

प्रधान कार्यालय: मणिपाल 576 104 (कर्नाटक)
Head Office: Manipal-576104(Karnataka)
संगठन एवं पद्धति प्रभाग
ORGANISATION & METHODS DIVISION



Circular No.080-2017-BC-PD-16-IRD

Date: 23-02-2017

PERMANENT UTILITY

MINUTES OF THE JOINT MEETING HELD BETWEEN THE REPRESENTATIVES OF THE BANK AND THE REPRESENTATIVES OF SYNDICATE BANK OFFICERS' ASSOCIATION AT CORPORATE OFFICE BANGALORE ON 21st FEBRUARY 2017

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The Minutes of the Joint Meeting held between the representatives of the **Management of the Bank** and the representatives of **Syndicate Bank Officers' Association**, at Corporate Office, Bangalore on **21st February, 2017** is **Annexed** for information. Necessary guidelines / administrative instructions in respect of the minutes, wherever required, will be issued separately.

Clarifications required, if any, to this circular may be sought from **INDUSTRIAL RELATIONS DIVISION - PERSONNEL DEPARTMENT** at Head Office, Manipal through respective RO, as per extant guidelines.

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(GOPINATH T IYER)
GENERAL MANAGER

ANNEXURE**MINUTES OF THE 85TH JOINT MEETING HELD BETWEEN THE REPRESENTATIVES OF THE MANAGEMENT AND THE REPRESENTATIVES OF SYNDICATE BANK OFFICERS' ASSOCIATION AT CORPORATE OFFICE BANGALORE ON 21.02.2017****PRESENT**

Sl. No.	FOR AND ON BEHALF OF THE MANAGEMENT	Sl. No.	FOR AND ON BEHALF OF THE SYNDICATE BANK OFFICERS' ASSOCIATION
1	SRI GOPINATH T IYER GENERAL MANAGER(P)	1	SRI PRAKASH KAROTYA PRESIDENT
2	SRI RAMANANDA NAYAK DY. GENERAL MANAGER(P)	2	SRI P RAJASEKHARA REDDY VICE PRESIDENT
3	SRI VENKATESH H C ASST. GENERAL MANAGER (P)	3	SRI D M DEVAIAH VICE PRESIDENT
4	SRI K RAMACHANDRA BHAT ASST. GENERAL MANAGER (P)	4	SRI SANJAY A MANJREKAR GENERAL SECRETARY
5	SRI B C RAO ASST. GENERAL MANAGER (P)	5	SRI K KRISHNA MURTHY SECRETARY
6	SRI M PARDHA SARADHI CHIEF MANAGER(IR)	6	SRI VILAS V NAYAK TREASURER
		7	SRI LOGANATHAN JT. SECRETARY
		8	SRI RAVI KUMAR JT. SECRETARY
		9	SRI SATISH KUMAR VATSA JT.SECRETARY

Sri Gopinath T Iyer, General Manager (P) welcomed Sri Arun Kumar Shrivastava, MD & CEO and members of the negotiating committee of the Management and Syndicate Bank Officers' Association for the joint meeting.

Sri Arun Kumar Shrivastava, Managing Director & CEO in his remarks among other things observed that there should be regular consultation between the representative of the management and the employees'/Officers' Unions/Associations to create better working environment for the growth of the bank.

Shri Prakash Karotya, President thanked the MD & CEO, for convening the present meeting and requested to be considerate to the genuine demands of the Officers'.

Sri Sanjay Manjrekar, General Secretary in his remarks assured the commitment and co-operation of the Association to the bank in the present trying conditions.

Thereafter the discussions took place on the following agenda in a cordial atmosphere.

1. Review of Minutes of 84th Joint Meeting held on 22.07.2016 :

Status of the agenda items agreed to be examined in the 84th Joint Meeting held on 22.07.2016.

a. Replacement of Handsets to the Officers provided with mobile phone facility.

The representatives of the Management informed that the matter being placed before the competent Authority.

b. Issuing clarification circular regarding the duties of Deputy Manager.

