



## **All India Andhra Bank Award Employees' Union**

(Affiliated to AIBEA)

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To All the Members of Affiliated Units :

Dear Comrades,

### **CLARION CALL OF THE CENTRAL COMMITTEE MEETING TO LAUNCH CAMPAIGN & AGITATIONAL PROGRAMME**

#### **AGAINST**

**THE MANAGEMENT'S ADAMANT, APATHETIC & INDIFFERENT ATTITUDE IN VIOLATING THE BILATERAL SETTLEMENTS / UNDERSTANDINGS AND NON-RESOLUTION OF LONG PENDING ISSUES OF AWARD STAFF**

#### **DEMANDING**

- **FILLING UP OF ALL SUB STAFF & PART TIME SWEEPER POSTS AT ALL NIL SUB STAFF & NIL PTS BRANCHES**
- **CLERICAL RECRUITMENT – RELEASE OF APPOINTMENT ORDERS TO CLERKS ALLOTTED UNDER IBPS CWE – III**
- **IMPLEMENTATION & IMPROVEMENTS TO THE SCHEME FOR CAREER PROGRESSION AND UPGRADATION OF WAGES TO PART TIME SWEEPERS TO FULL TIME SCALE WAGES COVERED UNDER THE BILATERAL SETTLEMENT DATED 05.03.2013 SIGNED UNDER ID ACT 1947**
- **RECRUITMENT OF PERMANENT SECURITY GUARDS TO ENSURE UNCOMPROMISED SAFETY & SECURITY OF BANK'S CASH, PROPERTY & PERSONNEL**
- **FILLING UP OF SPECIAL ASSISTANT POSTS**
- **PROMOTIONS FROM SUB STAFF TO CLERICAL CADRE**
- **ENHANCEMENT OF REIMBURSEMENT AMOUNT OF COST OF NEWS PAPERS TO AWARD STAFF**
- **EXTENDING THE FACILITY OF REIMBURSEMENT OF COST OF PETROL TOWARDS CONVEYANCE TO AWARD STAFF**
- **OPENING OF NEW BRANCHES WITH PROPER INFRASTRUCTURE & STAFF FOR BUSINESS GROWTH & BEST CUSTOMER SERVICE**
- **RECOVERY OF LOANS FROM WILFUL DEFAULTERS IN LARGE & MID CORPORATE SECTOR - PROTECT & SAFEGUARD THE INTEREST OF THE BANK & EMPLOYEES**

**RESOLUTION ADOPTED AT THE CENTRAL COMMITTEE MEETING OF THE  
ALL INDIA ANDHRA BANK AWARD EMPLOYEES' UNION  
HELD ON 22-23, JUNE, 2014 AT HYDERABAD  
DEMANDING THE MANAGEMENT FOR IMPLEMENTATION &  
HONOURING SETTLEMENTS & UNDERSTANDINGS AND  
URGENT RESOLUTION OF ALL PENDING ISSUES**

**SUBMITTED TO THE CHAIRMAN & MANAGING DIRECTOR,  
THE EXECUTIVE DIRECTOR & THE GENERAL MANAGER (HR)**

The Central Committee Meeting of All India Andhra Bank Award Employees' Union held on 22<sup>nd</sup> & 23<sup>rd</sup> June, 2014 at Hyderabad considered the situation arising out of the lackadaisical attitude of the Management towards the issues of the Award Staff. The Central Committee seriously discussed the non-implementation of legally binding provisions of the Settlements signed and understandings arrived at between the Management of the Bank and All India Andhra Bank Award Employees' Union and the non-resolution of several genuine, reasonable and urgent issues confronting the Award Staff.

