

Association of Officers of UCO Bank
(Registered under the Indian Trade Unions Act, 1926)
Affiliated to All India UCO Bank Officers' Federation,
An affiliate unit of AIBOC

Regd. Office: UCO Bank, 10, B. T. M. Sarani, Kolkata – 700001

Mailing Address: 2, India Exchange Place, Room 11&12-1st Floor Kolkata 700001

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Circular No. 38/2018-21

Dated: March 1st, 2019

TO ALL THE MEMBERS

Dear Comrade,

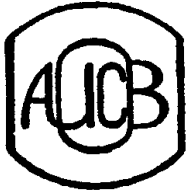
Sub: Two Days Workshop on Defence Counsel's Training

You are aware that the role of "Trained Defence Counsel" in any sector and especially in Financial Sector can never be discounted. A Defence Counsel should be a passionate individual with adequate knowledge of Conduct & Discipline Regulations and intricacies of procedures related to departmental actions for minimizing the possibility of any professional injury to the officers through proper assistance and guidance.

Though there have been training programmes recently to build a robust pool of Defence Counsels in all the Zones of West Bengal, but it came to our notice that some of the trained Defence Counsels without any cogent reasons are expressing their inability to give defence assistance to their own comrades embroiled in unfortunate accountability trap. Such refusal, not only tantamount to extreme inhuman behavior but also catastrophic hit to organizational camaraderie.

Considering the fact that our members have to run from pillar to post seeking favour for defence assistance for framing replies to Explanation/Show Cause Letters and service of Defence Representative during inquiry proceedings, a two day workshop to train sufficient number of Defence Counsels with representation from all the Zones of West Bengal to ensure that not even one of our member remains undefended in case of departmental action was conducted at 'Maharaja Banquets', Kolkata on 23rd & 24th February, 2019. Overall 30 participants from 6 Zones of our Association participated in the programme with full vigour and interest. After the concluding session, they subscribed their seal of satisfaction on the course module, infrastructural facilities, training material, quality of faculty support, general ambience and locational comfort of the training venue in their respective 'Feedback Forms'.

We were fortunate to have faculty services of very experienced two faculty members on the subject to impart the training. The first day training was conducted by Shri Chimnoy Mukherjee (Retired Officer – UCO Bank) having unparalleled knowledge of vigilance matters due to his functional experience in vigilance department during his service in the bank. His efforts for self enrichment and passion of remaining updated on every aspect of the subject was also responsible for him to be nominated as faculty member for similar training programmes of the Union during his tenure in the bank. On the second day, Shri Sabyasachi Mukherjee, a senior officer working with State Bank of India, Vigilance department at Kolkata equally complemented the presence of Shri Chinmoy Mukherjee through his warehouse knowledge of the subject and clarity of deliberations in lucid manner which attracted the attention of the participants to the level of keeping them attentive even during usual post lunch drowsy sessions of such types of workshops/ training sessions & conferences. We acknowledge with extreme gratitude the decision of All India State Bank Officers Federation for sharing their treasure of knowledge not only



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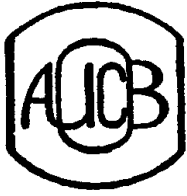
by according best faculty support but also giving us the permission to reproduce their in-house book on Departmental Actions for publication of our reference Handbook which shall remain as a permanent guiding manual for the newly trained Defence Counsels.

The training programme on 23rd February, 2019 started with an inaugural speech of Shri Ujjwal Kumar, General Manager & Zonal Head, Kolkata. Shri Ujjwal Kumar hailed the efforts of the Association for conducting a programme for providing safety cover to officers embroiled in Staff Accountabilities at work place. In his brief message he urged upon the leadership of the Association to create confidence amongst the officer's community and removing their ill-gotten fear psychosis by informing that a very miniscule percentage of officers get involved in disciplinary actions and that also due to colossal violations of extant guidelines of the bank. He assured the participants that they should function fearlessly as unreasonable actions are never inflicted by the bank and that in desirable cases officers are even exonerated because the vigilance action is always undertaken as fact finding Endeavour and not fault finding mechanism.

Shri Naresh Kumar, General Manager, HRM, Head Office put up his gracious presence during mid-day session. The participants were enthralled by his educative lecture on purpose and style of conducting investigations in banks and the importance thereof for determination of future course of action by the bank. He shared his functional experience as FVO during early days of his service and the knowledge he derived due to multifarious types of inspections which enormously helped him in this career progression. He advised the young participants to be extra vigilant at workplace and conduct themselves with honesty and dignity.

