

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)
General Secretary : Shri. Vinod Nikam

Office Address : 10/12, Bank of Baroda Bldg. (MMO), Mezzanine Floor, Mumbai Samachar Marg, Fort, Mumbai - 400 001.
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Ref.No.: AIBOBKS/2022/015

Date: 23rd March, 2022

To,
MD and CEO,
Bank of Baroda
BCC, Mumbai

Subject – Inhuman IZT Policy of Bank of Baroda

From time to time, we have been expressing our Stern Displeasure regarding the Inter-Zonal Policy framed by the Management. We have opposed it since it's inception.

As per our Circular Dated 6th July ref No. 2021/11 and the Survey conducted, almost 86% staff have expressed their utter anguish and dissatisfaction against the IZT.

It is difficult to understand why the Top Management has always been so reluctant to bring about the positive changes in the said Scrap Policy?

Instead, Bank opts to frame it as per it's whims by taking the so-called Officer Association into Consideration which simply validates anything put in front of them. (Ref. Circular no BCC: BR/100/300 dated 8th June 2018)

It has again recurred. The Policy which was earlier framed for 5 years has even more deteriorated and is reframed to 6 years. And the Officer Association who gave it's consent, is now making a foul cry to redraft it and thus fooling the employees.

We have compared the IZT policy with Other PSU Banks. It is clearly evident that it is the most inhuman Policy in the Banking Industry. (Append I)

Does the Management take into account the repercussion of such policies on Staff's Life?

Who will understand their Agony?

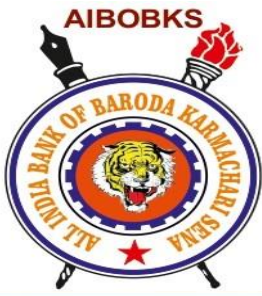
Management has to look beyond the virtual barrier of their Cabin from where everything seems to be good, but the reality is altogether different and distorted.

Reality is, Staff is suffering and Bank Management is paying no heed to them.

Over the Years the Bank's Retention ratio is declining, The VRS count is increasing and the Young Staff who is the Backbone of any organization is resigning in large numbers to join other PSU banks with much better policies.

The Clerical Staff, who are the Pillars of any PSUs are altogether neglected by the Bank.

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Moreover, they are posted at distant places.

They don't have any Rent Allowance nor any bank quarter facilities.

They are disheartened, broken and seem to have lost hope of going back to their home.

The Situation is Alarming! If overlooked now, it will aggravate beyond our thoughts.

A Robust policy regarding manpower planning is the only way to avert the situation

AIBOBKSENA has always been vocal against any injustice to the Staff.

It has always been the First to oppose.

We demand

1. Immediately Redraft of the IZT Policy.

Restore it from 6 years to 3 years as being done by prevalent PSUs in Banking.

(The policy of 3 years was present in Erstwhile Vijaya Bank but the Management didn't consider it while framing the Best of Three amalgamated banks' policies)

2. There should be an IZT exercise for Clerical Staff too.

If bank is posting them at highly expensive cities citing administrative need, they should be provided with a Residential / Quarter facility or shall be equipped with Rent Allowance Scheme (RBI, National Insurance Companies are already providing the same)

3. Longest Stay is still an unfolded mystery in BOB.

With No framed rules / Criteria there is a lot of Ambiguity around it.

Even many HR personnel don't have it's clear understanding.

We demand it's proper and transparent framing.

4. The entire IZT Exercise should conclude before the commencement of the Academic year (i.e June) so as to avert the educational Loss of the Children of the Staff.

5. It is noticed that the Officers recruited under Specialist Cadre by the Bank are not covered any IZT policy.

The Absence of any policy / regulations makes them to be moved anywhere anytime without any proper justification.

They shouldn't be mistaken for machines!

They are Humans and they have Family to take care

We demand to bring them under the IZT.

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6. GEMS score linkage with transfers should be removed, as it depends on various factors.

7. Staff opting from Surplus to Deficit Zone should not be considered as request transfer and should be considered positively.

COMPARISON OF POLICIES OF PSU BANKS WITH BANK OF BARODA (Appendix I)						
SR NO	BANK OF BARODA	PUNJAB NATIONAL BANK	STATE BANK OF INDIA	UNION BANK OF INDIA	CANARA BANK	CENTRAL BANK
1	NO CRITERIA SPECIFIED FOR LONGEST STAY BASIS. NO CLARITY ON STAY AND TENURE	NO LONGEST STAY BASIS	NO LONGEST STAY BASIS	NO LONGEST STAY	NO LONGEST STAY	LONGEST STAY FOR MUMBAI & PUNE ZONE ONLY.
2	INTER ZONAL AFTER 6 YEARS	INTER CIRCLE AFTER 3 YEARS	INTER CIRCLE AFTER 3 YEARS	INTER ZONAL AFTER 3 YEARS	INTER CIRCLE AFTER 3 YEARS	-
3	TRANSFER LINKED TO PERFORMANCE SYSTEM (Gems Score)	NO LINKAGE	NO LINKAGE	NO LINKAGE	NO LINKAGE	NO LINKAGE
4	MARRIAGE GROUND CRITERIA IS PRESENT BUT CASES ARE PENDING SINCE LONG	MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT.	MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT.	MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT.	MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT.	MARRIAGE GROUND TRANSFERS ARE DONE AS PER GUIDELINES MENTIONED BY GOVT.
5	NO SPECIFIC EXERCISE FOR INTER REGION	POLICY IS PRESENT	INTER-REGION APPLICATIONS ARE SOUGHT AFTER 3 YEARS	POLICY IS PRESENT	POLICY IS PRESENT	POLICY IS PRESENT

We call for immediate implementation of our demands.

Regards,

(Vinod Nikam)
General Secretary