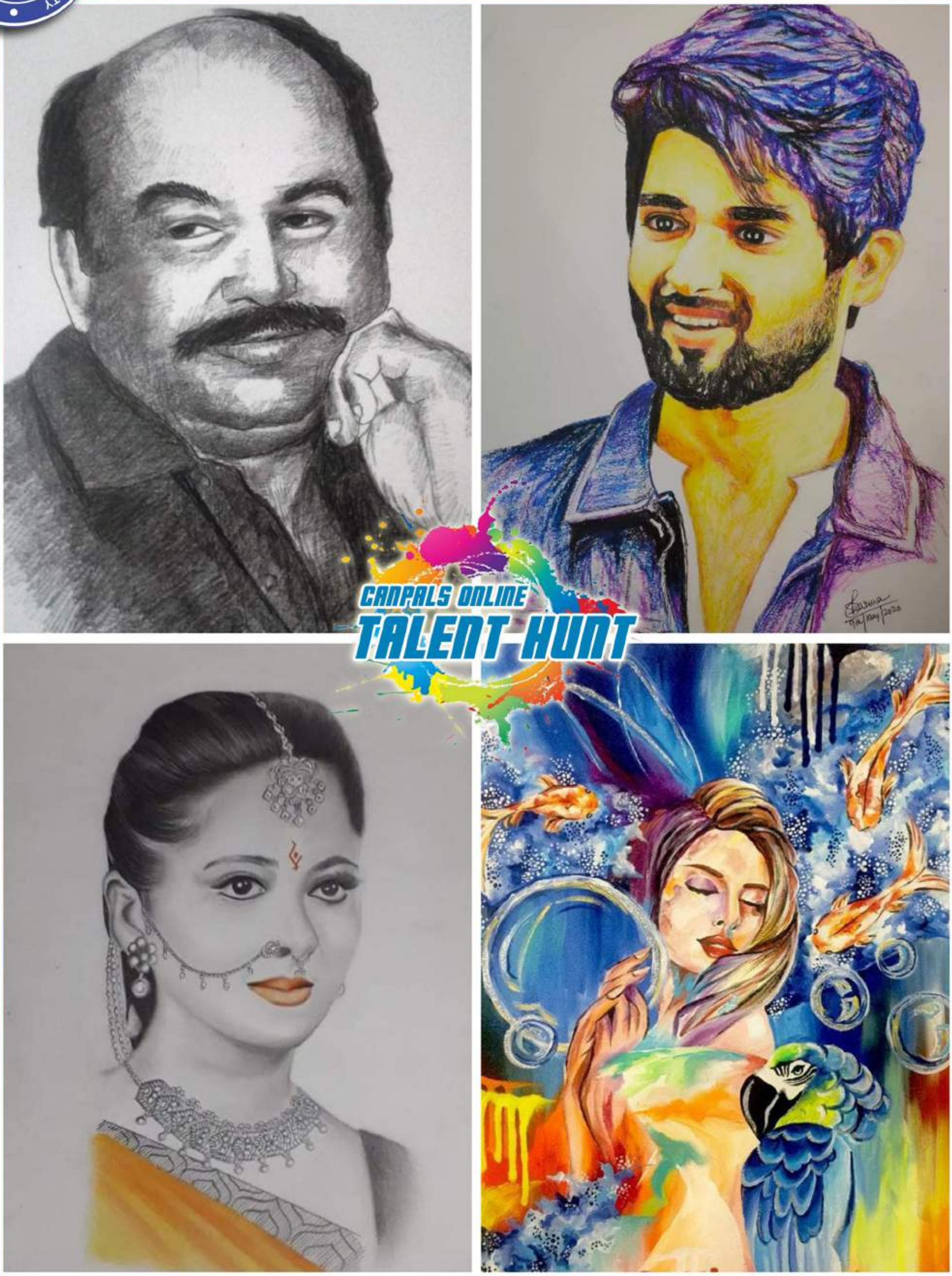
FRIEND & GUIDE

An e- Magazine from CBOA

jUNE 2020



THE CANARA BANK OFFICERS ASSOCIATION (REGD)

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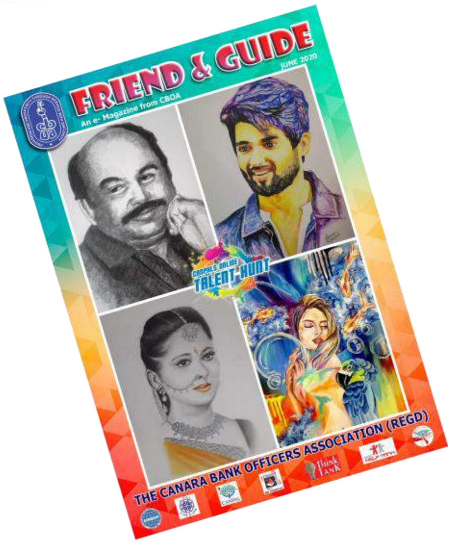

