



## ALL INDIA UCO BANK EMPLOYEES FEDERATION

HO/GM/HRM/121/2017-20

20/12/2022

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

Dear Sir,

Sub :ISSUES TO BE DEALT IN ENSUING GR MEETING.

Further to our communication dt 16<sup>th</sup>December, we send here with issues concerning work man staff that require attention and disposal from HO HRM.

### Compassionate Appointments:

1. ShriManimaran S/o Late ShriSivaraj - 45655 - Chennai Zone. Declined as " he is married". In the light of revised advisory from Government & IBA married sons too are eligible for consideration for appointment.
2. Shri.Manikandan S/o Late Shri.Gandhi 39329- Chennai Zone. Pending for two years . As advised he resubmitted his application.
3. Shivani S/o Rajesh Jambhulkar 44624 - Nagpur. As called for by HO Legal heirs certificate submitted. Friday is due to Court
4. ShubhamNagrare S/o Late ShriSainathNagrare HC-II (PFM.No.44624) Nagpur
5. SoumicKarmkar s/o Late AdityaKarmkar ( Gamariabr Ranch ZO)
6. Miss K. Jen0 D/o Late S. kolararaj (Emp. No. 40897) Coimbatore Zone.

**Arrears Payment of Late Shri Sachin Bangde on account of Xlth Bipartite:** Shri Sachin Bangde HC of Ambajhari expired and his wife Mrs KavitaBangde (PFMN.68971) has been accorded Compassionate appointment and now working as HKP at Sitabuldi Branch, Nagpur. Her husband expired in 2018 and hence entitled for XITH Bipartite Arrears which is not yet paid.

Late Shri.Kumaresan 43616 Coimbatore zone. His arrears on 11th BP Settlement not yet credited.



### **Retiral Benefits:**

Provisional Pension due to the undermentioned employees .

Shri.N.Hari 29879.( Chennai)

Shri.R.Chinnaiyan 40033} (Coimbatore)

Shri.K.Thiagarajan 29010}. (Chennai)

Shri.L.Ramalingam 19411( Chennai)

We are aware that all the above cases are again "community certificate"related one.

But our concern is that in the first two cases ( 1 & 2 ) the concerned retired employees are not given even the Provisional Pension as per clause 46 of Pension Regulations. Similarly in the other two cases ( 3&4) provisional pension was discontinued but yet to be restored after the Order of Honourable Madras High court on 02/06/2022 which has directed to pay provisional pension to all the three retired employees .( sl no 2 to 4).

In the undermentioned case even the employee's own contribution of PF is yet to be released besides provisional pension.

Shri.Kulandaivelu 41012 retired from the bank on 30 thJuly , 2022. ( Coimbatore)

### **Fitment to Ex-serviceman employees:**

SHANU MON T P

EMP NO 70463

Ootacamund Branch

Coimbatore Zone

### **Interstate Transfer Requests. Some cases most deserving and need urgent consideration:**

1. CimeaA,swo b working in tiruppur main branch ,emp no 63795. Coimbatore to Bangalore.
2. Priya from somarasampettai branch Emp no-58672 doj- 01-07-2014 . Coimbatore to Bangalore.
3. KVijayan I'd 65455, Coimbatore to Kerala. 2017 batch omission.
4. SakahiTrivedi PFM.No59118  
Bhopal to Nagpur
- 5..Rakehee 67048. Ranchi to Delhi.
- 6 SHRI ASHOK SWAMI  
67762. Ahmedabad to Ajmer
- 7.SHRI NIRAJ KUMAR  
67800. Ahmedabad to Meerut
- 8.Mrs. A Abhina Emp. No. 67064 Goa to Pune (marriage ground)
- 9.Rjesh Sinha Emp. No. 63160 DOJ 6/8/2016 Pune to Patna
- 10.PRAVESH Pradhan Emp. No. 66843 DOJ 10/9/2018 Pune to Samalpur
- 11.Abhisek Emp. No. 65948 DOJ 2017 Goa to Patna
- 12.Khare Saurabh Emp. No. 64460 DOJ 3/7/2017 Goa to Bhopal



## **Violations of policies- Ahmedabad Zone**

It may be recalled that we had discussed with GM HRM and we were assured that Ahmedabad zonal office would be advised to take corrective steps by adhering to the provisions of transfer and promotion policy .How everZonal office had taken any corrective steps in respect of the undermentioned complaints of our unit.