The representatives of the Management informed that an appropriate circular will be issued shortly.

c. Opening of Currency Chests at Chandigarh, Faridabad and Guwahati.

The representatives of the Management informed that in-respect of currency chest at Chandigarh, RO has identified the premises and is in the process of applying for RBI permission. Proposals from RO Faridabad is being expedited and in respect of Guwahati, Competent Authority had accorded the permission to open Currency Chest at Guwahati.

d. Redressal of problems / grievances of Officers working in Regional Inspectorate.

The representatives of the Management informed that the issue will be examined in discussion with the functional Department.

e. Improvements / relaxations in Furniture Scheme for Officers**i) To increase in eligibility amount and reduction in the minimum eligible Service to 2 years instead of 3 years.**

The representatives of the Management informed that the issue will be examined

ii) An Officer should be extended the facility under Furniture Scheme irrespective of the spouse availing the same in the Bank. At present, Officer can not avail the facility if his/her spouse has availed similar facility.

The representatives of the Management informed that the issue will be examined.

iii) An Officer should be allowed to retain the furniture items availed by him under Furniture Scheme after completion of 5 years/on superannuation free of cost.

The representatives of the Management informed that the issue will be examined.

iv) Purchase of furniture items online from Flip cart, Snap deal etc should be permitted.

The representatives of the Management informed that the existing system to continue.

f. Granting of Special leave to the office bearers of the Association in terms of MOI.

The representatives of the Management informed that the issue will be examined.

g. Improvement in Conveyance Expenses reimbursement facility / petrol limit to Officers.

The representatives of the Management informed that the matter will be placed before the competent authority for their consideration.

- h. Reimbursement of rental on personal leased quarters to the Officers working in entire Goa State at the rate as applicable to Area-I, since HRA is paid at the rate applicable to Area-1 in entire State of Goa.**

The representatives of the Management informed that the issue will be placed before the competent authority for consideration.

- i. Purchase of Bank owned quarters at various places such as Delhi (Dwaraka Area), Faridabad, Jaipur, Chandigarh, Ludhiana, Panaji, Ahmadabad, Pune, Bangalore, etc. where Officers face difficulties in finding suitable residence for their stay.**

The representatives of the Management informed that, all ROs have already been advised to send the proposals wherever buildings are available at convenient locations.

- j. To treat Leh at par with Srinagar for the purpose of payment of HRA, CCA, Quarters rent etc.**

The representatives of the Management informed that the issue will be examined.

- k. Corrections in the guidelines issued by the Bank vide circular No.461/2015/BC dated 11.11.2015 on procedure for claiming reimbursement of hospitalization expenses and Domiciliary Treatment expenses under IBA Health Insurance Scheme in terms of the Joint Note dated 25.05.2015.**

After the detailed discussion about the difficulties faced while getting the reimbursement of expenses incurred from the TPA, the representatives of the Management informed that the issue will be examined particularly starting a Nodal Cell at Bangalore for speedy follow-up.

- l. To provide up-to-date amended copy of (1) Syndicate Bank Officer Employees' (Conduct) Regulations, 1976 and Syndicate Bank Officer Employees' (Discipline and Appeal) Regulations, 1976, and (2) Syndicate Bank (Officers') Service Regulations 1979 to all Officers.**

The representatives of the Management informed that steps are being taken for placing the regulations in internal Web site of the Bank or on CBS platform in consultation with DIT.

- m. Charging interest at 8% and extending repayment period to 300 months, maximum upto age of 75 to existing Staff Housing Loans sanctioned as per BC.**

The representatives of the Management informed that, the issue will be examined.

- n. Increase in ceiling /limit for reimbursement of lodging expenses to Officers / executives while on duty.**

The representatives of the Management agreed to approach the competent authority for enhancement particularly in respect of specific scales/places.

- o. Rectification of Anomaly in Fitment formula for Officers promoted from Clerical Cadre.**

The representatives of the Management informed that the matter was reported to IBA and reply is awaited.

