



# KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

Plot "E", New No : 44, Old No: 33B, 8th Street, Sourashtra Nagar,  
Choolaimedu, Chennai - 600 094, Tamil Nadu.

Phone: 044-24837383 E-Mail: kvbeu1959 @gmail.com

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

**Circular No.: 36/32/2021**

**23.08.2021**

## **Negotiation with the Management on 19.8.2021**

Dear Comrades,

Our Management invited the Union for an official negotiation on 19.8.2021. From our Union President, General Secretary, Joint Secretary - Com.S. Krishnamoorthy and Vice-Presidents Com.N. Shanmuga Singaram, Com.M. Sai Sri Sankar and Com.S.Govindarajan participated in the negotiation. From the Management side in addition to GM, DGM & AGM of HRD, the General Managers of IT Department, IAD, PBLG and DGM - OD participated in the negotiation. We have placed the following issues before the General Managers and also put forth our view points.

### **Operational side issues :**

- Issues faced by the Clerks who are holding the second set of safe keys.
- Issues faced by the Concurrent Checking Clerks in carrying out the works assigned to them in addition to carrying out the routine works assigned to them.
- Issues faced by the front line staff in the branches in the area of centralization of some of the works in the branches. Lot of time is taken at COC, Coimbatore and this affects the customer service at the branches as the front line staff alone has to face the customers. A clear role clarity is required for Clerks for carrying out the non-financial transactions as many works are now entrusted to Clerks. Further, the officials in COC should give a solution and helping hand to the branches.
- Issues in the upgraded version of flexcube software.
- Issues related to the usage of bio-metric authorization.
- Issues in the Wisefin module software.
- Whenever mock drill is conducted by DRS, there is connectivity problem. Due to this customer service is getting affected. The customers should be informed well in advance about the mock drill and the resultant network issue.
- Network connectivity issue in some branches especially rural branches.

The management representatives noted down all our points and said they will look into the matter.

## Meeting with the GM, DGM & AGM of HRD

The following demands and issues were placed before them.

- 1) Reduction in the rate of interest on all staff loans including additional Housing loan.
- 2) Increase in the quantum of Housing loan. For Clerks - Rs.40 lakh and for Sub-staff Rs.25 lakh.
- 3) Increase in the quantum of other Staff loans. In respect of Jewel loan, the present gap of 24 months to be reduced to 1 year or 6 months as available for the public.
- 4) Marriage loan - relaxation in the availment from 5 years to 3 years.
- 5) Payment of Ex-gratia.
- 6) Increase in Educational expenses reimbursement.
- 7) Recruitment of Clerks : We represented that number of vouchers alone should not be the criteria for determining at the number of Clerks in branches. Today lot of non-financial works are carried out by the Clerks at the branches which are not coming under voucher counting. We requested the management to study the manpower requirement and post adequate clerks in many branches.
- 8) Recruitment of adequate number of Sub-staff : Many branches are not provided with Sub-staff which includes some of the long established branches and there is urgent need to post Sub-staff in these branches.
- 9) Revival of temporary employee panel.
- 10) Conversion of permanent Part-time employees on scale wages to Sub-staff.
- 11) Encashment of lapsed Casual Leave as in many branches workmen are not able to avail leave due to shortage of staff.
- 12) Sub-staff promotion exam - need for changing the question paper pattern with more focus on objective type questions.
- 13) Sub-staff are not having access to HR.com, FRS.com, Wisefin Module. Due to this, they are not able to view their own SB account and take print out, not able to feed TA bills etc.
- 14) In branches where Cycle is not provided, conveyance allowance is to be paid to the Sub-staff who is asked to Post office / other bank etc. for carrying out the official work.
- 15) Compassionate ground appointment to the eligible dependent of the workmen who died due to Covid during this period.

Comrades, after several years, we had this official negotiation with the management representatives. The negotiating team of the Union utilized this opportunity to highlight all our pending issues with all the details. We also requested the management to hold such type of official negotiation at frequent intervals. We hope that the management would respond positively to the above issues placed by the Union. We will follow up the above issues / matters with the HRD and other departments in the days to come.