**The Central Committee further delved in to the change of the Staffing Pattern and reduction of sub-staff strength to one per branch and stalling the process of recruitment in the sub-staff, sweeper and clerical cadres unilaterally by the Management on the one hand and deliberately allowing illegalities and irregularities being committed by the officials of the Bank in engaging temporary and casual workmen in large scale to avoid filling up of permanent sub-staff, sweeper and security guards posts on the other hand. The Central Committee unanimously resolved to convey the anger & anguish created among the employees over such apathetic and indifferent attitude of the Management**

The Central Committee also decided to communicate to the Management that the hardship and sufferings heaped on the employees have reached unbearable and unmanageable limits which need to be removed urgently through implementation of the existing Settlements and understandings and by resolving the following issues:

**1. Improvement and implementation of the scheme of Upgradation & career progression of Part Time Sweepers covered under the tripartite Settlement dated 05-03-2013.**

The tripartite Settlement dt.05-03-2013 provided for Upgradation of the scale of wages of the PTS from 1/3<sup>rd</sup> to 1/2 half scale wage after completion of 15 years and full scale wage after completing 20 years beside providing for Upgradation from 1/2 half to 3/4<sup>th</sup> scale to those who were on 1/2 scale and had completed 15 years as on 30-09-2012. Accordingly these terms (Clause-2 of the Settlement) were implemented for the year 2012.

It is provided further in the said Settlement (Clause-4 of the Settlement) that such conversions shall be effected as on 1<sup>st</sup> October each year from 30-09-2013 onwards.

**It was also agreed under Clause-14 of the said Settlement that before 30-09-2013 the policy and scheme for conversion / Upgradation of PTS in a phased manner shall be further improved upon.**

Whereas the first lot of sweepers who complied with the requirement as on 30-09-2012 have been converted / upgraded, the provisions of the Clause-4 and Clause-14 have not been implemented so far despite categorical date lines prescribed in the Settlement. Thus, the Bank has not fulfilled its part of the obligations accepted and agreed to under the terms of this tripartite Settlement and deprived the other lot of Sweepers who were anxiously waiting for Upgradation of their Wages.

Though the Union had timely submitted its proposal for improvements to the Scheme that all the Part Time Sweepers who have completed 5 years as on 30/09/2013 shall be converted to

Full Scale Wages and designated as House Keeper Cum Peon (HKCP) and there after every year PTS who would complete 5 years of Service as on the cutoff date i.e. 30<sup>th</sup> September of the respective year shall be converted to Full Time Sweeper and designated as House Keeper Cum Peon. In spite of the provisions of the Settlement that the conversion and improvements to the existing Scheme shall be done before 30<sup>th</sup> September, 2013 the issue is still kept pending.

Many of Part Time Sweepers who have completed the required 15 / 20 years service criteria as on 30-09-2013 and were eligible to get their wages upgraded to Half and Full scale w.e.f.01-10-2013 have not been given the wage upgradation so far in breach of the Settlement dt.05-03-2013.

**The Central Committee reiterates its demand for the implementation and improvement of the scheme of upgradation as agreed under the Settlement dt.05-03-2013 with retrospective effect from 01-10-2013.**

**2. Filling up of the vacant posts of sub-staff and sweepers in the branches of the Bank through adequate recruitment of permanent employees.**

Our Bank has more than 2200 branches, 32 Zonal Offices, 29 Currency Chests and 19 Service Centers and several departments at Head Office for which there are only 2450 Sub Staff in the Bank. We understand that the branch network will be over 2500 excluding other administrative offices by the end of March, 2015. A good number of Sub Staff are going to retire from the services in the next two years. The promotions from Sub Staff to Clerical Cadre are also due.

Zonal Offices have also written to Head Office, HR Department on the requirement of Sub Staff in the respective Zones. Around 500 branches are not provided with any permanent Sub Staff. Due to Shortage of Sub Staff at branches Customer Service and Housekeeping is adversely affected & maintenance of records is hampered. Several Branch Heads and senior officials who are provided with closed cabins are often embarrassed before the customers present in their cabins when no Sub Staff is available to respond to their repeated buzzer calls.

**Almost all the new branches which were opened during the last 3 years are being run without permanent Sub-Staff. Vacancies caused due to natural exits like Deaths, Retirements, Dismissals, Resignations and Promotions are not filled up. All the above said permanent vacancies of Sub-staff are being met by engaging temporary / casual persons and utilizing them as temporaries for years denying them the privileges of permanent status. This is an unfair labour practice under the law and will lead to much litigation.**

**There is a dire need for Sub Staff at several branches/Offices, which is ignored by the top Management in spite of the fact that Branches are adopting all sorts of fake and frivolous vouchers and resorting to impersonations for making payment to the temporaries and casuals engaged by them. The falsehood, fabrication and impersonations are all recorded in the Bank vouchers / records and in CC TV footages of the branches, which is verifiable. This is a very serious offence under law and the Bank is consciously and willfully compelling the various field officials to commit it with assumed impunity.**

**Similarly there are more than 600 branches which are not provided with any permanent sweepers. The same illegalities are being committed for managing the permanent posts of sweepers.**

As of now around 1100 Branches are not having permanent Sub Staff & Permanent Sweeper. All these Branches are being run with Temporary / Casual persons without paying statutory wages.

