



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under Trade Union Act, 1926—Registration No.B-2334)

Registered Office & Head Quarters:

Post Box No. 528, State Bank of India Buildings, Bank Street, Koti, Hyderabad-500095

CIRCULAR No. 20
TO ALL MEMBERS:

Date: 24.11.2011

• **Attempts to Implement Khandelwal Committee Recommendations**

We reproduce hereunder the full text of Circular No.UFBU/2011/23 dated the 20th November 2011, issued by United Forum of Bank Unions, the contents of which are self-explanatory.

(N. RADHAKRISHNAN)
For GENERAL SECRETARY

As already informed to our Unions, the Government has advised all the Public Sector Banks to implement the recommendations of the Khandelwal Committee Report on HR issues as accepted by the Government.

The Government has also advised all the Banks to form a Steering Committee of the Board consisting of CMD, ED, Government Director and 2 outside HR Professionals.

Recommendation: Every CMD should take HRD on his agenda. A Steering Committee of the Board on HR to be constituted in each bank, with Government Director and two outstanding HR professionals (having knowledge of 360, Assessment and Development Centre, etc.) apart from CMD and ED, as members, to discuss critical issues in HR every quarter.

**Accepted by
Government**

Hence Banks will be taking steps to bring these issues in the Board meetings in the next few weeks.

As decided in the UFBU meeting held on 16-11-2011, the following steps should be taken when the agenda comes up in the Board meeting:

1. Our Officer/Workman Directors to protest against the agenda in the Board meeting.
2. If still the Board/management want to approve the agenda, Dissent Note should be got recorded in the minutes of the Board meeting.
3. Demonstrations should be held before the head office of the Bank or at the centre where the Board meeting is held.

It is also reported that Khandelwal Committee would be visiting the various Banks to discuss with the management on implementation of their recommendations.

On such occasions of their visit to our Banks, powerful demonstrations should be held by mobilising all employees and officers for the programme.

The draft of the Dissent Note to be given by our Officer/Workman Directors is furnished herein.

Comrades, Khandelwal Committee recommendations are anti-employee, anti-officer and anti-trade unions. **It is an attempt to by-pass trade unions, subvert our achievements, sabotage collective bargaining and abridge the role of trade unions.**

With greetings,

**Join the Massive DHARNA
before Parliament on 14th December, 2011**

Draft of Dissent Note to be recorded by our Officer/Workman Directors:

Date:

To

Chairman and Managing Director, Bank

Board Meeting dated

Agenda No.

With reference to the above agenda, it is observed that the proposal is :

- To appoint a Steering Committee of the Board on HR with two outside HR Professionals as members.
- To approve and adopt the recommendations of the Khandelwal Committee as accepted by the Government.

You are aware that all the issues relating to employees/officers and connected with human resources are being negotiated and settled between the management and the Unions both at the industry-level and in our Bank through bilateral discussions, mutual understandings and through collective bargaining.

Approval of the above agenda means scuttling collective bargaining and foisting unilateralism in HR issues. The present system and mechanism of dealing with HR issues is time-tested and the present attempt is to by-pass collective bargaining and bilateralism.

You are also aware that United Forum of Bank Unions has very strong reservations and oppositions to the various recommendations of Khandelwal Committee.

Hence I do not agree with the proposal and request you not to proceed with this agenda. If the Board will take a decision by majority opinion, **please record my dissent** in the Minutes of the meeting.

Yours faithfully,

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