches are woefully under-staffed where customer service has become a casualty. Bank has approved only 950 vacancies for direct recruitment of clerks for the current year which is inadequate. In the present circumstances, there is urgent need of recruitment of at least 5000 more clerks. We request the management to recruit more clerks to coup with the present requirement.

Staff Welfare Fund:

After merger of erstwhile United Bank of India and Oriental Bank of Commerce, the number of working employees of the Bank has been increased substantially, therefore, vide our letter dated 28.02.2022 addressed to you, we have demanded substantial increase in ceiling on allocation of funds for 'Staff Welfare' from the profit of the Bank. Now, we once again urge upon the management of the Bank to recommend to the Government to increase the ceiling on allocation of 'Staff Welfare Fund' from Rs.25 crores to Rs.75 crores. We also request that the sharing of this 'Staff Welfare Fund' be percolated amongst the working employees and retirees both.

We hope all the above legitimate demands of ours would evoke positive response from the management.
