



ALL INDIA UCO BANK EMPLOYEES FEDERATION

(Affiliated to AIBEA) REG. NO. 3489/CNE

C/o UCO Bank, 328, Thampu Chetty Street, Chennai 600001

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Email id: ucbeu2012@gmail.com

HO/GM/HRM/104/2017-20

9/9/20021

The General Manager,
Human Resources Management & PSD
UCO BANK,
Head Office,
Kolkata.

Dear Sir,

Sub: Bank's proposal on introduction of Performance Appraisal Report

We recall the discussions we had with you on the above in the meeting held on 4th September, 2021. You will kindly recall that on the above proposal we conveyed our views and response as under.

1. The issue when was dealt by IBA , as part of 11th Bipartite Discussions, the Workman unions - as constituents of UFBU, out rightly conveyed their disapproval and ultimately IBA had to give up their demand.
2. We from UCO BANK, had been opposing such a proposal whenever our Management raised this issue in the past.
3. Bank, more than once attempted to introduce PAR which was resisted by all Workman unions and particularly our Federation .
4. We reiterated the above stand and explained to you : a) that there are/ can be no measurable or quantifiable areas/activities for the Bank to assess the performance of a workman staff b) Branch Heads may act with prejudice and preference c) this will dent upon the team spirit d) above all, will cause friction and disturb the branch atmosphere when the Branch Heads use this as a tool against the employees.
5. From the side of the Management we were informed that it is as per directives of the Government and most Banks having adopted the system, our Bank should not face any embarrassment.
6. While we made our stand - our opposition - clear, we however agreed to find out the system prevailing in other Banks, study the implications and revert to you.

We have ascertained the position prevailing in other Banks and give details under.



1. Erstwhile Andhra Bank and Corporation Bank had no such system before their merger with Union Bank of India where also such a system is not in vogue.
2. Erstwhile Allahabad Bank had no such system before merger with Indian Bank where too no PAR is introduced till now.
3. Central Bank, Indian Overseas Bank have not contemplated while in Bank of India when their Management contemplated the same was resisted by workman union.
4. Erstwhile Syndicate Bank had this system and after merger with Canara Bank it is reported it is not insisted upon as Canara Bank had given up the issue as it was found to be impracticable.
5. Of course, BOB has a system, SBI too, but finding poor response from employees.

In view of the above, we firmly feel that our Bank should not be hasty in taking any steps towards introducing the PAR and we once again convey our opposition to this proposal. Any such steps shall meet with firm resistance from our organisation.

Thanking you,
Yours faithfully,



C. M. Patel
General Secretary