CBOA FRIEND AND GUIDE
ISSUE: JUNE 2020

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COVER

Random selected Drawings of Canpals from Canpals Online Talent Hunt. Top row Pic 1 by Satish E, Coimbatore; Pic 2 by Seema Sharma, West Bengal; Bottom row pic 1 by Priyanka w/o Sathyendra Singh, Delhi; Pic 2 by Shilpa Diwakar, Lucknow

Canpals Talent Hunt Q2 : www.cboaonline.in

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EDITORIAL

Save Public Sector Banks

"Success has many fathers, Failure is an orphan". The success story of PSU bank is always proclaimed as a success of government but failure of any Bank is reckoned as the fault of the employees only. Every time the success stories of PSU banks are over looked and fault of even a single staff will be highlighted as the fault of the system of PSUs. It's a propaganda that to showcase PSU bank staff are not capable, not trustworthy and vulnerable to frauds, Conveniently ignoring the fact that the nation owe to Nationalised banks fully for the growth of Indian economy. Even then all the social responsibility, safety and security of the economy is fully undertaken by the PSU banks without looking at the expenses and focusing on profit. The size of the funds available in PSU banks as deposits is reckoned as the depth of trust in customers that has been created in the public through decades and the service rendering by the staffs. Political interference is a big threat the PSU banks are facing nowadays.

Importances of keeping trust, keeping morality high are essential in such a field like banking as it serves the public and at the same time safeguard the economy. But the manipulators could find good opportunity in such a field whenever a financial crisis arises even during Covid times the funds and the strong base of the banks have tempted them to misuse it to create vote banks. We should not allow the strong base of the banks shake. It is the backbone of strongly evolving Indian economy, maybe it's a bit orthodox in nature, but it can't be affected by sudden changes from outside as it was built and strengthened on strong foundations by many decades even before many political parties took birth in India. It was being noted and taken care of by visionaries and not by politicians or Businessman who looks only at profit than morality.

The sudden demise of Franklin D Roosevelt during second world war brought Harry S Truman in power and historians wrote if Roosevelt was alive Hiroshima and Nagasaki misfortune would not have happened. It won't be good to have a similar misfortune in Indian financial sector by the Government itself. Master Degree in Economics is enough to understand Indian economy but it's not enough to understand the framework, the ways to protect and nurture it, and to feel the ever progressing future.

Selling the fundamentals of the nation can never be pardoned and will be written in black pages in the history of India. Time to time the new policies, Government products, loan schemes have made enough damages to the financial system. Have some introspection, have some prudence in the difficult times at least. Do not burn our house fearing the rats. Greediness will not have an end but its ruin in the system in which we are all part of. Be kind to Indian financial system .

"Do not sell the Coliseum as it looked old and ruined it has more worth than you see"

Regards
Editorial Team

Sri. G V Manimaran
General Secretary, CBOA
General Secretary, AINBOF
Senior Vice President, AIBOC
President, Canara Bank Officers Thrift Society

From the desk of GENERAL SECRETARY

REF: CBOA: GS: 6 : MAY: 2020 Dt. 27th May 2020
Letter to MD and CEO

Sub: PANDEMIC COVID-19 VIRUS- WELFARE MEASURES FOR EMPLOYEES

Canara Bank Officers' Association expresses its gratitude and appreciation to our beloved mother Bank for being compassionately extending various benefits to the committed workforce of the Bank during the prevailing pandemic of Novel Corona Virus (COVID-19) which has been spreading across the world.

The Officers/ employees of the Bank have also reciprocated the benevolence shown by the Bank by continuing to serve the customers taking all measurers and ensuring responsible banking amidst the pandemic and the subsequent lockdown.

The exponential increase in the number of affected cases and surge in the number of Covid positive cases, especially in the states of Maharashtra, Gujarat, Delhi and Tamil Nadu is a matter of grave concern.

Of around 1,45,000 confirmed cases in the country, the four states (viz Maharashtra, Gujarat, Tamilnadu & Delhi) account for nearly 70% of total confirmed cases. The cities of Mumbai, Delhi, Ahmedabad, Pune, Chennai, Indore, Thane, Jaipur, Surat and Agra are the 10 worst hit cities accounting for over 60% of total Covid-19 cases in the country.

As banking is a service oriented industry, there is a need for Officers/ employees of the Bank to exercise extra precaution when discharging their duties, to take care of themselves and their family members.

