

**KARUR VYSYA BANK
EMPLOYEES' UNION**

(Affiliated to AIBEA)



Plot"E",NewNo:44,OldNo:33

B, 8th Street,

SourashtraNagar,

Choolaimedu, Chennai -

600094.

Phone: 044-24637383

E-Mail: kvbeu1959@gmail.com

President:Ph:9840517499

GeneralSecretary:Ph:04324-220956 / 9003097744

Circular No. 37 / 37 / 2023

October 21, 2023

Dear Comrades,

Members are aware that recently our Human Resources Department had issued a circular defining the roles of Branch Sales & Service Executives. One of the roles is permitting them to perform works that are being done by the regular Clerical cadre of our Bank. We have written a letter to our Managing Director & CEO opposing the same.

We append here below the copy of the same for the information of our Members.

With greetings,

Yours comradely,

I.Venkatesan
General Secretary

KVBEU / 37 / 34 / 2023
The Managing Director & CEO,
Karur Vysya Bank Ltd.,
Central Office,
Karur.

October 20, 2023

Dear Sir,

Reg: Branch Sales & Service Executives (BSSE) – entrustment of clerical works to them – our objection.

Ref: Our Human Resources Department Circular No.282 / 2023 dated 13.10.2023

We invite your kind attention to our various letters on the captioned subject wherein we have stated that in our Bank all these years the Clerical works are being carried out only by the Clerical cadre employees as per the Bi-partite Settlements. Hence, entrusting these works to any person other than clerical cadre is violation of the industrial level bi-partite settlements.

Now our Human Resources Department had issued a Circular no.282/2023 – INF dated 13.10.2023 wherein they have defined the roles of the Branch Sales and Service Executives. In the said circular, it is mentioned that BSSEs in addition to the works assigned to them, as necessary, take up the operational related functions like ;

“Handling clearing instruments including KYC / Re-KYC Verification, EMC activities etc., in relevant portals as a Maker, handling financial transactions as assigned from time to time with requirement of authorisation. In circumstances of exigency, they may be permitted Cash transactions after obtaining necessary approvals”.

We have raised the above issue of entrustment of Clerical works to BSSEs through our various letters and also in the official negotiation held with the Management on 3.1.2023. Subsequently in the Minutes of Understanding signed on 14.2.2023 it has been clearly mentioned that “Management Representatives stated that relevant access has been created in FCR to BSSEs to carry out Non-financial works and authority to assign roles has been moved out from Branches to Central Office”.

In the discussions held with the Management representatives in the last few months, it has been informed to us that a separate Template shall be created in FCR for the BSSEs to carry out the works assigned to them as per their roles. However, the above referred circular issued by our HRD is permitting the BSSEs to carry out various financial transactions that are being carried out by the regular Clerks of our Bank as per the Bi-partite Settlements.

The duties of the clerical staff as a Maker are well defined in the Bi-partite Settlements and more so in the 9th Bi-partite Settlement dated 27.4.2010. We attach the relevant portion of the same for your kind perusal.

Further, we would like to state that after the issue of the above circular by our Human Resources Department, branch officials have started entrusting financial transaction works including entrustment of Cash Section works to BSSEs.

The above circular issued by our HRD had caused resentment and anxiety among the employees as the works performed by them all these years as per the Bi-partite Settlements are now entrusted to the BSSEs.

We reiterate that entrusting the Clerical works to BSSEs is violation of the industrial level Bi-partite settlements. We request the Management not to violate the same.

Under the circumstances, we request your goodselves to look into the matter and advise the Human Resources Department to modify the circular and assign the works to Branch Sales & Service Executives (BSSEs) for which they are recruited and not to entrust them with the clerical works that are mentioned in the above referred circular. Till such time a modified circular is issued by HRD, the Circular no.282/2023 dated 13.10.023 shall be put on hold.

Thanking you,

Yours faithfully,

Sd/-
I.Venkatesan
General Secreetary

Cc: President & COO

Cc: General Manager, Human Resources Department.
