CANARA BANK OFFICERS ASSOCIATION

CLJM

REPORT

JANUARY TO SEPTEMBER 2023

CLJM DATA SEPTEMBER 2023

Sl No	CIRCLE	LAST CLJM	NEXT CLJM
1	Agra	11/10/22	Dec 2023 Quarter*
2	Ahmedabad	27/09/23	Dec 2023 Quarter
3	Bengaluru	20/09/23	Dec 2023 Quarter
4	Bhopal	05/08/23	Dec 2023 Quarter
5	Bhubaneshwar	22/09/23	Dec 2023 Quarter
6	Chandigarh	27/09/23	Dec 2023 Quarter
7	Chennai	05/08/23	Dec 2023 Quarter
8	Delhi	19/08/23	Dec 2023 Quarter
9	Guwahathi	26/07/23	Dec 2023 Quarter
10	Hyderabad	04/02/23	Dec 2023 Quarter*
11	Hubbali	17/07/23	Dec 2023 Quarter
12	Jaipur	25/09/23	Dec 2023 Quarter
13	Karnal	12/09/23	Dec 2023 Quarter
14	Kolkatta	01/07/23	Dec 2023 Quarter*
15	Lucknow	18/09/23	Dec 2023 Quarter
16	Madurai	02/08/23	Dec 2023 Quarter
17	Mangaluru	14/07/23	Dec 2023 Quarter
18	Manipal	15/07/23	Dec 2023 Quarter
19	Mumbai	12/09/23	Dec 2023 Quarter
20	Patna	26/04/22	Dec 2023 Quarter*
21	Pune	04/08/23	Dec 2023 Quarter
22	Ranchi	21/09/23	Dec 2023 Quarter
23	Trivandrum	18/10/23	Dec 2023 Quarter
24	Vijayawada	31/08/23	Dec 2023 Quarter

POINTS OF DISCUSSION

Dear Canpals,

Canara Bank Officers' Association is the majority organization for Officers of our Mother Bank with 98% membership of Officer Employees (Up to scale III) and Executives as our Executive Members (Scale IV and above). Being the majority organization, we are provided with the platform called Circle level Joint Meeting (CLJM), where the problems faced by officers were discussed with the circle management and resolved.

Also, various strategies to improve the business growth of our Mother Bank were discussed with the Circle administration via CLJM. CLJM is conducted on a quarterly basis in every circle across the country. I congratulate all the CCOs for utilising the forum judiciously.

Friends, we hereby present you the major agendas discussed in CLJMs across the country along with images for your consumption.

1. Initiatives taken by CBOA for improving CASA profile and implementing new strategies for business development.
2. Suggestion to introduce Regional Level Joint Meeting, since the roles of HR and General Administration are given to ROs.
3. Sensitising Regional Offices to focus on business growth by extending their support, instead of focusing on frequent follow-ups.
4. Sensitising Regional Offices to avoid undue deputation.
5. Regional offices shall schedule virtual meets on specific days only on need basis, instead of conducting multiple meets on a single day.
6. Regional offices shall be sensitised on corporate thrust on compliance and adherence to guidelines.
7. Regional Offices shall guide the branches for achieving corporate objectives without indulging in unethical practices, which may cause reputational damage to our Mother Bank.
8. Instances of direction to the Managers/Officers to pay their own money to prevent slippages should be avoided.

POINTS OF DISCUSSION

9. Frequent system/network issues may be looked into and timely assistance may be provided to branches to ensure hassle free customer service.
10. Preventing officers from taking authorised leaves such as compensatory leave, joining leave, Casual Leave, etc. and forcing them under loss of pay may be avoided.
11. Professionalism in the language being used during review meets and regular interactions.
12. Introduction of "Cheering the Captain" Initiative for motivating the Branch-in-Charge.
13. Introduction of "Staff of the month" award for RO as well as Circle wise to motivate the staffs.
14. Issuing letters/call for explanations may be avoided for insignificant matters as the same shall affect the positive mindset of work force.
15. Circle level planning committee shall be formed for planning resource allocation to branches.
16. The list of officers who may receive transfers for next financial year are to be informed well in advance.
17. Effective deployment of staffs matching to the business needs of the branch, which will help in improving business growth as well as work-life balance.
18. Required staffs shall be provided to all the branches. Every branch shall be necessarily posted with a clerk.
19. Adherence of HO guidelines in matters of General/Mid Academic Transfers, Mandatory Leaves, etc.
20. DSS official should be given compensatory off (Cir No.663/2020) and monitory benefit can be given to all employees who attend office on holidays.
21. In case of CROs, the guidelines issued by Head Office may be adhered to, which will help the CROs to maintain a proper work-life balance.
22. Third place operation to be analysed scientifically and permission to be given by considering the holistic view of the staff.

