



UNITED BANK OF INDIA EMPLOYEES' UNION

Regd. No. 14874

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Circular No. UBIEU/CEC/07/2015

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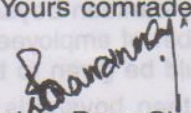
To All Members

Dear Comrades,

Our Bank has recently decided to recruit 700 officers, 500 clerks and 200 sub-staff. After a long embargo on recruitment this is, no doubt, a positive development. Admittedly, the number particularly of award staff recruitment is too insignificant to cope with the given situation of acute manpower shortage in different branches. This apart, there are several long pending as well as closely related issues which, we feel, should be properly addressed by the management while undertaking the process of fresh recruitment. We have, therefore, written to the Bank management on this score on 16th instant. Full text of our letter is reproduced hereunder for your information.

With warm greetings,

Yours comradely,


(Debasish Basu Chaudhury)
General Secretary

(Full Text of our letter No.UBIEU/CEC/04/ 2015 dated 16.02.2015)

The General Manager (HR)

United Bank of India

Head Office

Kolkata-700001

Dear Sir,

Re : Recruitment in different categories in our Bank

We understand that the Board of Directors has approved fresh recruitment in different categories of employees namely 700 Officers, 500 Single Window Operators (SWO) & 200 Subordinate Staff in our Bank. Though belated, the decision is most welcome. We, however, feel that the number of both SWO and Sub-Staff to be recruited is too inadequate to match with the concrete situation prevailing in branches mostly running under acute shortage of manpower. It may not be out of context to mention that prior to withholding recruitment of SWO from IBPS in 2014 on the plea of RB1 embargo; a number of Officers were recruited in December 2013 and in addition, 274 SWOs were promoted to JMG Scale 1 just a few months back. Hence, we find it difficult to reason with the decision to recruit officer more in number than that of SWO particularly when due to acute shortage of SWO in many branches front line customer service is on the verge of collapse and officers are compelled to perform the allotted jobs of SWO there. Needless to mention, it has its adverse impact on the overall business performance for quite sometime past. We are, therefore, of the considered opinion that the decision of recruiting less number of SWOs than officers can hardly bring about the desired change of the situation in our beloved institution.

Further, a few months back we were posted with the information that recruitment of at least 700

subordinate employees was of utmost necessity for smooth functioning of our branches. With passage of time the requirement must have increased obviously. So, fresh recruitment of only 200 Sub-Staff members appears to be irrational since it is nowhere to cope with the base level requirement in any way. The bank may feel complacent that it has made a leap forward in implementing Khandelwal Committee Recommendations (KCR) as far as ratio of Officers to SWOs and to Subordinate employees are concerned; but we apprehend, it will cost the bank clearly in so far as its sound business growth and turn around are concerned. We would urge upon you to consider substantial increase in number of award staff employees for fresh recruitment in our bank.

We would, however, like to put forward the following suggestions for your judicious consideration before finalizing the state-wise indent and subsequent posting:

10. All SWOs posted outside their home States or Regions are to be repatriated. It may be noted that many SWOs posted in West Bengal are willing to be transferred to Bihar, Jharkhand or other States; many SWOs posted in Patna Region are desirous of being transferred to Katihar Region & vice versa; similar cases are there in Lucknow, Meerut and other Regions too.
11. Pending option orders of SWOs and Subordinate staff are to be implemented.
12. One more exercise of option in all the Regions should be done before recruitment.
13. Previously some canteen boys/girls were absorbed as subordinate staff. But, a great many canteen boys/girls working for a pretty long time in branches having less than 10 number of employees were left out from the purview of selection. We feel an opportunity should be given to those aspirants.
14. Canteen boys/girls so absorbed as Subordinate staff on the last occasion, 44 such incumbents were posted outside their home State as well as linguistic area in violation of all awards & settlements. They should be brought back to their respective home States/Regions.
15. Though scale promotions from Scale I to Scale V in case of officers and promotion from clerk to officer have taken place a few months ago, promotion from subordinate cadre to clerical cadre has not been given effect to for reasons best known to the management. An exercise of promotion from Sub-Staff to Clerk may please be taken up so that no section employees feel deprived.
16. Full time & Part time Sweepers should be considered for switch over and/or upliftment as the case may be.
17. Almost a year back the Management took an initiative to convert all the existing Sweeper employees as Sweeper cum Sub-Staff. But the process suffered a set back in the midway. Considering huge number of Sub-Staff vacancies in different branches as also the benefit of all concerned, the post viz. Sweeper cum Sub-Staff should be created and all PTS employees be converted as the same immediately.
18. We understand that the 1BA has recently advised the PSBs to implement recommendation no. 11 of the Khandelwal Committee (KCR) in regard to **Educational Qualification for Direct Recruitment in Sub-stuff in Banks** as per instruction of Ministry of Finance, DFS. We are also informed that the representatives of officers & workmen in the Board have dissented to implementation of KCR in our Bank. We too have equally strong reservation in this respect. Besides, this instruction should have no bearing on the conversion of Part Time Sweepers as full time Sweeper cum Sub-Staff **since this is not a case of direct recruitment.**

Yours faithfully,

Sd/-

General Secretary