



UNITED BANK OF INDIA EMPLOYEES' UNION

Regd. No. 14874

11, Hemanta Basu Sarani, (4th Floor), Kolkata - 700 001

Phone : 2248-8163, Fax No. : (033) 2231-9014

E mail-ubieu.cec@gmail.com

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To All Members

Dear Comrades,

Subject: Manpower Assessment

It is almost for a decade that the Unions/Associations of United Bank of India have been fighting for a scientific manpower assessment based on concrete conditions to ensure smooth functioning as well as steady growth of the Bank. It may be recalled that 4 workmen Unions gave a call to observe one day strike on 19.11.2007 mainly on demand of ascertaining the basis of manpower assessment along with some other issues. On 14.11.2007, after a prolonged arbitration at the intervention of the Regional Labour Commissioner (Central), a terms of settlement was signed between the management of UBI and 4 workmen Unions wherein it was inter-alia agreed, ***"that before proceeding for next annual review of the manpower of branches, the management will start discussion as regards the basis of such assessment with the Associations/Unions by the end of month of December 2007"***.

Unfortunately thereafter, our Bank management wilfully violated the settlement in so far as manpower assessment is concerned and unilaterally went on ascertaining the manpower for branches consecutively on three occasions as on 10.03.2009, 16.08.2010 and 31.12.2012 respectively keeping the Unions/Associations completely in the dark. The Unions both jointly and severally raised their voice of protest on every occasion, but the Management did not pay any heed to it. Quite naturally, the Unions jointly sought for intervention of RLC (Central) again and it was then only discussion on the basis of manpower assessment started in September 2013.

It is pertinent to note that immediately after declaration of the required manpower dated 31.12.2012, when we all the Unions together protested against such arbitrary action by staging a massive demonstration at HO, the management invited suggestions from us. Accordingly, we submitted a well thought-out proposition jointly on 11.04.2013 considering the job pattern in CBS environment. During the course of joint discussion that followed, the management accepted most of our suggestions which was duly recorded in the minutes. But after three such meetings, the discussion came to a sudden halt without finalising the basis. It is our bitter experience, though in course of discussion the HO management stated that the required manpower dated 31.12.2012 was sent to the Regional authorities for their views before finalisation, most of the regional managements, in fact, acted on that proposed required manpower dated 31.12.2012 in regard to posting, transfer, surplus adjustment of award staff employees.

Since bilateral negotiations stopped in the midway, quite obviously an industrial dispute was raised with RLC (C) once again. The HO management, during the conciliation in October

2014, submitted that Bank was not in a position to fill up vacancies due to embargo imposed by RBI. However, the management committed that they would convene a meeting within 2 months from the date of conciliation for further discussion on manpower planning to take the views of the Unions.

As befitting to the tradition of UBI management, the meeting, however, was neither convened within two months as committed, nor after revocation of embargo on fresh recruitment even. On the contrary, the Nodal Office in West Bengal issued more than 400 transfer orders dated 30.09.2014, most of which are pending for implementation as yet. An indent of 500 SWO was also given to IBPS for fresh recruitment without finalising the manpower.

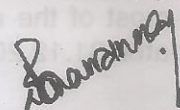
Recently, we came to know that in the first week of September, 2015, one proposed Required Manpower as on 31.03.2015 was sent to different regional heads seeking their views/suggestions on the same. Needless to mention, Unions were again kept in the dark of this development. On behalf of UBIEU, we instantly registered our strong reservation against such unilateral attitude and demanded discussion before finalisation of manpower. The very next day we received a copy of the said required manpower along with a basis formulated by the management. The basis, we feel, is totally incomplete and dogmatic having no relation with ground realities prevailing in different branches. We have already sent the required manpower to the respective Region/State Committees for their observation/suggestions which may help us in discussion for finalising the basis.

The 4 workmen decided to launch agitation against such continuous authoritarian approach and attitude of the HO management. Accordingly, a massive demonstration in front of our Head Office was organised on 22nd September, 2015 where more than 300 employees gathered at an instant call despite adverse weather conditions. A deputation was also given to the General Manager (HR) on the same day wherein it has been unequivocally demanded that before finalisation of manpower assessment, the basis thereof must have to be discussed with the Unions. We are intimated that the management has convened a meeting with 4 award staff Unions on 28th instant in this regard.

Comrades, the management is desperate to implement recommendations of Khandelwal Committee in respect of Officer to SWO to Subordinate Staff ratio. On the one hand officerisation is going on uninterruptedly with least relevance to the prevailing situation, while on the other, the ratio of SWO and Subordinate Staff is being drastically reduced in the name of manpower assessment on every occasion. Our fight for rational manpower assessment is practically, therefore, a sustained struggle against the black recommendations of Khandelwal Committee. It is for ensuring better performance and sound growth of our beloved institution as well. We appeal to our members to take this issue in right earnest and struggle hard to reach the goal.

With Greetings,

Comradely yours,



(Debasish Basu Chaudhury)
General Secretary