**The Central Committee reiterates its demand to immediately stop such unlawful practices and provide adequate number of sub-staff and sweepers at all the 1100 branches where casual/temporary persons are engaged.**

**3. Inordinate delay in filling up of 312 Part Time Sweeper vacancies approved in November, 2012 by the Board:**

Our Bank Board has approved for filling up of 312 Part Time Sweeper vacancies in November, 2012. Accordingly all the Zonal Offices have issued Notifications calling for applications and conducted Interviews. Even after a lapse of over 20 months the process of recruitment is not yet completed. It is painful to note that even for the candidates who were given Provisional Selection Orders and their Character & Antecedents Verification Reports are received, the permanent appointment orders are not issued till date and were kept on hold.

**Central Committee urges the Management for expediting the process of Recruitment of all the 312 approved vacancies of Part Time Sweepers at the earliest.**

**4. Recruitment of adequate permanent Security Guards in the Bank.**

Under Clause No. 13 of the Memorandum of Settlement dated 07.12.2012 arrived at U/s 2 (p) of the Industrial Dispute Act, 1947 between the Management of Andhra Bank and All India Andhra Bank Award Employees Union, it is agreed that the requirement of permanent Security Guards shall be assessed and filled up after approval by competent authority. But even after lapse of one and half years no step has been taken in this regard.

At present only 450 Security Guards are working in the Bank and most of them are utilized at Head Office & Currency chests. This meager contingent of permanent Security Guards could not cater even to the needs of Hi-risk prone branches and to meet the requirement of accompanying Cash Remittances. Bank is utilizing the services of Private Security Guards supplied by the Agencies. The Agencies are not paying the Statutory Wages, PF & Bonus to these Private Security Guards & are violating Statutory Provisions. Several Branches functioning in Risk prone areas are not provided with Security Guards.

**Several of these Private Security Guards at many branches are utilized as Sub Staff at the Counters instead of security duties thus compromising the security norms.**

**The Central Committee reiterates its demand not to allow the safety & security of Bank's cash, property and personnel to be compromised any further and demand the Management to recruit adequate permanent security guards.**

**5. Implementation of the IRC understanding in 56<sup>th</sup> IRC Meeting regarding filling up the identified Special Assistant Posts in the Bank.**

During the course of the discussions in the 56<sup>th</sup> IRC Meeting it was agreed by the Management to create and fill up Special Assistant Posts in the ration of 1:40 i.e. one Special Assistant Post for every 40 Clerks at each Zone. Accordingly a tripartite Settlement was signed between the Management and the Union on 12-04-1999 prescribing the Procedure for selection of Special Pay Posts in the Bank and specific branches were identified for posting the special assistants.

The services of the Special Assistant can be well utilized in Metro / Semi Urban /Rural Branches to handle independently the counter duties so that the experience & knowledge Officers can be utilized for Business Growth, Marketing & Recovery of NPA's. The clerks are deprived of Special Pay by not filling up the Special assistant posts.

**The Central Committee once again requests to fulfill the expectation and aspiration of the senior clerical staff by filling up the identified vacant posts of Special Assistants.**

**6. Extending the facility of reimbursement of cost of petrol towards conveyance to Award Staff.**

The Union has been urging the Management to extend the facility of Reimbursement of Cost of Petrol to all the members of the Award Staff of the Bank. Assurance was being given by the Management that the expectations of the workmen employees would be considered at an appropriate time.

