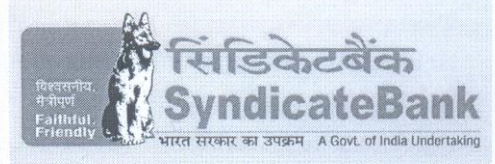


प्रधान कार्यालय: मणिपाल 576 104 (कर्नाटक)
Head Office: Manipal-576104(Karnataka)
संगठन एवं पद्धति प्रभाग
ORGANISATION & METHODS DIVISION



Circular No.323-2016-BC-PD-48-IRD

Date: 12-08-2016

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 22nd JULY, 2016

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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 **22nd July, 2016** 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.

(GOPINATH T IYER)
GENERAL MANAGER (P)

MBUGA:YRRYR:YRUKI
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ANNEXURE**MINUTES OF THE 84TH JOINT MEETING HELD BETWEEN THE REPRESENTATIVES OF THE MANAGEMENT AND THE REPRESENTATIVES OF SYNDICATE BANK OFFICERS' ASSOCIATION AT CORPORATE OFFICE BANGALORE ON 22.07.2016.****PRESENT**

SL. NO.	FOR AND ON BEHALF OF THE MANAGEMENT	SL. NO.	FOR AND ON BEHALF OF THE SYNDICATE BANK OFFICERS' ASSOCIATION
1	SRI B.K. PANDIT GENERAL MANAGER	1	SRI PRAKASH KAROTYA PRESIDENT
2	SRI GOPINATH T IYER GENERAL MANAGER (P)	2	SRI P RAJASEKHARA REDDY VICE PRESIDENT
3	SRI AJIT L KARMALKAR DY. GENERAL MANAGER (P)	3	SRI U JAYARAMAN VICE PRESIDENT
4	SRI RAMANANDA NAYAK DY. GENERAL MANAGER (P)	4	SRI S A MANJREKAR GENERAL SECRETARY
5	SRI K RAMACHANDRA BHAT ASST. GENERAL MANAGER (P)	5	SRI K KRISHNA MURTHY SECRETARY
6	SRI G RADHAKRISHNA ASST. GENERAL MANAGER (P)	6	SRI ADESH KUMAR YADAV JT SECRETARY
		7	SRI M ULLAS JT. SECRETARY
		8	SRI VIJAY KUMAR SHETTY JT. SECRETARY
		9	SRI SUNIL GOEL JT. SECRETARY

Sri Gopinath T Iyer, General Manager (P) welcomed Sri Arun Kumar Shrivastava, MD & CEO and Sri Ravi Shanker Pandey, the Executive Director and members of the negotiating committee of the Management and Syndicate Bank Officers' Association.

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. He also explained the concept of 'Project Ananya' and the advantages that may flow to the organization.

Sri Ravi Shanker Pandey, Executive Director, in his remarks appreciated the work put in by the Personnel Department in conducting the promotion process recently and complemented them. Considering the present situation in the bank he suggested that the demands with financial implications need to be carefully examined.

Shri Prakash Karotya, President thanked the MD & Executive Director, 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. He also thanked the Management for conducting the huge promotion process smoothly.

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

1. Review of Minutes of 83rd Joint Meeting held on 22.12.2015:

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

The representatives of the Management informed that the matter will be 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 with modifications will be issued shortly.

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

The representatives of the Management informed that currency chest at Madurai has started functioning from 19.02.2016. whereas in Chandigarh RO has already indentified premises and applying for RBI’s permission. RO: Faridabad will be advised to search for a alternate premises and take up with HO: GAD, Manipal.

d. Inclusion of liabilities under JL and Syndicate Bank Credit Card of Officers who die in harness for write off of loans, within the overall limit fixed under Staff Welfare Scheme.

The representatives of the Management informed that the Competent Authority has permitted to include dues under SBGCC only for the purpose write off within the overall limit and a circular has already been issued in the matter. However, as regards the liabilities under Jewel loans will be re-examined for including within the overall limit fixed under Staff welfare scheme.

e. Payment of out of pocket expenses to Officers deputed for field duty like recovery, attending to court work, marketing, etc.

The representatives of the Management agreed to consider payment of out of pocket expenses to Officers for attending court work and place the matter before the competent authority.

f. Redress of problems / grievances of Officers working in Regional Inspectorate.