However, the recent Covid positive cases that have surfaced in our Bank in the cities of Delhi (13 cases), Mumbai (4 cases), Ahmedabad (2 cases), Maski (1 case) etc and the death of 2 of our colleagues on account of the pandemic has created a sense of fear and doubt in the minds of our Banks workforce.

This apart, we understand that some of our RO/CO Heads are directing the Officers for conducting recovery camps and to visit customer's house for recovery and canvassing of loans, documentation and putting officers and their family at risk.

Even the right and timely direction of the Corporate office to permit the physically challenged, visually impaired and pregnant women to work from home is also not followed in many branches and ROs and there are instances wherein such susceptible individuals were asked to give a letter that they were attending office at their will.

In the absence of public transport system, the officers and employees are compelled to travel even beyond 40 kms in the metros and other big cities incurring huge money and involving big risk of losing life.

Sir, in this backdrop we reiterate our suggestion that a system of early detection of cases by testing is paramount for swift medical treatment/ isolation to prevent the spread of the virus and such testing procedures when implemented will augment the confidence of the Banks workforce and also prevent Bank branches/ offices from turning into Community spread centers of the virus.

Thus Sir, CBOA request that the Bank may undertake testing of all the employees by entering in to a tie up with Hospitals/Govt agencies or in the alternative permit reimbursement of the cost of testing for Covid -19 to all staff members and dependants undertaking the test as a goodwill gesture.
This act on the part of the Bank shall further motivate the workforce to contribute more for the sustained growth of the Bank.

Looking forward to your positive response and assuring our unfeigned support for the growth of the Bank.
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REF: CBOA: GS: MAY: 2: 2020 May, 22 2020
Letter to MD and CEO

Sub: Loans & Advance to Employees of the Bank- Clean OD/ DPN Limit Guidelines

A simple 'Thanks' may not be enough, but still the Canara Bank Officers' Association expresses its sincere thanks and deepest gratitude to the Bank and your good self for reducing the rate of interest of Employees' Housing Loan and Housing Loan to retired employees. Needless to say, the reduction in rate of interest of staff housing loan has once again proved that, Canara Bank is second to none in the Banking industry in extending benefits and facilities to its officers/ employees.

Sir, CBOA takes the opportunity to bring to your kind attention that prior to amalgamation of e-Syndicate Bank with Canara Bank, it was accepted by both the Banks management to extend the BEST OF THE BENEFITS to the officers/ employees of the amalgamated entity. Many benefits on the accepted lines have also been already extended to the Banks committed workforce. However, the OD facility which was enjoyed by the employees of the erstwhile Syndicate Bank has been withdrawn by the Bank vide HO Cir 368/ 2020 dated 19.05.2020, citing necessity to bring the guidelines on clean overdraft/ DPN limit at par for e-Syndicate Bank employees with Canara Bank.

While, the e- Syndicate Bank officers were permitted OD facility up to ***Rs 15.00 lacs for scale IV to VII and RS 12.00 lacs for scale I to III***, prior to the amalgamation, the aforesaid circular has curtailed the quantum of OD facility to Rs 4.00 lacs and Rs 2.00 lacs for scales up to scale VII and scale III respectively. Further, the circular stipulates, any excess amount above the permitted clean OD limit is to be converted into DPN.

Converting a major portion of the OD liability into proposed DPN will result in higher salary deductions for the officers / employees in the form of Equated Monthly Instalments, affecting their Net Take Home pay.

Scenario:
Assuming the ROI as 8% and Loan tenure of DPN as 15 years.
Consider a Scale I officer having availed Rs 12.00 lacs as Clean OD Limit, assuming the officer availed the entire sanctioned limit, the officer will have to make a monthly interest repayment of Rs 8000/- approximately.

However, when the Clean OD limit of Rs 12.00 lacs is converted into Clean OD of Rs 2.0 lacs and DPNs Of Rs 8.00 lac and Rs 2.00 lac respectively, the officer will have to make repayment of as Rs 1334/- towards clean OD and Rs 7645/- & Rs 1911/- towards the DPNs. It can be construed, that the officer has to make a higher repayment of Rs 2890/- every month.

The monthly deduction gets higher by Rs 5467/- if the DPN loan tenure is only 10 years.

Besides, Overdraft facility has many advantages over DPN as below
- It provides easy liquidity
- Interest burden is only for the amount withdrawn
- Any surplus may be parked in the OD limit and withdrawn as and when required
- No impact on the Net Take Home (NTH) as this is the primary eligibility for availing many of the Advances to Employees

Sir,
you will appreciate that the officers/ employees of both the Banks availed the full quantum of OD facility during the year 2019, only to invest in the ESPS scheme of their respective Banks. By their act, the employees of our Bank displayed their sense of belongingness and ownership overwhelmingly to align their interests with the long-term interests of the Bank by purchasing the entire allotted shares.