**The request of the officers in the Bank for the increase in the Rental Ceilings amount for their leased accommodation was considered by the Management with an increase of 20% which will have a recurring financial impact on the Banks P&L every month. But the Award Staff are disappointed by being denied the extension of the facility of Reimbursement of the cost of Petrol.**

**The Central Committee urged upon the Management to end this apathy towards Award Staff cadres and sympathetically consider extending this facility which is already prevailing in several PSU Banks.**

**7. Enhancement of Reimbursement amount of the Cost of News Paper to Award Staff**

The present reimbursement amount of Rs. 80/- was fixed in the year 2005 and during the period the Cost of News Paper gone up considerably. Considering the same the Management has revised the amount of Reimbursement of News Paper Cost to the Officers from 01.03.2013. Our Union has been requesting to extend similar consideration to the Award Staff and it was informed in the IRC Meetings that the issue is under consideration with the competent authority and will be cleared in the month of April, 2014. In spite of the assurance, the Management is still withholding the same.

**Central Committee Demands the Management to consider enhancement of reimbursement of the Cost of News Paper at the earliest.**

**8. Stop the practice of appointing / engaging / allowing unidentified and unauthorized persons for doing Bank's sub-staff and sweeper jobs.**

Several Branches and offices of the Bank are appointing, engaging and allowing unauthorized persons to handle Banks routine jobs inside the branch without any verification of their antecedents, address, age, qualification etc.. The presence of such persons and their handling the works without any authorization order by the Official of the Bank has created serious threat to the safety and security of the Bank. The vouchers through which payment of remuneration is done to such workmen are made in false name and for fake reasons. All such illegalities are being committed with the knowledge and tacit approval of the top Management of the Bank for which reason no action is initiated against such acts of omission and commission by the officials.

The Central Committee demands to stop all such unlawful and illegal acts in appointing, engaging and allowing unauthorized persons to work in the Bank to avoid recruitment of permanent employees. The Bank must verify the antecedent, address, age, qualification etc. as required under the recruitment rules of the Bank and officially authorize every such appointment and engagement of any temporary workman.

**9. Payment of appropriate wages to all temporary and casual workers as per the Guidelines issued by the Bank.**

Though the Bank has issued guidelines and instructions vide its Circular Letter No.666/3/20/205 dt.23-12-2013 and Lr.No.666/20/IR/263 dt.06-12-2005 to all zones to make payment of appropriate scale wages to temporary sub-staff and temporary sweepers at the rate of starting basic pay of the sub-staff pay scale with corresponding Allowances for the period for which such workmen are engaged, most of the branches are making under-payments; that too in fake and frivolous manner.

It has been an open practice at many of the Branches that the name of the persons engaged on Temporary / Casual basis is changed every month with different names, person being the one and same.

It is unfortunate that the Bank's inspecting officials, instead of pointing out such irregularities and illegalities committed at branches are willfully covering up and ignoring such acts of omission and commission. The top Management of the Bank is also tacitly approving such acts of commission and omission.

**The Central Committee demands that all the workmen who are engaged and utilized for Bank work must be engaged only with authorization by the Zonal or Branch Heads and shall be paid appropriate and proportionate scale wages as per the HO guidelines.**

**10. Promotion from sub-staff cadre to clerical cadre.**

The process for promotion from all cadres for 2013-14 has already been completed, but the promotions from sub-staff to clerical cadre are not considered.

**The Central Committee reiterates its demand for 150 promotions from sub-staff to clerical cadre as per the provisions of the promotion policy in force.**

**11. Clerical Recruitment - Release of Appointment orders to Clerks Allotted under IBPS – CWE - III**

IBPS has allotted the Clerical Candidates to our Bank under IBPS CWE-III. These candidates has opted our Andhra Bank as their preferential choice. A list of candidates allotted to our Bank was also put in the Website of IBPS and the individual candidates were also informed by IBPS about their allotment to our Bank.

