



ALL INDIA BANK OF BARODA KARMACHARI SENA

(Regd. No. H. O. 3 - 9129)

Affiliated to : Bank Karmachari Sena Mahasangh,
Shiv Sena Bhavan, Mumbai.
President : Hon. Shri. Sudhir Joshi (Shiv Sena Leader)
Working President : Hon. Shri. Anil Desai (M.P. & Shivsena Party Secretary)
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To,
Every Member,
NAMASTE !

MANPOWER PLANNING BY POWER

There is one rule in Mathematics. A minus (-) figure becomes plus (+) figure when it is used to divide a number. The same number remains. But while coming above the line indicating division, the bottom negative figure works as positive multiplier.

This is what that is happening at BOB. Our Executives are great Mathematicians --- may be wranglers !

Most of our staff either hates math's or does not know it.

These are the exact points of conflict or of conflicting interests.

We at branches find that there is not enough staff to handle business. At some places there is visible acute shortage of staff.

Despite of clear cut shortage of staff at branches, our top management (mgt) is making big noise of having **30% excess staff at Corporate level.**

Branches see minus staff. But when this minus figure goes up to corporate level it becomes plus (excess). We can't understand this jugglery of wranglers. We are simple people. We know the fact that there is Staff Shortage.

We don't want to argue needlessly. But we can say one truth firmly; Business and Customer Service is suffering.

MGT LACKS IN WISDOM. GOOD JUGGLERS NEED NOT BE EFFECTIVE EXECUTIVES.

If there is really excess staff with BOB, then, why shortage is experienced at branches? It proves INEFFICIENCY OF MANAGEMENT .

OUR OBSERVATIONS

- 1) A few Regional Offices have informed us that their Zonal Offices are unable to provide them additional staff as there is shortage at Zonal level.
- 2) At Mumbai many Branches have more than required Sub-Staff posted. They don't need. Others in need have just one sub - staff. It's a example of reckless posting of staff.

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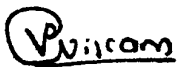
- 3) Manpower Study is done 'theoretically' at HO, BCC. They don't have willingness to be 'practical' by visiting branches and studying actual situation.
- 4) Let these Manpower experts visit branches and prove that there is excess staff.
- 5) At BCC, HO & Zonal Offices there is more than required staff. This excess quantity can be deployed at needy branches.
- 6) Top Executives' Secretariats are flooded by excess staff. They are enjoying glory at the cost of Bank's business at branches.
- 7) At administrative units favorites are posted since last ten to twenty years at a stretch. This overdue bunch can be posted at branches having shortage.
- 8) Bank has not recruited sufficient staff during last few years. It has caused following problems,
 - A. Lesser chances of promotions due to reduced vacancies.
 - B. Allowance paying redesignations are not effected. Head Cashier, Daftary vacancies remain unfilled. It is causing inconvenience at branches. It has become hazard. Besides deserving staff is deprived of allowances.
 - C. Since last few years Compassionate Grounds Appointments are held up.
 - D. Dependents of staff who died due to Covid are also kept away from getting jobs. It's inhuman.
 - E. Inter zonal transfers are pending due to staff shortage

OUR SUGGESTION

Please visit every branch. Study Manpower requirements at the spot. We do it. That is why we are speaking authoritatively. We are ready to accompany mgt teams to branches.

For that decision makers have to BANISH CABIN CULTURE.

Thank you Dear Members !



(VINOD NIKAM)

General Secretary

ALL INDIA BANK OF BARODA KARMACHARI SENA ZINDABAD !