

**KARUR VYSYA BANK
EMPLOYEES' UNION**

(Affiliated to AIBEA)



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Dear Comrades,

**RECRUITMENT OF CLERKS AND SUB-STAFF IN OUR BANK –
NEED OF THE HOUR**

Our Bank KVB is one among the few First Generation Private Sector Banks where recruitment of Clerks was conducted at periodical intervals. In the last nearly four decades there was recruitment of Clerks at least once in 3 years. However, after the year 2018, our management had stopped recruiting new Clerks and Sub-staff.

Business Performance of our Bank (Rs. In Crore)

	31.3.2018	31.3.2023	30.6.2023
Total Business	1,02,863	1,40,806	1,47,671
Per Employee Business	12.93	18.14	18.00
Per employee profit	Rs.4.35 lakh	Rs.14.25 lakh	Rs.17.35 lakh
Number of Clerks	2630	1800	1751
Number of Sub-staff	599	534	498
Part-time Employees (PTE)	152	116	114

As the above figures point out, the total business of our Bank in the last five years has substantially increased whereas the total strength of the Workmen cadre has come down drastically. The clerical strength has reduced to a great extent. Further, during the last few years, more than 500 Clerks have been promoted as Asst. Managers. Also during this period, there were retirements, deaths, resignations etc. The vacancies arisen out of the above have not been filled up. Innumerable services have been introduced besides the total traditional banking business getting increased over the years.

In around 30% of the branches of our Bank, there is only 1 Clerk. In majority of these Single clerk branches, Clerks are functioning as Joint Custodian also by holding second set of safe keys. Today majority of the branch transactions are carried out by the Clerks and they are independently passing vouchers upto Rs.50,000/- as Teller which is not prevailing in other Banks. Bank is continuously recruiting Sales Force for sourcing new business. The customers brought in by these sales force are being serviced by the front line staff in the counters. This further adds to the existing workload of the Clerks. As Customer service is our forte, without losing patience our Members offer best services to the customers. Hence, adequate recruitment of Clerks has become an urgent necessity.

When Union is continuously demanding for adequate recruitment of Clerks, we could observe that during this period, Bank is recruiting large number of Branch Sales and Service Executive (BSSEs) under Cost to Company (CTC) model and posted them in many branches including rural branches. These BSSEs are given access in FCR for carrying out various works as done by the regular clerks of the Bank. Union is of the firm opinion that this type of recruitment cannot supplement the role of the regular Clerks as their job profile is totally different. The Clerks are permanent employees of the Bank taking care of the frontline operations of the branch including cash section whereas the job profile of these BSSEs is totally different. Entrusting them with the works that are carried out by the regular Clerks of our Bank all these years is violation of Bi-partite Settlements. This has to be stopped by the management immediately.

Shortage of Sub-staff: In our Bank, Sub-staff are the main connecting link between the customers and the front line staff of the branch. Apart from carrying out their routine assigned works, they will attend to the customers whenever they visit the branches. Further, with their good rapport with the customers, the Sub-staff are contributing for the business growth of the branches. Today we find in many branches there is no Sub-staff. Divisional Offices are deputing Sub-staff to other branches for clearing the pending works in those branches. While this arrangement can solve the problem to some extent, this cannot continue for long. Management has to immediately recruit the Sub-staff from the Temporary Employee panel and post them at various branches.

Work life balance :The staff shortage in many branches is having telling effect on the health and life of the employees. Work life balance is affected due to shortage of staff. Due to this in many branches employees are required to sit late and complete their routine works beyond the stipulated working hours. Women employees are more affected by this work life imbalance. In majority of the Single Clerk branches, our clerks are functioning as Joint Custodian. They are finding it very difficult to avail leave even for few days even though advance information is given by them.

The Wages and other Service Conditions of our Workmen including the Working Hours are governed under the Bi-partite Settlements. The Bi-partite Settlements are achieved by the struggles and sacrifices made by our Seniors. Hence, it is our duty to preserve the same and pass it on to the next generation. We request our Members to adhere to the working hours (6 ½ hours for Clerks and 7 hours for Sub-staff) while discharging their work in the branches / offices.

Banks are centres of service to the customers in multi-various. For fulfilling that role, adequate personnel must be deployed at the Bank counters, if customer experience is to be enhanced. Need based recruitment of Clerks and Sub-staff is the need of the hour. Unfair comparison with the New Generation Private Sector Banks vis-à-vis productivity, efficiency and service will be a misleading one. The axe of cost-cutting must not fall on manpower.

Comrades, the issue of shortage of clerks and sub-staff and the need for recruitment was represented to our Management for the past few years. In the official negotiation held with the Management and also in the Minutes of Understanding the recruitment issue was highlighted and Management has also agreed to consider the same. However, more than six months has lapsed and there is no positive response from the Management for this important issue.

The Executive Committee of our Union which met at Chennai on 22nd& 23rd July, 2023 had analysed this issue in detail and decided to commence our agitation programme for achieving our demands. **The first phase of our agitation will be submission of Mass Memorandum by all our Members working in the branches /office to our MD & CEO representing on our issues. The printed form will be sent to all the branches. All the Members in the branches / offices should sign the same and send it to our Union Office, Chennai. In turn, union will consolidate all the copies of the memorandum received from our members and submit it to our MD & CEO. This programme should be completed in the first week of August, 2023.**

We seek wholehearted participation of all our Members for achieving our above demands.

With greetings,

Yours comradely,



I.Venkatesan
General Secretary