**Our HR Department has put up a Notice in the month of May 2014 in our Bank Website that the candidates allotted to our Bank for Appointment in Clerical Cadre will be inducted in the Bank in the month of July 2014, appointment orders will be released one month in advance and intimation will be sent to candidates email id.**

**It is noted that the notice in the Bank Website put up by HR Department was removed and is not seen from 1<sup>st</sup> July onwards causing lot of anxiety & unrest in the minds of the Candidates & their parents about the fate of their appointment in Andhra Bank. Many of the Banks which were allotted candidates under IBPS CWE III has already issued appointment orders. There is an apprehension that our Bank intends to put the Clerical Recruitment on hold.**

During the period many New Branches were opened and a good number of Clerks Recruited in the year 2012 & 2013 has resigned from the Bank. Apart from Resignation & Recruitments around 342 Clerks are Promoted to JMGS I Officer Cadre. Another 400 New Branches are likely to be opened by March 2015.

**The orders for the New Clerical Candidates allotted by IBPS CWE – III shall be released immediately to meet the requirement at the Branches to ensure smooth functioning of the Branches.**

**12. Opening of New Branches without proper Infrastructure & Staff – Affecting the Business Growth & Customer Service**

Many of the new branches opened during the last 2 years are opened mechanically even before completion of the counter works and other infrastructure giving a poor impression and image to the customers. The branch sign boards were not written with the words “Government of India Undertaking” Creating doubts among the Customers particularly in the Northern and Eastern Branches who were frequently enquiring the Staff whether it is a Government / Nationalized Bank or private Bank. These Branches are provided with skeleton staff giving scope only to attend to the routine work. None of these branches were provided with permanent Sub Staff or part time sweeper and are being run with casual / temporary persons on a permanent basis.

**Central Committee request the Management to start commencement of the Public Transactions when the New Branches are completed in all aspects and provided with the required infrastructure so as to give better image & impression to the customers & general public.**

**13. Banks Health a cause of Serious Concern - Growing NPA's of corporate Borrowers - Increasing Provision for NPA's & Bad Loans.**

The Central Committee noted with concern the growing NPA's in the Bank belonging to the Large & Mid Corporate borrowers which is severely affecting the performance & growth progress of the Bank.

**It is noted that as on 31.12.2013 the NPA's position of the Bank was:**

Agriculture Sector	-	523.72 Cr.
MSME	-	675.68 Cr.
Retail Credit	-	323.76 Cr.
<b>Large Mid Corporate</b>	<b>-</b>	<b>4009.35 Cr.</b>
Others	-	159.95 Cr.
		=====
<b>Total Gross NPA's</b>		<b>5692.46</b>
		=====

It is clear that 70% of the NPA's belongs to the Large & Mid Corporate Borrowers As on December, 2013 the Gross NPA's of our Bank was 5,692.46 Cr with provision coverage of 52.44%.

**As on March, 2014, the Gross NPAs of our Bank went up to 5857.60 Crores with Provision coverage of 52.55%. The Profit generated by the hard work of all the staff members in all cadres is eaten away by the NPAs and the Provision coverage.**

**The Central Committee is of the considered opinion that much more effective measures and firm steps has to be taken by the Top Management to recover the loans in Large & Mid-Corporate sector, instead of putting the blame on the shoulders of the employees. SARFESI Act and Debt Recovery Tribunal (DRTs)/Lok Adalats shall be put to use to the optimum level.**

**The Central Committee reiterated the Policy of AIBEA "Protect & Safeguard the interest of the Bank as well as the Employees" and call upon the members of our Union to render the best & courteous service and put our best efforts in voluntarily, mobilizing the CASA Accounts, Insurance linked Accounts, Identifying Potential Good Retail Borrowers and introduce them to Branch Heads, use our Contacts & involve in the Recovery of Small Loans.**

***The Central Committee took note of the continuous efforts put in by the Union to resolve the issues amicably through negotiations & discussions with the Management in the bilateral forum of Industrial Relations Committee (IRC) Meetings.***

***The Central Committee also noted that the Union has brought the issues to the notice of the H.R. Management & Top Management of the Bank vide Union Lr. No. 6/2014/71 dated 08.02.2014, Lr. No.6/2014/M/75 dated 12.02.2014, Lr. No.6/2014/M/96 dated 16.05.2014 and also through several oral discussions, representations and deputations all of which have failed to evoke any Positive response from the Management.***

***The Central Committee expressed its strong commitment and belief in the system of resolving and settling all issues through bilateral discussion but considering the continued apathy shown by the Management towards the above stated issues and particularly when the Management has ignored all the persuasive efforts made by the Union to amicably resolve the issues during the past over one year, the Union is compelled by the Management to resort to organizational actions including Demonstrations / Dharna agitation and other strike programmes.***