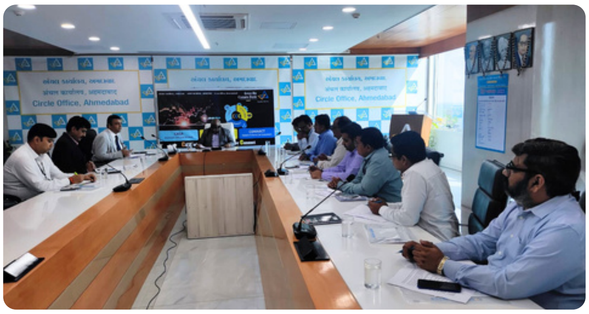
POINTS OF DISCUSSION

23. The officers who are posted in Tricity i.e., Panchkula/Chandigarh/Mohali and having own house in any of the three cities may be permitted to operate from their own house. Also, officers working in Tricity may be permitted to fix quarters in any of the three cities, without getting permission for third place operation.
24. Biometric Attendance Exit shall be made mandatorily.
25. Women's cell may be established at CO and the representative from CBOA should be a part of the setup.
26. Frequent revision of targets in the midst of a quarter may be avoided.
27. New Branches may be opened in all major towns as well as commercial centres of North Eastern Region.
28. Special Reimbursement may be provided during transfer for North East Region, as IBA approved Transport Operators are not available at many centres. The cost of transportation is also high due to Difficult Hilly Terrain.
29. Petrol Limit shall be sanctioned to Branch Heads, who are provided with Bank's Vehicle, at par with the eligible limit for appropriate designations.
30. Night Shift Allowance of Rs.400/- that is extended as an inconvenience allowance may be revised, since the same has not been revised for a long time now.
31. HR wing guidelines on job rotation may be ensured to enable the young officers to get adequate exposure in all the facets of banking.
32. On the job training / handholding to equip the branch staff to cater to the needs of the customers in Credit and other sensitive issues to reduce the TAT (Turn Around Time).
33. Effective Management and Leadership Development Program should be implemented.
34. HR training may be imparted by eminent third-party HR trainers for executives and branch heads in order to empathize, understand and guide frontline officials in creating a work environment that is both conducive and progressive.
35. Social media policy of the Bank shall be followed strictly.

POINTS OF DISCUSSION

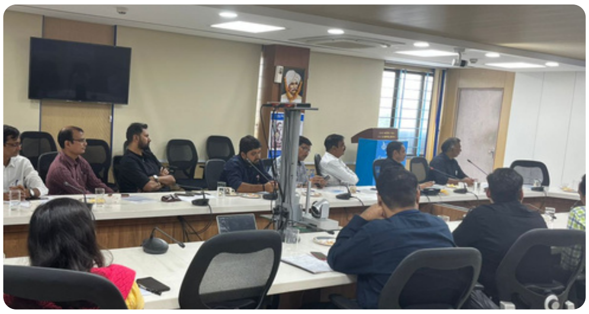
36. Insisting the branches to report their activities in multiple platforms may be avoided.
37. Appointment of properly trained IA and PO to oversee the DA matters.
38. Security Guards may be provided to ATMs/Branches in remote areas and highways.
39. Face Lifting of Branches and providing adequate infrastructure for providing effective customer service and smooth functioning of the branches.
40. ACs shall be provided to all Urban and Metro Branches.
41. Quality PUM and BNA may be provided to all the VLB Branches and branches having higher footfall.
42. Ambience of outsourced ATMs shall be monitored and maintained periodically.
43. All the branches shall be provided with washroom facilities and separate washroom facility for lady staffs shall be made available in branches.
44. The Officer's Quarters at Neyveli, Chandigarh and Ludhiana shall be renovated completely before any further allotment.
45. Establishment of new quarters at Navi Mumbai and South Mumbai.
46. Expansion of our Mother Bank in Jharkhand State will assist in serving more people and improve the business. Chandmari, Raja Talab, Lohatia, Varanasi City, Sakaldiaah, Syed Raja in Chandaulli District, Lohta and Bada Gaon areas have huge business potential and opening new branches in these areas will help us to improve the business of our Mother Bank.
47. Holiday Homes shall be opened at Ujjain, Manipal, Guwahati, Shillong, Chandigarh, Manali, ElloraCaves – Aurangabad, Kolhapur, Nagpur, Solapur, Deogarh and Araku.
48. Empanelment of chain of Hospitals for availing cashless facility for our committed work force.
49. The CCO of Circle should be a part of the meeting with Raksha TPA, so that the issues of officers related to insurance claims may be conveyed accordingly.
50. Sanctioning fewer amounts by Raksha TPA and also irrelevant documents are demanded from our Staffs by Raksha TPA.