Undue transfer of Sub-staff Shri A. T. Chauhan (Emp No. 50578) - Dafftary in Deesa Branch. - Violation of Bi-partite Settlement.

Zonal Office, Ahmedabad has transferred the above-mentioned employee from Deesa to Mehsanawith out any reason.

## **Transfer back to Navrangpura Branch from Memnagar Branch of ShriChitralModi (Emp No. 63705) – Special Assistant.**

One ShriChitralModi (Emp No 63705) Special Assistant, Navrangpura Branch is transferred by Zonal Office as there was shortage of clerical staff at Memnagar branch on 03/06/2022. His transfer was not in consonance with extent guidelines of Bank. He has completed only 8 months service in present branch and he is neither senior nor junior in Ahmedabad center. Just to adjust Bank requirement our unit had agreed for his transfer with an assurance from the than Deputy General Manager that he would be brought back to original branch when notification will be issued.

Bank has not reverted his transfer at the time of notification issued and Bank has notified Special Assistant Post for Navrangpura Branch.

### **RAJKOT MAIN BRANCH: (0052)**

We may state that post of Special assistant is Vacant at Rajkot Main branch due to Retirement of Shri B. B. Gajjar in Dec. 2021. We may point out that one Shri H. H. Doshi has applied for request transfer at Rajkot Main branch as Special Assistant. He is eligible for transfer as per ref. clause 1.5 of Bank's circular no HOCL/PAS/99 dtd. 12/02/1999. Hence Zonal Office Ahmedabad has to issue notification for the post of Special Assistant at Udyognagar Branch.

Zonal Office Ahmedabad has ignored clause 4.6.5 of Promotion Policy dtd. 28/07/2022 along with 4.6.7 of the said policy and issued notification for the post of Special Assistant at Rajkot Main Branch instead of Udyognagar Branch.

### **2. Naraynpura Branch (0255)**

One ShriGhanshyam Shah Special Assistant at Narayanpura branch retired in the month of July 2021. We may point out that one Ms.TvBhakharia (Emp No 42424) has applied request transfer for Narayanpura Branch from Ranip Branch as Special Assistant. She is eligible for transfer as per ref. clause 1.5 of Bank's circular no HOCL/PAS/99 dtd. 12/02/1999. Hence Zonal Office Ahmedabad has to issue notification for the post of Special Assistant at Ranip Branch.

Zonal Office Ahmedabad has issued notification at Narayanpura Branch instead of Ranip Branch. Zonal Office Ahmedabad has violated clause no. 1.5 of Head office guidelines vide letter no. HOCL/PAS/99 dtd. 12/02/1999.



**Loss of pay for 10 days of our employee ShriJitendra Ulpadi (EMP No. 60644) - Sub staff of our Hajira Branch (3035) – Under Surat Zone**

ShriJitu Sub staff of our Hazzira branch, Surat sustained an injury on his right hand index finger while closing the door on 27/01/2022 in branch. He was forced to come to the bank by Branch Head even though he was injured and had lot of pain. On 01/02/2022 the pain aggravated and he rushed to the doctor. Septic was spread over his nail and the doctor had to remove his nail. Doctor advised him to take rest for 10 days. He was eligible for Special leave as per provision of our Bank but due to lack of knowledge he was applied 10 days sick leave instead of Special Leave.

But branch Head rejected his legitimate sick leave and considered the 10 days period of unauthorized leave and instructed Zonal office for 10 days Leave without Pay.

We are of the opinion that he should be sanctioned 10 days Special Leave as per provision of our Bank and his deducted salary should be refunded

**Jaipur Zone:**Zonal office Jaipur has neither taken steps to relieve the employees selected for FUNCTIONAL ALLOWANCE POSTS ( desire several months having passed) n inclined to make payment of ALLOWANCE despite.

**Payment of Deputation allowance to employees who are deputed within station as per 9<sup>th</sup> Bipartite settlement.**

We may please be allowed the liberty of adding issues if need be.

Thanking you,  
Yours faithfully,



C. M. Patel  
General Secretary