Details of shares issued:
Under Canara Bank- ESPS
Total number of shares issued – 02 Crores
Equity Capital raised by the Bank – Rs 372 Crores

Under e-Syndicate Bank- ESPS
Total number of shares issued – 30 Crores
Equity Capital raised by the Bank – Rs 500 Crores

However, the share prices have significantly fallen for reasons beyond their control, culminating in a severe loss to the officers / employees of the Bank providing a double whammy wherein they are paying interest for the loan availed on the one hand and bearing the losses on the other.

At a time, when the entire world economy has been crippled by the unprecedented extraordinary situation caused by the global spread of COVID-19 virus, forcing the Banks controllers Reserve Bank of India to announce / extend moratorium period for all loan types of loan exposures till August 2020, and the Government of India having announced various stimulus packages to infuse liquidity and revive the economy, any increase in loan repayment will place the Banks workforce under financial hardship, which can be a demotivation and a distraction.

In this junction, we invite your kind attention to our letter Ref: CBOA: GS: APR:2:2020 dated 08 APRIL 2020, wherein we have appealed to your good self to make available the best of the benefits to the officers of the amalgamated entity, considering the aforementioned reasons, we once again take this opportunity to impress upon you, to contemplate implementing the following guidelines for clean OD/ DPN facility to Bank officers/ employees, which the alleviate the hardships of the Banks workforce.

- All confirmed Officers/ employees irrespective of completed years of service maybe made eligible for clean OD limit/ DPN facility.
- The existing total loan quantum maybe increased to Rs 12 lacs for Officers of Scales I to III, and Rs 15 lacs for officers of Scales IV to VII.
- Option to Officers of the Bank to avail the entire loan quantum as clean OD or DPN or both on a 50:50 basis according to the specific request of the employee.

Sir, keeping in view our Banks endeavour to improve the facilities to staff and to continue the proactive steps taken by the Bank for the welfare of the Officers/ employees, we propose that the best of the benefits in line with the above suggestions be made available.

Assuring our continued support in all your endeavours for the growth of our Bank.

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REF: CBOA: GS: MAY: 2020 26 May, 2020
Sub: PANDEMIC COVID-19 VIRUS – NEED TO UNDERTAKE PROPHYLACTIC MEASURES AND ACT WITH COMPASSION

The Novel Corona virus (COVID-19) crisis is challenging certainties everywhere. The global spread of Covid -19 has debilitating effect on the world economy and the devastating impact of the virus on workers in the informal economy is discussed across all levels.

As per the World Health Organisations report, as of 25th May, 2020, 55.90 lakh people have been infected and nearly 3.48 lakh precious lives have been lost to the deadly virus across the world. In India 1.45 lakh people have been infected and 4,172 people have perished due to the virus. Needless to say these numbers are quite alarming!

With no vaccine formulated for the Novel Corona Virus and Social Distancing the only known preventive measure available, the Hon'ble Prime Minister of India Shri Narendra Modi announced nationwide lockdown on 24th March, 2020, which was subsequently extended till 31st May, 2020. Against all the odds, even in the prevailing trying times caused by the spread of the virus, YOU, the Officers / employees of the Bank continued to serve the customers taking all the prophylactic measurers and ensured responsible banking amidst the pandemic.

Appreciations from the Hon'ble Finance Minister, the Department of Financial Services and the general public for the role played by the PSBs in extending banking services including disbursal of Rs 500/- relief fund to 19.86 crore women Jan Dhan account holders and disbursement of Rs 1.22 lakh crore to eligible MSME & Corporate loan accounts under COVID-19 emergency credit support, approve that we have discharged our duties diligently with utmost dedication and commitment.

However, the exponential increase in the number of affected cases and surge in the number of Red Alert Zones, especially in the states of Maharashtra, Gujarat, Delhi and Tamil Nadu is a matter of grave concern. Mumbai, Delhi, Ahmedabad, Pune, Chennai, Indore, Thane, Jaipur, Surat and Agra are the 10 worst hit cities, classified as Red Zones and accounts for over 50% of total Covid-19 cases in India.

As the Hon'ble Prime Minister said, the deadly virus knows No Religion, Caste or Community. Our Brothers and Sisters were also infected by the virus across the country, especially in the cities aforementioned.