AHMEDABAD



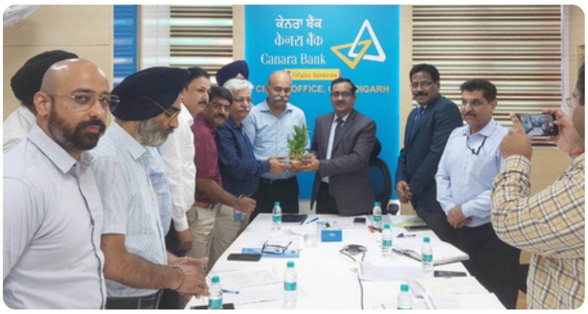
BENGALURU

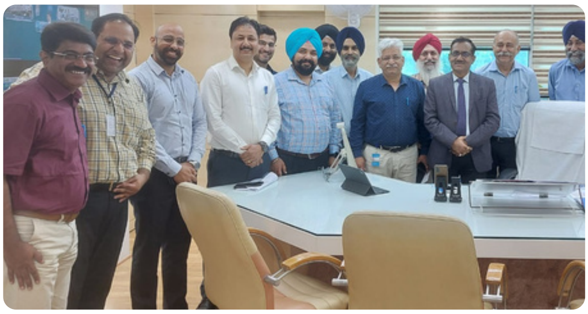
BHOPAL



BHUBANESWAR

CHANDIGARH





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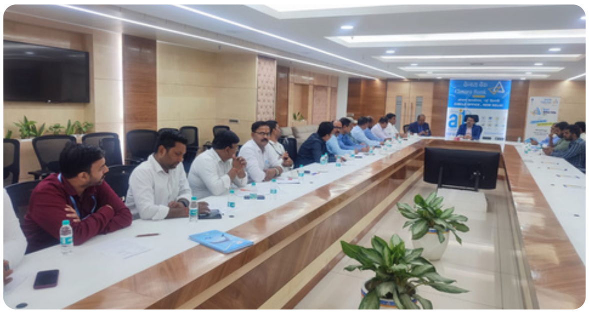
DELHI



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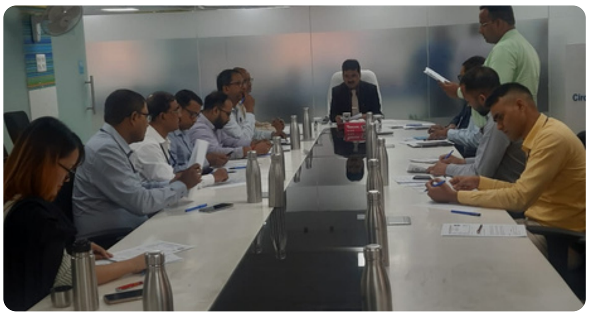

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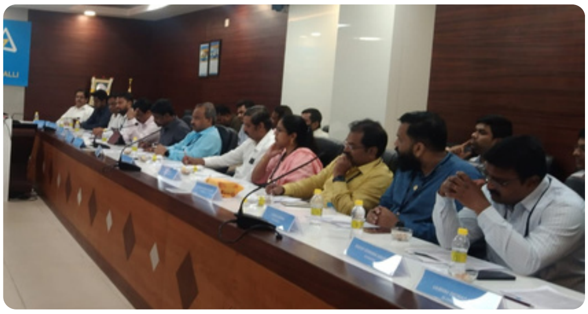

