



# KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

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**President : Ph : 9003097746 General Secretary : Ph: 04324 - 220956 / 9003097744**

**Circular No.: 36/20/2020**

**11/12/2020**

Dear Comrades,

**Reg: Letter written to management on recruitment.**

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We reproduce hereunder the letter written to our MD & CEO for the recruitment of Clerks and Sub-staff in our bank, for the information of our members.

With greetings,

Yours comradely,

**I.VENKATESAN**

General Secretary

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KVBEU/ 24 /2020

December 7, 2020

**The Managing Director & CEO,**

Karur Vysya Bank Ltd.,

Central Office,

Karur.

Dear Sir,

**Reg: Recruitment of Clerks and Sub-staff in our Bank.**

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At the outset, we congratulate you Sir for the positive growth in our business portfolio during the Q - 2 of this fiscal. We are confident that under your dynamic leadership and contribution and support from all the Kayveebians, our Bank will reach greater heights during this financial year.

In this connection, we would like to place the following issue faced by our members which needs the immediate attention of the management to have sustained business growth.

Ours is one of the few Old Generation Private Sector Banks where recruitment of Clerks was done at periodical intervals till few years ago. Our management is also giving promotions to Clerks every year. In the last 3 years, more than 300 Clerks were promoted as Asst. Managers. In addition to this, many Clerks have retired on superannuation, resigned etc. during this period. However, these posts were not filled up. Since there was no recruitment, we find that in many branches there is dearth of staff. In some branches, there is only 1

clerk. Today majority of the branch operations are carried out by Clerks and they are independently passing vouchers upto Rs.50,000/- which is not prevailing in other Banks. In addition to carrying out the assigned works, Clerks are entrusted with Concurrent Checking Work which they have to perform after completing their regular work. Further, in branches where there is only Branch Manager and one Officer, the Clerk is holding the second set of Safe Keys. The Branch Manager is exempted from holding the safe keys. Due to increase in workload, the Clerks are not able to complete their routine works within the stipulated working hours and invariably their working hours gets elongated. Customer Service is our forte and KVB is known for extending best personalized services to the customers by the Kayveebians at the branches. We are of the view that shortage of staff should not affect the customer services at the counters.

In our Bank, Sub-staff are recruited through a temporary employee panel as per the settlement entered into between the management and the employees' union. As per this, a temporary employee has to work for a minimum period of 50 days and a maximum period of 180 days to qualify for attending the interview as and when the recruitment process is initiated by the management. After assessing the suitability of the candidates and after conducting personal interview, management will offer employment to these temporary employees and recruit them as sub-staff. Some of the temporary employees have already completed 180 days and also attended the interview process conducted by the management. Till last few years, our management was recruiting sub-staff by adopting the above procedure. However, in the last 3 years we find that there is no recruitment of sub-staff in our Bank. In our assessment in nearly 250 branches there are no sub-staff which include some of the long established branches also. Due to this, Clerks are invariably carrying out the day to day works of the sub-staff like cash stitching, voucher sorting and other related duties in addition to performing their routine works.

We wish to state that our Union had already entered into an agreement with the management for increasing the minimum qualification for empanelment of casual labour. We find that in many branches, there is no Temporary Employee Panel. We request that the branches may be permitted to have temporary employee panel and engage the services of the temporary employees where there is no sub-staff and also utilize their services whenever the regular sub-staff of the branch goes on leave etc.

We request your goodselves to kindly take our above viewpoints into consideration and recruit adequate number of clerks and sub-staff. We are of the view that providing adequate number of clerks and sub-staff in the branches would definitely help in the overall business growth of our Bank.

Thanking you,

Yours faithfully,

Sd/-

**I.VENKATESAN**

General Secretary

Cc: President & COO.

Cc: Deputy General Manager, Human Resources Department.

<b>11th Bi-partite Settlement Book : We are sending one Copy of the 11th Bi-partite Settlement Book to all the branches / offices for the information and use of our Members.</b>
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