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

g. Improvements / relaxations in Furniture Scheme for Officers

The representatives of the Management informed that officers promoted from clerical with 3 years of service are covered under the existing Furniture Scheme. Other issues will be examined.

h. Granting of Special leave to the office bearers of the Association.

The representatives of the Management informed that after collecting information from other banks the issue will be examined.

i. Granting loans to Probationary Officers under SyndSaral, SyndVahan and SyndNivas Schemes as applicable to public since they are not eligible for loans under Staff Loan Schemes.

The representatives of the Management informed that the banks has since introduced scheme as per which POs completed one year of service are eligible for DL and vehicle Loan upto ₹ 1.00 lakhs subject to certain conditions.

j. Review of categorization of Branches as on 31.03.2015 as the last categorization review was made in 2013.

The representatives of the Management informed that the same is under process.

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

The representatives of the Management informed that a suitable increase will be examined.

l. Sanction / reimbursement of Air Economy Fare to the Officers for LFC as per their eligibility under Syndicate Bank Officers' Service regulations and Joint Note dated 25.05.2015.

The representatives of the Management informed that suitable guidelines will be issued clarifying the position.

m. Reimbursement of rental on self leased quarters to the Officers working in entire Goa State at the rate as applicable to Area-I.

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

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

The representatives of the Management informed that capital budget for 2016-17 is cleared for purchased of quarters.

o. 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.

p. Opening of Currency Chest & Stationery Pool at Guwahati.

The representatives of the Management informed that the Competent Authority has already accorded permission for opening of stationery pool. As regards to opening of currency chest in Faridabad, RO will be advised to consult Operations Department HO.

q. 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.

The representatives of the Management informed that a circular No.11/2016/CYC dated was already issued. The matter would be further examined as per the IBA Joint Note.

- r. 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. It may be noted here that of late the said books are not provided even to the Probationary Officers when they join the Bank.**

The representatives of the Management informed that steps will be taken for putting up in internal web site of the Bank or on CBS platform in consultation with DIT.

- s. 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 circular No. 289-2010-BC.**

The representatives of the Management agreed to approach the competent authority and place before it once again.

- 2. Filling additional vacancies in various grades /scales of Officers by promotion and publication / communication of marks obtained by Officers under various parameters in the promotion process 2016-17.**

The representatives of the Management informed that there is already a practice for communicating the marks and will be communicated shortly.

- 3. 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 once again for enhancement.

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

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

- 5. Conveyance facility to Officers in SMGS V and above till they are provided with Official vehicle by the Bank.**

The representatives of the Management informed that a note will be placed before the Competent Authority by the HO: GAD.

- 6. Opening of Second Currency Chest in Bangalore:**

The representatives of the Management informed that premises for setting up Currency Chest was already fixed and civil works commenced by the owner of the building.

- 7. 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 placed before the committee of General Managers for a decision.

- 8. Modifications to staff Vehicle loan Scheme.**

The representative of the Management informed that the suggestions of the Association will be examined.

- 9. Charging of interest at MCLR on education loans availed by the wards of Officers.**

The representative of the Management informed that the suggestions of the Association will be examined.

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

The representative of the Management informed that the suggestions of the Association will be examined.

SIGNED ON THIS FRIDAY, 22ND JULY 2016

SL. NO.	FOR AND ON BEHALF OF THE MANAGEMENT	SL. NO.	FOR AND ON BEHALF OF THE SYNDICATE BANK OFFICERS' ASSOCIATION
1	SD/ SRI B.K. PANDIT	1	SD/ SRI PRAKASH KAROTYA
2	SD/ SRI GOPINATH T IYER	2	SD/ SRI P RAJASEKHARA REDDY
3	SD/ SRI AJIT L KARMALKAR	3	SD/ SRI U JAYARAMAN
4	SD/ SRI RAMANANDANAYAK	4	SD/ SRI S A MANJREKAR
5	SD/ SRI K RAMACHANDRA BHAT	5	SD/ SRI K KRISHNA MURTHY
6	SD/ SRI G RADHAKRISHNA	6	SD/ SRI ADESH KUMAR YADAV
		7	SD/ SRI M ULLAS
		8	SD/ SRI VIJAY KUMAR SHETTY
		9	SD/ SRI SUNIL GOEL