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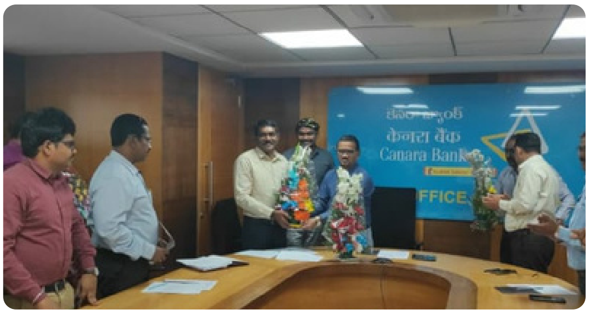

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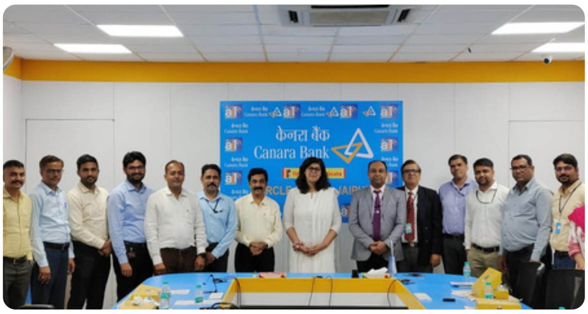
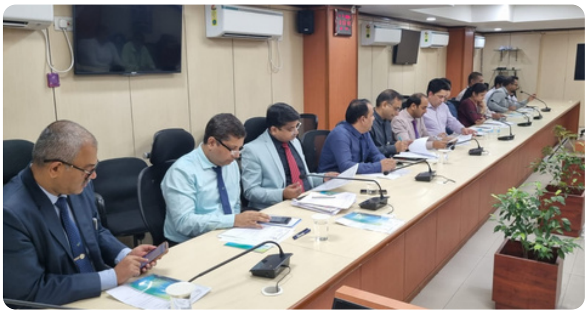


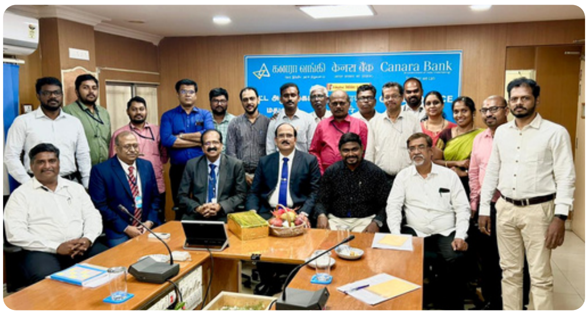
KARNAL

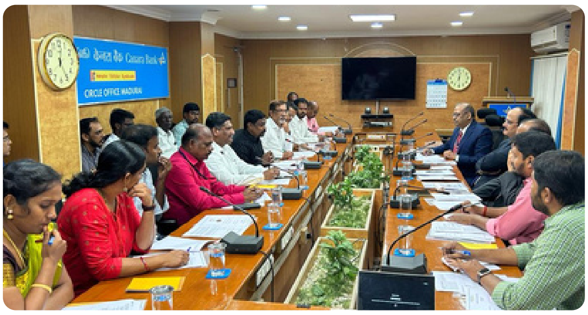
KOLKATTA



LUCKNOW

MADURAI





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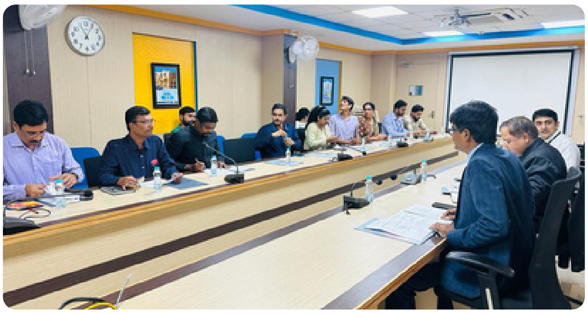

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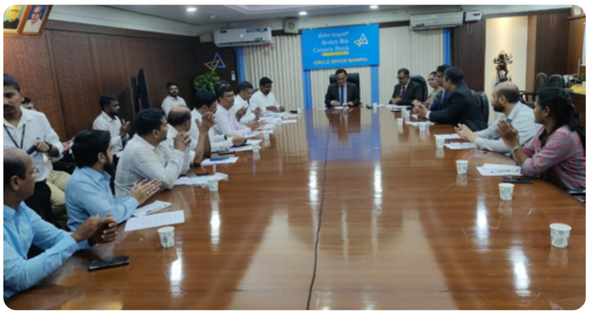

