



Association of Officers of UCO Bank
(Registered under the Indian Trade Unions Act, 1926)
Affiliated to All India Federation of UCO Bank Officers (AIFUCBO)
Affiliated to All India Bank Officers Association (AIBOA)
Regd. Office: UCO Bank, 10, B. T. M. Sarani, Kolkata – 700001
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Circular No. 98/2018-21

December 25th, 2019

TO ALL THE MEMBERS

Dear Comrade,

Ref: Regular Requisitioning of Services of the Officers on Sundays and Holidays by Zonal Heads.

We reproduce hereunder the full text of letter no. AIBOA/MD/2019-20/36 dated 19th December, 2019 issued by Com. Mahesh Gupta, General Secretary, All India Federation of UCO Bank Officers to Managing Director & CEO of our Bank, on the captioned subject for information of all concerned.

Comradely Yours,

Yours truly,

Ajoy Kumar Mondal
General Secretary

Quote

Respected Sir,

We have been regularly receiving disturbing information from our members that in most of the Zones, Zonal Heads are routinely calling Officers for duties on Sundays and Holidays. In our just concluded Federation Central Committee Meeting held on Sunday, 15th December, 2019 in Shimla this issue was deliberated at great length by participating Leaders from across the Country. After discussions it was unanimous view of the Committee that Top Management of the Bank must be informed of tough service conditions for officers prevailing in our beloved Institution. On many such occasions there is virtually no urgent work requirements but still Officers are directed to attend office on every weekly holiday - the reason remaining unknown and totally impracticable.

Sir, it is not only a clear cut violation of Labour Laws which specifies for weekly off but also against the best practices of HR Policy of large sized PSB. Further, every working day is being declared as Login Day by some department of HO leading to multiple Login directions on a particular day due to lack of cohesion between Administrative Departments. Special campaigns declared by Head Office. loses it's very sheen and importance due to holding similar types of CAMPS in regular frequency. Moreover, acute shortage of Manpower in most of the branches further aggravates the trauma of the officers working under 52x7x24 hard-pressed work schedule. Besides large number of Lady Officers too are asked to sit late which endangers their security and disturbs their family life balance. We are aware that our Bank is currently under PCA and we diligently discuss this Agenda in all our Organizational Meetings calling upon our Members to work towards a plan for coming out of this stigma and elevate the reputation of our Bank. We strongly feel that best Participative Management



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Practices shall pave the way for sterling performance by our officers. Directing duties on holidays regularly hugely de-motivates and demoralizes the work force and gradually reduces their performance.

Requisitioning Officers for duties on holidays should be only in case of exigencies rather than a routine practice. Moreover, sanction of Mandatory Leave as per Policy Guidelines should be rigidly ensured as the same is currently being unofficially denied through verbal communications. We appreciate the Zonal Manager, Chennai, who specially mentioned in his instructions to sanction the compensatory leave.

Sir, the Officers are suffering acute mental agony due to deprivation of family space and social disconnect combined with deterioration of health conditions leading to serious consequences for young officers brigade of our Bank. You would appreciate that Bipartite Negotiations with IBA also contains important demand for 5 Day Week & Public Dealing up to 2.00 PM Only, in Banking Sector due to extremely challenging job profile amidst tough competition.

Sir, it is the duty of the Management to take care of its Human Resource. A healthy, stress free and tension free employee is an asset for any Organization.

We earnestly request you to kindly intervene in the matter and sensitize all the Executives of our Bank to engage with officers of the Bank through humane touch so that UCO TEAM can jointly celebrate removal of PCA Stigma in force able future under your able Leadership.

Unquote