Number of our Officers and employees infected by the virus is as follows:

Circle	No of Officers/ employees affected	No of fatalities
Ahmedabad	01	01
Delhi	13	01
Mumbai	05	01
Chennai	05	Nil
Bangalore	01	Nil
Jaipur	01	Nil

To safeguard the wellbeing of Officers / employees, (Y)our Canara Bank Officers' Association on various occasions, appealed to the Bank, requesting relaxations and benefits to keep the committed workforce motivated and dedicated. The benevolent Bank management considering the genuineness issued several communications regarding preventive measures to be adopted for prevention and control of the Novel Covid-19 virus. Some of the relaxations / benefits extended by the Bank for the officers / employees are:

- Suspension of Biometric attendance.
- Payment of Rs 1000/- as a goodwill measure, to all the employees of the Bank along with the March month salary towards purchase of materials for personal protection viz., Masks, Sanitizers etc.
- Exemptions to staffs who are persons with disabilities (PwD), employees at higher risk including pregnant women from attending duty and,
- Compensation of Rs 20.00 lakhs to the legal heirs in case of unfortunate death of an employee.

In addition to the above, Y(our) CBOA has also appealed to the Bank

- To reimburse the cost of Covid testing, which is likely to be considered by the Bank favourably.

- To sanction Special Leave to officers' on forced quarantine due to branch shutdown by local authorities/ suggested quarantine by the Bank/ home quarantine as per Doctors advice.

You are also aware that the Bank and the SLBC at various States as a strategy to contain the spread of the epidemic and to safeguard the welfare of the Bank employees has issued several communications in line with the guidelines of Central and State Governments as a part of Business Continuity Plan.

Yet, instances of physically / visually challenged and pregnant women being denied opportunity to Work From Home are reported. Needless, to say such behaviour by officers at branches and administrative units is a disgrace to the Bank and its pro employee policies as well as the Organisation.

Friends, while you are cognizant of the prevailing pandemic and how it has reshaped our life, I urge you to consciously consider the following:

- ***As per the data released by the ICMR, nearly 88% of the COVID confirmed cases are asymptomatic i.e. they show NO symptoms of the infection, but are carriers of the virus.***
- ***Considering the huge number of asymptomatic cases and no preventive vaccine available, WE are all vulnerable & exposed to the virus.***
- ***Though the fatality rate is low in our country, compared to the European Nations, we must realises that fatalities are occurring each & every day and we have already lost few of our Brothers and Sisters to the deadly virus.***
- ***Many of our young officers are staying hundreds of miles away from their near & dear ones, worrying about the health of the loved ones and some even struggling for food and shelter.***
- ***With public conveyance still not available, many of our Officers, especially women are having hardships to commute to their work place.***

While it should be the endeavour of each and every banker to contribute to the growth of the Bank and the Nation, in times such as the prevailing pandemic crisis, it is also the responsibility of YOU to stay safe, and support your fellow brethren to stay safe by inculcating a family culture at field levels.

Against this backdrop, I APPEAL to YOU to remain considerate, compassionate and adopt humanitarian approach towards your fellow brethren while implementing the corporate guidelines at office / branch level, as suggested by Indian Banks' Association, considering the prevailing tough times.

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REF: AINBOF GS LETTER Dated 1st June 2020

WHAT INDIAN PUBLIC SECTOR BANKS MUST DO:

1. Indian banking sector has always been dominated by PSBs, even after liberalisation was introduced in the financial sector in 1991.
2. Despite the emergence of New Generation Private Sector Banks like ICICI, HDFC & Axis Bank and though these Private players managed to show huge presence with their newly introduced electronic gadgets, technology products and more skilled/ trained man power, but, with their concentration on only profit-making portfolios, they were unable to cross the 30% market share.
3. PSBs were continuously equipping themselves to adopt to upcoming technologies consistently through decades, even with old generation manpower and managed to maintain nearly 70% market share.
4. Though functional autonomy was given, many administrative reforms were introduced in managing the Banks by the Government, the controller - RBI and the advisor- IBA. Despite all the odds and interferences the functioning and performance of PSBs never diminished.