***The Central Committee makes a fervent appeal to the Management to realize the urgency & seriousness of the situation and resolve all the Pending issues, honour the Bilateral Settlements and fulfill the genuine aspirations of all the Award Staff cadres of the Bank in the interest of Industrial Peace & harmony and unstinted growth and prosperity of the Bank.***

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# COMRADES PLUNGE INTO ACTION

## MAKE THE CAMPAIGN & AGITATION PROGRAMME TOTAL & RESOUNDING SUCCESS

- ☛ PROTEST DEMONSTRATIONS & DHARNA AT ALL ZONAL OFFICES
- ☛ SUBMISSION OF MEMORANDUM BY ALL AWARD STAFF TO THE CMD
- ☛ AREA-WISE / CLUSTER-WISE CAMPAIGN MEETINGS

### GET READY FOR HIGHER AGITATIONAL PROGRAMMES & ACTIONS

The Central Committee meeting of our Union was held on 22<sup>nd</sup> & 23<sup>rd</sup> June, 2014 at Hyderabad. The meeting was presided by Com. Manoranjan Das, President of our Union. Representatives of our Union from all the States representing 32 Zones have attended the Meeting.

The Central Committee took stock of the prevailing attitude of the Management towards the issues of Award Staff which are not resolved and kept pending. Our Union made continuous & consistent efforts to resolve the issues amicably through negotiations & discussions with the Management and also drew the attention of the H.R. Management as well as Top Management of the Bank through several Letters, oral Representations & Deputations; all of which have failed to evoke any positive response from the Management.

**The persuasive effort made by the Union to amicably resolve the issues during the past one year was totally ignored by the Management. The Management's indifferent and rigid attitude compelled our Union to resort to agitation path.**

Hence, the Central Committee calls for a clarion call to implement the following programme and make it a TOTAL SUCCESS.

DATE	PROGRAMMES
15 <sup>TH</sup> JULY TO 9 <sup>TH</sup> AUGUST, 2014	ZONE/AREA/CLUSTER-WISE MEMBERS MEETINGS
26 <sup>TH</sup> JULY, 2014	SUBMISSION OF MASS MEMORANDUM TO CMD BY ALL AWARD STAFF
9 <sup>TH</sup> AUGUST, 2014	DISPLAY OF POSTERS AT ALL BRANCHES / OFFICES & PROTEST DEMONSTRATIONS & DHARNA BEFORE ALL ZONAL OFFICES BY ALL COMMITTEE MEMBERS & ACTIVISTS ALONG WITH ALL SWEEPERS
15 <sup>TH</sup> JULY TO 23 <sup>RD</sup> AUGUST, 2014	MEMORANDUM BY ALL SWEEPERS TO THE CHAIRMAN, NATIONAL COMMISSION FOR SAFAI KARAMCHARIS, NEW DELHI & COPY TO CMD & UNION OFFICE
15 <sup>TH</sup> JULY TO 23 <sup>RD</sup> AUGUST, 2014	MEMORANDUM BY THE SWEEPERS WHO HAVE COMPLETED 15/20 YEARS OF SERVICE AS ON 30.09.2013 TO THE CMD, COPY TO THE CHAIRMAN, NATIONAL COMMISSION FOR SAFAI KARAMCHARIS, NEW DELHI & UNION OFFICE
13 <sup>TH</sup> SEPTEMBER, 2014	<b>ALL INDIA DEMANDS DAY</b> – PROTEST DEMONSTRATIONS, BLACK BADGE WEARING & MASS DEPUTATIONS AT ALL CENTRES

The Resolution adopted by the Central Committee and submitted to the Chairman & Managing Director is reproduced inside for the information of all our Members. We appeal to all our members to know the issues, understand and campaign them.

**RESIST & REPULSE THE ADAMANT & RIGID ATTITUDE OF THE MANAGEMENT  
FIGHT BACK TO ACHIEVE OUR GENUINE DEMANDS**

With revolutionary Greetings,

Yours Comradely



**(T RAVINDRANATH)**

**General Secretary**