



# ALL INDIA PNB STAFF FEDERATION

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

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**Circular No. 10/2020**

**Dated: 15.04.2020**

Dear Comrades,

**Suggestions on Continuance of Banking Services amidst Covid-19 & Lockdown**

We reproduce hereunder letter dated 15.04.2020 of General Secretary, All India PNB Staff Federation addressed to the MD & CEO of Punjab National Bank for information of all our affiliates and members.

With revolutionary greetings,

Yours comradely,

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

Dated: 15.04.2020

The Managing Director and Chief Executive Officer  
Punjab National Bank  
Corporate Office  
Sector 10, Dwarka  
New Delhi-110075

Respected Sir,

**Issues of Immediate Concern to Employees in Subordinate Cadre**

**1. Promotion of Sub-Staff to Clerical Cadre:**

We are deeply concern over injustice once again met out with eligible non-graduate candidates of sub-staff who appeared in on-line test conducted by the Bank for promotion to Clerical Cadre. The on-line test was of total 100 marks wherein the minimum qualifying marks for eligible SC/ST Candidates and other eligible candidate were 35 and 40 respectively. On the other side the method of promotion for eligible Graduate Candidates was based on their performance in the interview of 100 Marks wherein also the minimum qualifying marks for SC/ST Candidates and other candidates were 35 and 40 respectively.

On 31.03.2020, Bank has declared the list of successful candidates approved for promotion from Sub-staff to Clerical Cadre for 752 posts of SWO-A. In this list all the successful candidates belong to a particular group of 1864 employees who appeared in the interview and no one belongs to the other group of 3396 employees who appeared in on-line test conducted by the Bank.

It is pertinent to mention here that in the last year also all the 180 vacancies of SWO-A had been filled by adopting the same practice and all 180 candidates belonging to the same group of 1190 candidates who appeared in the interview had been declared promoted and no one from the group of 3117 candidates who appeared in online test had been declared successful, as has been done this year.

The repetition of the same incident consecutively for two years creates doubts in our minds about the fairness of the selection process and we feel that definitely something mischievous has happened (DAL MEIN KUTCH KALA ZAROOR HAI).

In the circumstances mentioned herein above, we request you to please look into the matter empathetically, adopt a realistic and pragmatic approach in industrial relations and thereby avoid serious threat to industrial relations and to order for an investigation in the whole affair by an independent and impartial authority with a view to provide justice to a specific section of sub-staff who is feeling suffered from this result. We trust that this just, legitimate and reasonable demand of ours would definitely receive sympathetic and favourable consideration by your good-self.

We, further hope that the management will not left the issue open for ever and in future specific percentage will be fixed for both the sections of candidates i.e. through online test (for eligible under graduates candidates) as well as through interview (for eligible graduate candidates) by arriving at a conciliation settlement in this matter.

**2. Absorption of Temporary Employees/Casual Workers of erstwhile United Bank of India and Oriental Bank of Commerce as Permanent Employees in our Bank:**

It has come to our notice that so many temporary/casual workers are working in the branches/offices of eUBI and eOBC against permanent vacancies. As these banks have now been amalgamated with our Bank, it will be depressing, if the Bank dispense with the services of these temporary employees/casual workers who are earning livelihood through these jobs 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 be absorbed as permanent employees of our Bank and while arriving at an amicable settlement in this regard, all the practical aspects of the matter be reckoned. We are sure that this reasonable demand of ours would definitely receive sympathetic & favourable consideration by your good-self and that the Bank will not play havoc with the lives of these temporary employees/casual workers of eUBI and eOBC.

**3. Conversion of All Part Time Employees into Full Time Employees:**

Our Federation views with great concern the dilatory and recalcitrant attitude of the management of the Bank in the matter of conversion of part time employees in full time employees. We have been impressing upon the management for the last so many 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 on the above issue. Now, eUBI and eOBC have been amalgamated with our Bank and there is no Part Time Employee in these banks. Therefore, we urge upon you to convert all permanent Part Time Employees working in the Bank as on the date of merger as Full Time Employees immediately.

**4. Provide Adequate Security to Staff Working at the Branches during Lock-Down:**

We know that the Central as well as all the State Governments are putting their best efforts in handling the Pandemic COVID-19. At present, almost all the activities barring essential and emergency services are at standstill. Banking being an essential service, all the bank employees all over the country are performing their duties with utmost sincerity. You will appreciate that keeping in view the solemnity of the circumstances bank employees are rendering banking services to the public. Without getting into the controversies, contentions and sentiments posed in the notices issued by the administrative authorities, we submit that there is heavy rush in the branches more particularly in rural and semi-urban areas which is violating the norms of social distancing but the police is seeking explanations from the branch managers and expecting to manage the crowd on the road while it is a law and order issue to be managed by the local administration and the police.

Through our earlier letters dated 24.03.2020 and 01.04.2020, we have highlighted the problems faced by the bank employees during this country wide lockdown and have requested you to take cognizance of the issues raised by us.

Sir, we hope that you will definitely issue necessary instructions to all the Circle Heads/Zonal Managers to take up the matter with the local bodies and district administrations. An early action in the matter would be highly appreciated.

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