5. The PSBs were forced to adopt various norms in garnering the resources, extending advances, retaining the surpluses, framing the accounting standards and even in declaring the profits by the controller and adviser which were also ever changing to sync with the Government economic policies.
6. This frequent change in norms has restricted the banking sector from designing their Bank specific sustaining strategies to retain their command in carrying out the banking activities.
7. The Basel norms which was supposed to be designed based on the Socio, Economic, Political structure of the financial institution of the respective country, tries to introduce uniform set of guidelines globally.
8. The offshoot of Basel norms, prudential and provisioning norms are again primarily faulty in design for the country like ours, which is predominantly agrarian based and industries also agro based.
9. The Public Sector Banks were to function despite all the odds, to help the nation to achieve economic supremacy through financing to sectors which attract foreign investments like infra structure, transport & power which are also tools to achieve self- sufficiency.
10. The Indian financial sector was branded as STRONG & SOUND even during the 2008 global financial disaster. Some Banks were even declaring dividend beyond 100% during such testing times. However, the same Banks were as declared loss making during 2015-2016, due to the Banks' huge exposure to infra structure projects and corporates, which are long-term advances not matching with the short-term resources which the Banks relied upon.
11. When the exposures of corporates for long-term projects of more than 15 years were asked to settle the dues within a period of 6 to 7 years, the failure in keeping the commitments of such corporates were branded as Non-Performing Assets (NPA) in the name of Asset Quality Review (AQR).
12. Subsequently when such Banks were directed to make huge provisions for their NPAs in their Balance Sheets, it converted the Balance Sheet of all the peer banks into RED, which were paying dividend till March 2015.
13. Follow up actions were also in the direction of tightening the noose on the financial sector, particularly the PSBs in the name of reviving the functioning of PSBs.
14. Though the reforms were with good intended objectives, the adopting will take its own time. For the past 5 years since 2015, the PSBs were only attempting to achieve all the guidelines related to reforms but, are yet to realise the effects of reforms.
15. Scenario: COVID-19 came as a blow on the already suffering & suffocating PSBs, as they are yet to realise the effects of restructuring their presence and business.
16. Various financial packages for reviving the economy introduced by the Government, with an intent to infuse confidence in the minds of Business community as well as the general public, also are to be implemented by PSBSs.
17. Thus, the banks are not given the time to study the impact of such relief measures announced by the Government, and are compelled to act their part in the interest of the nation, without even knowing the financial strains and future impact on their balance sheets.
18. There are few directions for the banks to act;
    A. About 1.25 lac crore to be disbursed to a huge number of PMJJBY/ PMJDY women beneficiaries, farmers, senior citizens and physically handicapped. However, under the unprecedented prevailing extra ordinary situation the entire task of disbursement is to be handle only by the 30-50% of manpower available.

B. Similar packages aimed towards corporates are handled by the PSBs, which will further drain the resources of the PSBs, with an uncertainty of repayment.

19. It is to be ensured, how the financial packages will reach the public, which will enhance the purchasing power of the public which is the only solution to increase the sustainability of our economy through increasing the GDP and also the public confidence.
20. There are instances reported at root level, some of the corporates don't want to avail the benefits as they are not sure of the way to deploy the funds and the fear that their financial burden would increase in the near future., unless otherwise their product lines start rolling and gets acceptability among the consumers.
21. The moratorium in re payment might have increased the liquidity in the hands of the individuals to strengthen towards household expenses. However, there is always the fear, that they only should repay after the normalcy returns.
22. Even few products designed for individuals have not attracted many takers, despite the big efforts by the banks to disburse them.
23. And it is also learnt that many MSME units which are primarily functioning as ancillary units, supporting larger mother units are in the dark about their future, as the mother units are not sure about their business continuity plan and product line.
24. Besides, the uncertainty the non-availability of labourers due to the exodus of migrant labourers to their home states is another big hit in deciding the future business plan in southern states. Industries such as real estate, hotels and hospitality will be the worst hit.
25. Even the educational institutions which were gaining huge number of students from abroad and other states are not very sure about their sustainability.
26. The last three months did not witness the sowing of grains and vegetables, may result in the non availability basic eatables which can't be imported too.
27. Though the Government's attempt to revive the economy is good and the banks are activated to ensure the reach of such financial assistance to the needy, there is a shy on the part of takers as they are not sure about reviving their individual business.
28. .It is feared that the financial packages which reaches the entrepreneur may be used to reduce their loss in few cases, diversion in some cases instead of employing such funds in increasing the productivity resulting the economic activation.
29. Thus, we must ensure that the well-intended reforms package reach the right hands, which would enhance the purchasing power of the people and revive the economy.
30. The benefits of the packages should reach the end users directly, for example, if the steel, cement prices are reduced, registration charges are minimised, income tax benefits are increased, it would increase the number of home buyers, which will automatically revive the housing sector.

    Similarly, if there is a cut in the taxes and excise duty on the vehicles and registration/ insurance charges and fuel prices are reduced, it will boost the automobile industry.

31. Thus, post COVID-19, banks are to be given confidence that the relaxations extended during 2008 in the name of CDR/ SDR ultimately caused a damage to the balance sheet in the name of AQR, should not be repeated again when they are readying to deploy their hard earned funds in reviving the economy.

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Ref : GS/GTY/2020 Date : Jun 8, 2020
Letter to MD and CEO
Sub : Payment of Gratuity

Gratuity is a lump sum that an organization pays when an Officer leaves the organization, and is one of the many retirement benefits offered to the Officer. Gratuity is paid to Officers on :

- Retirement
- Resignation after completing ten years of continuous service
- Death (gratuity will be paid to the Officer's nominee or legal heir, as the case may be)
- Disablement rendering him unfit for further service as certified by a Medical Officer approved by the Bank or
- Termination of service in any other way except by way of punishment after completion of 10 years of service.