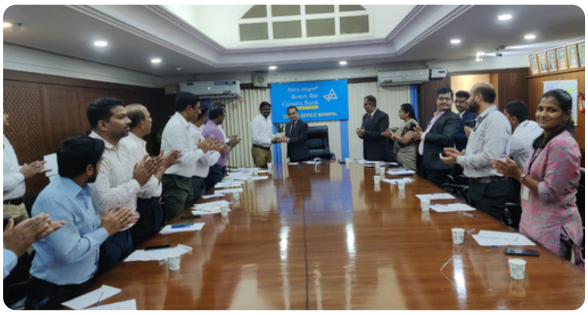

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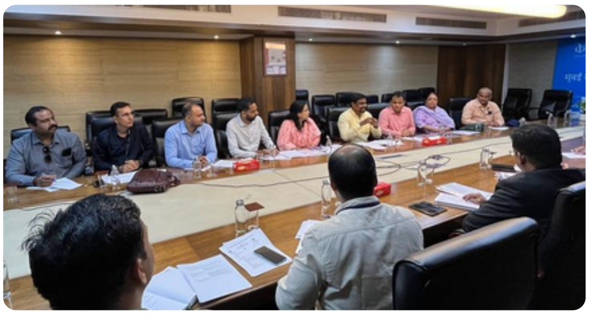

PUNE

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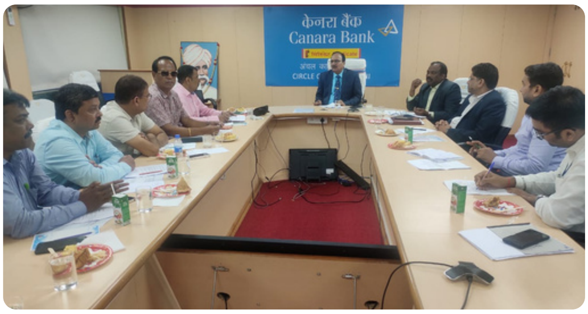

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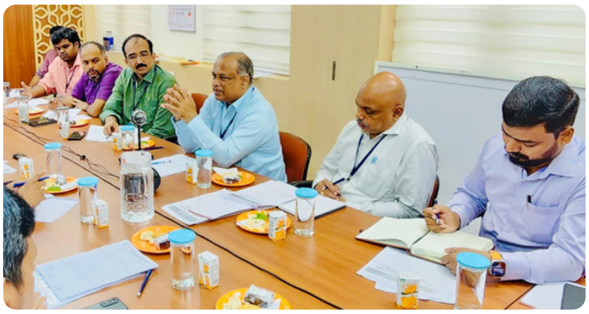
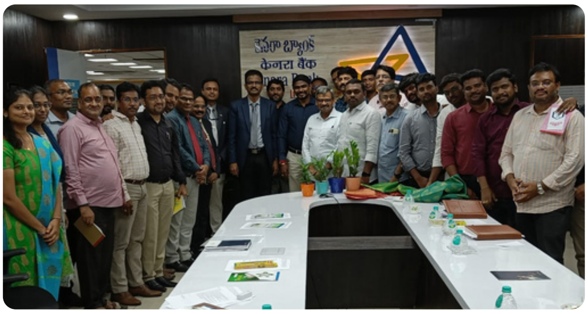
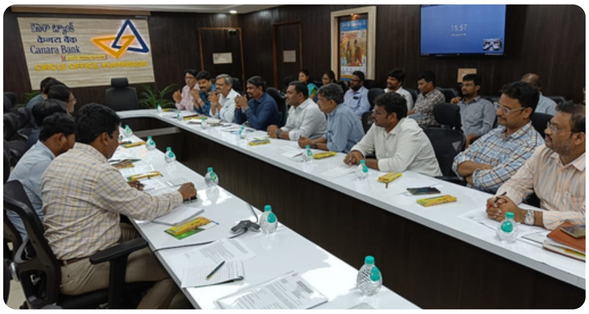


VIJAYAWADA





PROGRESS AND PROSPERITY THROUGH SERVICE WITH SINCERITY

FOLLOW US AT