



Indian Overseas Bank Officers' Association

(Regd. No. 321/MDS) (Recognised by the Management) (Affiliated to All India Bank Officers' Confederation)

Administrative Office : Post Box No. 304, 763, Anna Salai, Chennai - 600 002.

Tel : General : 044 - 2852 1925, 2852 5214, President / General Secretary : 2851 4134

Email : ioboa@iobnet.co.in Website : www.ioboa.org.in

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Com. Rupam Roy
General Secretary
AIBOC
Guwahati

Respected Comrade,

Request to AIBOC to intervene in deserving issues at affiliate banks - Reg.

We wish to bring to your kind notice the most deserving issues presently being faced by Officers at PSBs and private banks and request AIBOC under your leadership to take up the same with the concerned authorities for redress.

OFFICERS NEED TO LIVE TO WORK:

The recent months have witnessed disturbing news of suicide of Officers in PSBs as well Private Banks, resorted to the ultimate step due to the humiliation at the hands of top management and the unbearable pressure to perform which has snatched the life out of a promising career. Many exit the game by opting for VRS while a few resort to this extreme step.

Now a days, Loss of life is news for a week; nothing stops; life moves on; persons get replaced and the perpetrators of torture laugh their way ahead and another victim would fall some day in future. Precious life has become cheap at the hands of attaining business targets. Every bank wants only Winners. People reached higher positions forget their own struggles and failures. There is no soothing message from the top management to instill hope and confidence to the bankers.

HUMAN CAPITAL SACRIFICED FOR BUSINESS TARGET:

Managers become solely responsible for achievement of the targets. As the business acquisition vertical and branch banking vertical are different in new



generation private banks, there seem to be distribution of the work pressure. But in PSBs, the expectations are hitting the roof and the pressures are becoming unbearable day by day. The core activity of Banks - accepting deposits and lending - has now diversified to such an extent that Banks today, are more a financial market delivering a host of ancillary services other than undertaking its core activity. When more parameters get added, the pressure exceeds tolerance limits and not everyone is strong to withstand.

CALLING OF OFFICERS ON HOLIDAYS AND PURPOSELY DELAYING DAY-END PERMISSION:

Banking is an industry of customer centric and despite massive digitization, footfalls in branch banking is not abating. Currently, banking is highly demanding and exhausting that has blinded the Top Management to feel that working long hours is the only way out for success. This apart, there is a constant pressure to work beyond office hours and on holidays too. The trend of holding review meetings, promotion interviews and other official assignments on holidays is another route of robbing the officer's family time. Delaying Day-End permission on a daily basis for non achievement of few targets endanger the lives of officers, especially lady officers.

WHATSAPP GROUP NOT APPROVED UNDER BANK'S POLICY:

While employees are cautioned by every bank not to misuse the Social Networking Platforms, the WhatsApp groups created by Regional Managements, without any approval under Information Technology Policy, intrude into the privacy of employees. These WhatApp groups insist officers to be in connect even out of regular working hours; pressure to respond quickly, overload messages of different subjects to be given priority at the same time and interrupt in the personal time of an employee.

IMMUNITY TO OFFICE BEARERS OF ASSOCIATION - NEED OF THE HOUR:

As you are aware, being a responsible trade union for the cause of officers, those officers' associations who had aired their anguish through circulars and action programme on the above issues are treated badly by the bank management using "Transfer of Office Bearers under overstay" as tool to curtail the functioning of these Association. If immunity to Office Bearers of recognized Association is in place, our battle against the ill conceived ideas and in humane acts of banks in HR matters can be handled better in the days to come.

Comrade, there is an urgent need for healthy workplace culture that respects the personal time, zero tolerance for abuse of Officers in open meeting and a harmonious work environment.



Whatever be the reason, to take an extreme step by Officers in the recent times, give alarming bells and there has to be collective responsibility from AIBOC, representing majority of officers in the banking industry in India, for a suitable course correction.

With rich exposure and experience in trade union and heading the largest organization for Officers - AIBOC - , we submit the above facts and seek your immediate intervention to address these industry level issues at the earliest and improve the service conditions of officers.

With revolutionary greetings and support at all times,

Yours faithfully,



(S. PREMKUMAR)

GENERAL SECRETARY

