



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.
Phone : 022 - 4046 8011 **Website** : www.aibobksena.org **E-mail** : bobksena@yahoo.com

Ref no.: 2022/019

Date : 19th March, 2022

To,
Executive Director
HR
Bank of Baroda
BCC, Mumbai

Dear Sir,

We have been witnessing a grim situation which our staff has been enduring since long. It is about Staff Shortage at branches.

BOB Management at all levels says, "There is excess staff at branches."
We strenuously object it!

Staff shortage is a more than a decade old problem. It has become acute during last half decade and it is now evident.

During last four years, there was No Recruitment (appendix I). Moreover during this time there was large scale retirements, VRS, deaths (including Covid death).

Over the years, Business and customer base has increased. Even the number of customers handled by each staff has skyrocketed after amalgamation.
But the staff strength has not been adequate in the same aspect.

Many branches are run with just 2 or 3 staff. Employees are overburdened. Family life has become 'Once in blue moon' experience.

Bank's Top Management via it's social media claims to have the Work & Personal life Balance mechanism.

It seems to be vague and confusing claim, when many are working round the clock and have jeopardized their Personal Life.



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Facts about Staff recruitment.

A) For the Financial Year 21 - 22 Indent for PO/MT to IBPS was NIL. (As per the data shown in append I)

B) Unlike any other PSU, Bank is aggressively recruiting staff for Wealth Mgt Services on Contract Basis. (appendix II)

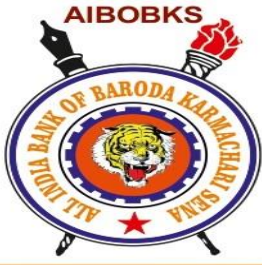
Still bank feels the need to utilize the services of Generalist Officers.

Isn't it a Failure of Bank's strategy of Recruitment and manpower planning?

Achieving Bank's growth with recent strategies is nothing but a Mirage!

IBPS RECRUITMENT (ref www.iba.com) (Appendix I)							
SR NO	BANK NAME	2020-21		2021-22		2022-23	
		CLERICAL	OFFICER	CLERICAL	OFFICER	CLERICAL	OFFICER
1	BANK OF BARODA	0	0	0	0	0	0
2	BANK OF INDIA	751	899	698	734	574	588
3	BANK OF MAHARASHTRA	288	350	203	250	200	400
4	CANARA BANK	1500	500	940	0	522	650
5	CENTRAL BANK OF INDIA	1000	0	0	0	1271	0
6	INDIAN BANK	1248	493	0	0	1925	0
7	INDIAN OVERSEAS BANK	1183	0	0	0	69	0
8	PUNJAB AND SIND BANK	352	0	0	0	396	0
9	UCO BANK	658	500	466	350	526	440
10	UNION BANK OF INDIA	1014	644	0	0	2356	412
	TOTAL	7994	3386	2307	1334	7839	2490

SR NO	NAME OF POSITION (Appendix II) (ref www.bankofbaroda.in/careers)	2022	2021
		1	SR SALES MANAGER
2	MANAGER	400	
3	WMS SR. RELATIONSHIP MANAGER	326	407
4	E-WEALTH RELATIONSHIP MANAGER	50	50
5	TERRITORY HEAD	44	
6	AGRICULTURE MARKETING OFFICER	47	
7	MSME SR. MANAGER SALES	110	
8	MSME MANAGER	400	
	TOTAL	1487	457



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We have suggestions to improve the situation.

- 1) Large scale recruitment of Staff on Permanent Basis
- 2) Clearing entire backlog of Compassionate Appointments along with jobs to dependents of Corona victims
- 3) Focus on Core Business rather than keeping staff looped in not so required Daily meetings.
- 4) Meticulous study of manpower requirement at branches.

Let the Employees focus on the Core Banking instead of being engrossed with not so required Daily Meetings.

It shall bring concrete results.

We reiterate to start recruitment of Regular Staff through IBPS.

Thank you.

(VINOD NIKAM)
General Secretary