- p. Outsourcing of Off-site ATM Cash - doing away of presence of branch Officer while loading cash.**

The representatives of the Management informed that the matter will be taken up with CO: DIT and Card Centre.

q. Modifications to Staff Vehicle Loan Scheme.**i. Minimum Eligible Service to be reduced to 2 yrs.**

The representatives of the Management informed that the issue will be placed before the Competent Authority.

ii. Vehicle Loan availed by an Officers under SyndVahan Scheme to be converted to loan under Staff Scheme automatically as and when he is eligible for the same

The representatives of the Management informed that the request will be examined.

r. Charging of interest at MCLR on education loans availed by the wards of Officers.

The representatives of the Management informed that the existing system to continue.

s. Extension of benefits/facilities to the Officers posted to Island branches on par with those posted to branches in North-eastern states.

The representatives of the Management informed that the suggestion of the Association will be examined.

2. Improvement in Staff Housing Loan Scheme.**a) Officers who retire on VRS be permitted to avail the extension of repayment period upto the age of 75 on the original terms of sanction as permitted by other Banks.**

The representatives of the Management informed that, as per Board approved policy VRS employees are not eligible to avail benefit under the present proposal. However, agreed to look into the matter.

b) ROI on staff Housing Loan be reduced to the extent of reduction in Base Rate/MCLR since March 2015 when the ROI on Staff Housing Loan was fixed at 8% and also to extend the same to the HLs availed earlier.

The representatives of the Management informed that the issue will be placed before the competent authority.

3. Reduction in Rate of Interest on Staff Vehicle Loan Scheme.

The representatives of the Management informed that the issue will be placed before the competent authority.

4. Extending Annual Medical Aid facility to the Officers who retire on VRS under staff Welfare Scheme.

The representatives of the Management informed that the issue will be examined in the ensuing Staff Welfare Meeting.

5. Increase in Teller Allowance.

The representatives of the Management informed that the issue will be examined.

6. Increase in reimbursement of News Paper allowance.

The representatives of the Management informed that the issue will be examined.

7. Revival of Syndicate Bank Staff Recreation Club.

The representatives of the Management informed that, Recreation Club has been revived.

8. Starting of Holiday Home at Delhi, Shimla and other Places.

The representatives of the Management informed that, the issue is taken up with the respective ROs to proceed further by inviting bids from prospective owners of Hotel/Motel/Bungalow for short listing the offer at Delhi and Shimla.

OTHER ISSUES:**1. CTS GRID AND ITS EFFECTIVE FUNCTIONING :**

The representatives of the Management agreed to take up the issue of Nodal Centre for diverting of extra load from the Grid Centre where holiday is declared to any of the other grid centre or for creation of additional sub-centers to take up the load with the Accounts, Operations Depts., and DIT.

2. COVERING OF ALL OFFICER EMPLOYEES UNDER VOLUNTARY CONTRIBUTION SCHEME FOR DEATH RELIEF FUND :

The representatives of the Management informed that all Officers joined during the year will be brought under the scheme except where they give an undertaking letter that they are not willing to join the Scheme.

SIGNED ON THIS TUESDAY, 21st February 2017

Sl. No.	FOR AND ON BEHALF OF THE MANAGEMENT	Sl. No.	FOR AND ON BEHALF OF THE SYNDICATE BANK OFFICERS' ASSOCIATION
1	SD/ SRI GOPINATH T IYER	1	SD/ SRI PRAKASH KAROTYA
2	SD/ SRI RAMANANDA NAYAK	2	SD/ SRI P RAJASEKHARA REDDY
3	SD/ SRI VENKATESH H C	3	SD/ SRI D M DEVAIAH
4	SD/ SRI RAMACHANDRA K BHAT	4	SD/ SRI SANJAY A MANJRAKAR
5	SD/ SRI B C RAO	5	SD/ SRI K KRISHNA MURTHY
6	SD/ SRI M PARDHA SARADHI	6	SD/ SRI VILAS V NAYAK
		7	SD/ SRI R LOGANATHAN
		8	SD/ SRI H RAVI KUMAR
		9	SD/ SRI SATISH KUMAR VATSA