In India, gratuity rules and requirements are set out under the Payment of Gratuity Act, 1972. An employer may also choose to pay gratuity outside of that which is required by this Act.

In our Bank, payment of gratuity is being calculated in two methods viz.,
(a) As per The Payment of Gratuity Act, 1972

- Under the Act, gratuity is payable after completion of five years of continuous service.
- For calculating gratuity, Dearness Allowance is being included.
- The maximum amount of gratuity as per the Act is Rs.20 lakh.

(b) Payment of Gratuity as per CBOSR

1. Under CBOSR, gratuity is payable after completion of 10 years of continuous service.
2. For calculating gratuity, Dearness Allowance is excluded.
3. The amount of gratuity payable to an Officer shall be one month's pay for every completed year of service, subject to a maximum of 15 months pay. Officers who have completed more than 30 years of service shall be eligible by way of gratuity for an additional amount at the rate of one half of a month's pay for each completed year of service beyond 30 years.
4. For calculation of gratuity, Basic Pay, PQA, and FPA are taken into account, while DA is excluded.

Gratuity is being calculated both as per CBOSR and as per Gratuity Act 1972 and whichever is beneficial is being paid. For Officers with considerable length of service, the gratuity computed as per The Act works out to more than Rs.20 lakh. However, since the maximum amount of gratuity as per the Act is Rs.20 lakh, they do not get the benefit of computation by the Act and get only Rs.20 lakh.

Bank of Baroda is adopting another method of calculation of gratuity under the title 'Bank of Baroda Gratuity Rules, 1975'. Under this method, gratuity is paid after completion of five years of continuous service by using the formula (BP+DA+FPA+PQA) X number of years of completed service (subject to a maximum of 15 months salary). For service over 30 years, additional gratuity at the rate of half month's salary for each completed year of service is being paid. Calculation of gratuity under this provision would increase the maximum payable beyond Rs.20 lakh and such actual amount is being paid.

The following illustrations of calculating gratuity by using the methodology adopted by our Bank and Bank of Baroda are provided for sake of clarity.

A. Scale VIII

Date of Exit	30 06 2020
Date of Joining	16 07 1984
Length of service	14 days 11 months 35 years

Canara Bank working

	As per Gratuity Act 1972	As per CBOSR
Basic Pay	105700.00	105700.00
FPP	1996.00	1800.00
DA	80437.70	-----
Total	188133.70	107500.00
Gratuity	188133.70 x (15/26) x 36 = Rs.3907392.23 **Cap – Rs.20 lakh**	[107500 x (35/2) +107500 x (11/12)] = **Rs.1979791**

Bank of Baroda working

	As per Gratuity Act 1972	As per BOB OSR	**As per BOB Gratuity Rules, 1975**
Basic Pay	105700.00	105700.00	**105700.00**
FPP	1996.00	1800.00	**1996.00**
DA	80437.70	-----	**80437.70**
Total	188133.70	107500.00	**188133.70**
Gratuity	188133.70 x (15/26) x 36 = Rs.3907392.23 **Cap – Rs.20 lakh**	[107500 x (35/2) +107500 x (11/12)] = **Rs.1979791**	**[(188133.70x15) + (188133.70x2.5)] = Rs.3292339.75**

B. Scale II

Date of Exit	31 05 2021
Date of Joining	19 02 1982
Length of service	11 days 3 months 39 years

Canara Bank working

	As per Gratuity Act 1972	As per CBOSR
Basic Pay	51490.00	51490.00
Stagnation Increment	5840.00	5840.00
PQP	670.00	670.00
FPP	1310.00	1310.00
DA	44138.00	-----
Total	103448.00	59310.00
Gratuity	103448 x (15/26) x 39 = Rs.2327580 **Cap – Rs.20 lakh**	[59310 x (39/2) = **Rs.1156545**

Bank of Baroda working

	As per Gratuity Act 1972	As per BOB OSR	**As per BOB Gratuity Rules, 1975 (39 yrs service)**
Basic Pay	51490.00	51490.00	**51490.00**
Stagnation Increment	5840.00	5840.00	**5840.00**
PQP	670.00	670.00	**670.00**
FPP	1310.00	1310.00	**1310.00**
DA	44138.00	-----	**44138.00**
Total	103448.00	59310.00	**103448.00**
Gratuity	103448 x (15/26) x 39 = Rs.2327580 **Cap – Rs.20 lakh**	Rs.1156545	**[(103448x15) + (103448x4.5)] Rs.2017236**

The key benefit in calculation of gratuity as per Bank of Baroda Gratuity Rules, 1975 is the inclusion of DA, which is a substantial component and thus the gratuity payable increases beyond Rs.20 lakh.