With greetings,

Yours comradely,



**I.VENKATESAN**

General Secretary

\*\*\*\*\*

We reproduce hereunder the letter written to General Manager - HRD on the issues faced by our members in claiming TA bill in WiseFin module software, for the information of our members.

KVBEU / 43 / 2021

August 17, 2021

**The General Manager,  
Human Resources Department,  
Karur Vysya Bank Ltd.,  
Central Office,  
Karur.**

Dear Sir,

**Reg : Claiming TA bills in WiseFin module - issues faced by our members.**

-----

Our Bank had recently implemented the process of claiming TA Bills in WiseFin software module. Earlier the TA bills were claimed in People Soft system. In this regard, we furnish hereunder the issues faced by our members in claiming the TA bills in the above WiseFin software module.

Our employees are being deputed to branches on official duty / engaged in the transfer of funds (FIT). For deputation made to outstation branches and for carrying out FIT duties, employees are eligible for Diem allowance as per the Bi-partite settlement. While preferring claim in the WiseFin module for the above purpose, our Expenses Management Cell are advising the employees to submit Boarding Declaration along with the TA bill claim and then only the TA bills will be processed. As per our bi-partite settlement, Workmen are entitled only for Diem allowance and not eligible for any boarding. This is the practice adopted in our bank till this new WiseFin module is implemented. Hence, the Expenses Management Cell may be advised not to insist for submission of Boarding Declaration by the Workmen while preferring TA bill claims, which is not in the Bi-partite settlement.

In respect of deputation made to local branches, there exists a Minutes of Understanding (MOU) between our Management and the Employees' Union wherein the employees are eligible to claim Local Deputation Allowance. In the WiseFin module, there is no provision to claim Local Deputation Allowance. Due to this, our employees who are deputed to local branches are not able to claim the above said allowance.

Further, our employees are deputed for transfer of Funds from one branch to another branch. These Funds are transferred by engaging Taxi as per our FIT norms. Earlier TA advance would be availed at the branch level itself for making payment for the Taxi charges for funds transfer. Now, in this WiseFin module, Tour advance has to be raised which needs approval at various levels. The first level authorization is done by the HR Co-ordinator at Divisional Office and the second level authorization is done by the Branch Head. After that the Divisional Office has to take a print out and send it to EMC, Chennai and after checking the same, EMC gives credit to the respective SB accounts. Normally in our branches, decision to effect FIT would be taken after the close of the business hours and after ascertaining the cash retention position. We understand that branches are not able to get

the approval the above mentioned levels immediately for availing Tour advance and due to this, they are not able to settle the bills of the Taxi operators on the same day after the completion of the FIT.

**Issues faced by Sub-staff members :** Our Sub-staff members are also deputed to outstation / local branches on official duty. While the Clerks are having the access to the Wisefin module, Sub-staff members are not having any access to this software. Previously our Sub-staff members would prefer their TA bills claim in HRD.com Due to this, they have to invariably depend upon the branch officials for raising tour request and also for preferring the claims. Due to their pre-occupation with other official works, the branch officials are also not able to help the Sub-staff members in preferring the TA bill claims in Wisefin module in time. We have also made representation to the management for giving access to our Sub-staff members in FRS.com and also in HR.com. This issue is yet to be resolved by the management.

Further, we observe that inordinate delay is noticed in processing and sanctioning of the TA bills of our members by our Expenses Management Cell in this new Wisefin software module.

We request you to kindly look into the above issues and do the needful. We also suggest that a separate Help Desk may be created at the Expenses Management Cell so that any issues / queries raised by the employees not only in respect of the above issue but also relating to other branch issues can be attended and resolved then and there.

Thanking you,

Yours faithfully,

Sd/-

**I.VENKATESAN**

General Secretary

Cc: Deputy General Manager, Operations Department, Central Office, Karur.