



## ALL INDIA UCO BANK EMPLOYEES FEDERATION

(AFFILIATED TO AIBEA) REG. NO. 3489/CNI

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Date: 04/08/2023

**General Manager**  
**Human Resources Management and PSD,**  
**UCO Bank**  
**Kolkata**

Dear Sir,

**Sub: Unwarranted Suspension of a clerical staff at Porbandar Br ( Ahmedabad ZO)**

It is with deep sense of anguish and pain we are to bring it to your notice that Chief Manager of Porbandar branch had abused his authority in suspending a Clerical staff under the false pretext of disobedience and misbehaviour.

One Shri Rupesh Solanki working at Porbandar Branch is placed under suspension on 31/07/2023.

Shri Rupesh was ordered to visit offsite ATM along with officer at 4:40 PM. Shri Rupesh Solanki politely replied that it is not within his duty to visit the offsite ATM as he has no technical knowledge about the function of ATM. Chief Manager, in a hasty and impulsive reaction has placed him under suspension alleging "disobedience and misbehaviour".

We would like to quote from circulars issued by HO on ATM operations.

**Circular no.CHO/SP/ 08/2020-21    Date:-14-07-2020**

As per the above circular the ABH is over all in charge for attending to ATM related issues.

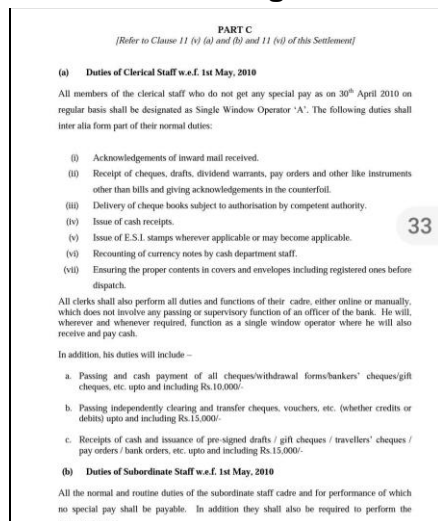
- a) Effective handling of administrative matters relating to Premises /Rent/Electricity /AMCs/ATM/ etc. under overall supervision of the Branch Manager.
- e) Uptime of system /ATM.
- f) Checking and reconciliation of monthly outstanding Suspense / Sundries.

**Circular issued by DIT on 14/06/2020**



Thus, from the above cited circulars, It is clear that clerical staff are not to be involved in issues/operations relating to ATM.

**FURTHER as per provisions of Bipartite Settlement SWO A is not entrusted with the duties relating to ATM.**



**As per HO circular HO/PSD/DISC/MS/2022-23/Date 17.11.2022**

Advisory to All Zonal Heads / Disciplinary Authorities :

Broadly speaking an employee may be put under suspension for the misdemeanour of the following types:

- 1) In case of an offence involving moral turpitude.
- 2) In case of any corruption, embezzlement or misappropriation of Bank's money, fraud, fraudulent attempt, possession of disproportionate assets, misuse/abuse of official powers.
- 3) Serious negligence and / or dereliction of duty.
- 4) Desertion of duty.
- 5) Refusal or deliberate failure to carry out instructions of superiors and
- 6) Insulting/indecent/violent/aggressive behaviour.

Note: The situations given above are only illustrative in nature and should not be construed as exhaustive. Whether a misconduct / offence is serious / grave enough warranting suspension or not, would be decided by the authority competent to place under suspension to him/her from service. However, in case of misdemeanour mentioned at serial no 3, 4, 5, & 6 **meticulous discretion** should be exercised by the Concerned Authority. Here again the Chief Manager after issuing a show cause on 27/07/2023, the employee politely explained as under.



From the above, it can be observed that the employee has been cooperating in similar situations without raising any dispute. As the Chief Manager has been in the habit of harassing him by entrusting duties beyond his duties and working hours, he had to politely raise his voice of dissent. But the Chief Manager has placed him under suspension without seeing merits in his submission.

It is well understood that the Chief Manager was waiting for some occasion to treat him vindictively without "meticulous discretion". Thus, we feel that it is an act of victimization and intimidation.

Our efforts to impress upon the ZM failed to secure justice in the matter and hence we are left with no option except to approach you with a demand to undo this injustice by your kind intervention.

We look forward to your immediate intervention to ensure that fair and justice prevail in the interest of healthy industrial relations.

Thanking you,

Yours sincerely,



**Partha Chanda**  
**General Secretary**