During the evening session of the first day, the participants were captivated by the visit of Shri Pradeep Kumar, CVO of our bank as one of the best guiding force on the subject. Shri Pradeep Kumar kept the participants glued to information shared by him on the spate of unfortunate criminally perpetrated frauds in the bank with specific reference to some States of the Country. He prescribed more stringent and regular monitoring processes coupled with proper training of young officers on systems & procedures who innocently get entangled in accountability trap due to fraudulent mindset of their seniors on whom they put their unquestionable faith. He opined that exposure of Probationary officers should be best regulated with gradual allotment of higher responsibilities. During interaction session with the participants, he was extremely forthcoming on defining the thin line of difference between Bonafide & Malafide action and difference between mistake & negligence while distinguishing the role play of officers in a particular incident during study of accountability.

The second day started with extremely educative speech of Shri Dilip Mirdha, General Manager, Risk Management, who not only informed the intricacies of 'Fraud' and procedures of its declaration after consideration by select committees, but also the provisioning pressure it entails on the Bank's Balance Sheet. Through a detailed power point presentation he equipped the House with financial parameters of our Bank with projected revival date of 31.03.2020. He requested all the young



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participants to exert unstinted efforts for revival of our beloved institution, similar to efforts exercised by presently senior employees during SRP of nineties. He expressed his confidence in the officers and informed that plans and projections have been finalized after threadbare discussions at the highest level of the Management to come out of PCA at the earliest.

The Organizational touch of the training programme received a boost with visit of Com. Sanjay Das, State General Secretary, AIBOC, West Bengal along with other activists and leaders of AIBOC. At the outset Com. Das vehemently congratulated the newly formed Committee/s of AOUCB- WB containing large numbers of new generation officers, in the recently democratically conducted and concluded Triennial Conference. His strong message that **"Today's Problems cannot be resolved by Yesterday's Solutions"** added a silver lining in motivating young officers to develop passion for participating in Trade Union affairs to create a formidable forum for protection of employment rights. At the insistence of the House, he briefly shared the updates on present status of wage negotiations. He explained in details the intricacies of calculation methodology being adopted by the IBA and the reasons for rejection by the Trade Unions. He informed that 'fractured mandate' remained a stumbling block for AIBOC and discussions with other stake holders is continuing on regular basis to snatch out best bargain from the government. He wished success to the noble Endeavour of AOUCB-WB in conducting the Defence Counsels Training Programme under current job profile scenario in banking industry where field functionaries are exposed to unwarranted accountabilities due to imposition of huge responsibilities at work place.

The valediction address was presented by Shri Alok Bardhan, a Scale V Executive of our Bank presently deputed as Asst. Director (Banking), Serious Fraud Investigation Office (SFIO) GOI, Regional Office – Kolkata. It was a very happy homecoming experience for Shri Bardhan meeting new generation officers. He advised the participants for undertaking best functional responsibilities expected of a bank officer and the precautions which need to be taken to minimize occurrence of frauds in financial sector. He felt that proper administrative monitoring and adequate knowledge for field functionaries could pave a smooth path to error free banking operations in the Country.

Thereafter Shri Alok Bardhan (guest) and Shri Sabyasachi Mukherjee (faculty) were pleased to distribute 'Successful Participants' Trophies and Mementos to all the candidates. The vote of thanks was delivered by Com Spandan Sarkar of Suri Zone through exemplary and eloquent thanksgiving speech.

The two day training programme concluded with vociferous desire of all the participants for frequent conduct of similar type of educative programmes by the Association. Considering the demand of our beloved members and the interest which the programme generated – we have decided to hold 'Locational Training' on MSME across all the Zones of West Bengal in class room sized participation in the months of April & May 2019 to save our members from accountability trap while extending credit facilities to borrowers. Comrades, it is not a favour but our bounden



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duty to ensure free and fair delivery of justice and knowledge to all our members at all times to provide them safe, successful peaceful and self satiating workplace experience. We firmly believe in Maxim, that **"Health of the employees reflects the health of the Institution"**.

Comradely yours,

A handwritten signature in black ink, appearing to read 'Ajoy Kumar Mondal', is written over a light grey rectangular background.

(Ajoy Kumar Mondal)

General Secretary