

# **PUNJAB NATIONAL BANK EMPLOYEES' FEDERATION OF INDIA**

(Affiliated to Bank Employees Federation of India)

H.Q. 18A Brabourne Road, Kolkata : 700001



**CIRCULAR NO. 12/2024**

**TO ALL CEC MEMBERS & UNITS**

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11<sup>th</sup> April 2024

Dear Comrades,

## **12<sup>th</sup> Bipartite Settlement**

We reproduce hereunder the text of letter sent to The Chief General Manager of HRMD, Head Office of date with the demand for immediate exacerbate the Manpower in the branches matching with the new job profiles implemented recently and the necessary recruitment of workmen to be done.

This is for your information and necessary action.

With greetings.

Comradely yours,

(SRIJIT SENGUPTA)  
GENERAL SECRETARY

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### **(Text of letter sent to The Chief General Manager,HRMD)**

#### **Quote**

We invite your kind attention on the above matter, which is serious in nature and your intervention is very much necessary so far as the post implementation continuity of the 12<sup>th</sup> Bipartite Settlement in our Bank are concern. The synopsis is as under:

- That in the name of changing economic scenario and Stiff competition,expanding duties of Clerical staff have been introduced from 1<sup>st</sup> instant.Our Bank is suffering from the acute shortage of Man power reduced substantially in different branches minus any mathematical basis including that of Subordinate staff also. In this compulsive situation workload on every CSA with singular number in most of the branches, introduction of so many duties associated with arduous increase in Passing powers will put inhuman incumbrance in the branches.In this circumstances the serious review of Man power planning in the branches is urgently necessary.Recent allotment of Clerical staffs from the IBPS in all over the country is not even close to necessary at all.
- That in the revised job profile of CSA(cash),the passing powers have been jumped to double,triple and somewhere more than that.In most of the branches the Branch authorities are urbitrarily running the branches with single cash counter hampering the smooth customer service heavily. Now as per the present settlement, the dedicated and exclusive cash counters in the branches must be introduced over and above the Senior CSA (cash) counters and Banks need to move away immediately from the concept of having only one cash counter in branches.

- **That in the post mega merger scenario in PNB 2.0 especially in big cities like Kolkata & others where more than one circle are exists in a Town/area, the special allowance related posts as Head cashiers (Senior CSA,Cash) and Daftary ( Senior Office Assistant) are lying vacant since merger even though we have requested the Head Office authorities several times earlier to intervene into this matter. In addition to that so many Town/cities are there like Chennai, Coimbatore, Trichy,Patna & others till today where the long pending Special allowances vacancies are not being filled up yet. After the implementation of the 12<sup>th</sup> Bipartite settlement, there may be a chaotic situation in those above mentioned branches where the Special pay vacancies are still exists and for which the responsibility will be arrayed entirely on the respective Circle authorities.**

**In this present scenario the employees are working with tremendous pressure and under the excruciating circumstances in the branches.The basic working infrastructure is absolutely needed in the branches for rendering smooth customer service after the implementation of the 12<sup>th</sup> Bipartite settlement in the industry.**

**We, therefore, earnestly request you to intervene into the matter to review the man power planning urgently to provide the need based man power consistent to the latest job profiles and to filled up the vacant Special Allowance carrying posts at all places otherwise customer services will be dilapidated in the coming days in our Bank.**

**Your favourable action in the matter is solicited.**

**Unquote**

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