Besides the above illustrations, we have also applied this formula of Bank of Baroda Gratuity Rules to different scales of Officers with varying lengths of service and computed the ostensible gratuity payable at superannuation. By doing so, we observe that gratuity beyond Rs.20 lakh may be payable only for those Officers with considerable length of service and who are fairly seniors in their scale of pay.

In essence, gratuity beyond Rs.20 lakh may be payable only for those Officers who become eligible for such amount and not to all across the board. This is explained to appreciate the fact that the monetary outflow on account adopting the Bank of Baroda Gratuity Rules, 1975 and extension of such benefit may not be substantial.

There is also a disparity in the policy between Officers and Workmen for calculation of gratuity in the unfortunate event of death of the employee. While in the case of death of a Workman employee, eligible gratuity will be calculated as per the rules, hypothetically taking into account the date of retirement had he continued to serve till superannuation.

However, in respect of Officer employees, gratuity is calculated taking into account the actual service only till demise. In other words, the benefit of calculating gratuity till the date of superannuation, is not being extended to Officer employees.

We request your good self to eliminate the disparity between workman and Officer employees in the unfortunate event of death as a measure of equality among all employees.
We also request your good self to kindly look into the above and revise the norms for calculation of gratuity by including the Dearness Allowance quantum, as is being adopted by Bank of Baroda.

***

REF: CBOA: BLR: 6/2020 Date: 08.06.2020
Letter to MD and CEO

Sub: Withholding/ Stopping of conveyance Allowance to Executives in Mumbai Circle & Other Circles.

Sir, during the month of November 2019 there was a forewarning from Head Office to withhold the conveyance for Executives in Scale IV & V heading the VLBs/ELBs showing negative growth in business.

The letter was sent by the circles to the identified branches in order to activate such branches, but in few circles like Mumbai, the conveyance was stopped to few Chief Managers since then and is yet to be restored.

Sir, in the last few years, though the overall growth of our bank is at reasonably appreciated level, few big branches have been showing the negative or stagnant growth, on account of various factors like recessionary trend, slowdown of the economy etc., which are beyond the control of the branches.

A few of the branches have subsequently come out of the negativity and have represented for restoring the conveyance allowance. However, we understand that our Mumbai Circle Office and a few other Circles have not restored the monthly conveyance allowance to some of the branch in-charges of such VLBs.

Sir, your good self may appreciate that it is these very executives who were instrumental in the bank reaching these heights during the last few years and their performance was duly recognised by bestowing them with promotions and they are thus heading our prestigious ELBs /VLBs now.

It is these Executives who are supposed to guide and extend helping hand to the inexperienced/in exposed young officers down the line and also are being looked up with respect by such young officers, but, the action of the Circle in withdrawing the conveyance allowance has resulted in a demotivating impact on our executives.

Moreover, these monthly conveyance allowances is being extended towards the expense incurred on conveyance/ transportation in canvassing business, undertaking recovery, court work and perform other statutory duties. Hence, these allowances are the reimbursements against quantum spent already towards the business improvement.

Sir, your good self may also appreciate that a time when the entire country is in the grip of COVID-19 pandemic and the threat of contracting the disease, all our officers/executives have been working for the betterment of the Bank and serving the public at all odds.

Besides, on account of the Pandemic, the entire public transport system has been crippled and the entire workforce including the Executives have been compelled to pay huge amount on transportation to reach Office in order to extend uninterrupted banking service – an essential service in the nation building.

In fact, even after stoppage of such conveyance, our executives in such identified branches have continued their responsibilities in canvassing business, undertaking recovery, court work and perform other statutory duties despite not being reimbursed the conveyance allowance. This has resulted to rate our bank's performance being satisfactory when compared to other peers in the banking industry.

Sir, considering the prevailing unprecedented situation, we request your kind intervention in restoring the conveyance allowance to the executives and also by releasing the disallowed amount too.

Sir, your immediate consideration on the above issue at this juncture to take care of the benefits shall further impose confidence and inspire the committed workforce.

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REF: GS: JUNE: 12: 2020: IBA June 12, 2020
Letter to The Chairman, IBA

Sub: PANDEMIC COVID-19 VIRUS- NEED FOR UNIFORM GUIDELINES IN SAFETY & WELFARE OF EMPLOYEES

At the outset the ***All India Nationalised Banks Officers' Federation (AINBOF)*** expresses its gratitude and appreciation to the ***Indian Banks' Association (IBA)*** for issuing various timely communication on COVID-19 - Basic Precautionary Measures for Banks, Suggestions on remote branch statutory audit for Banks, Treatment of absence of Bank employees during lockdown period etc.,

We also appreciate the appeal made by IBA to member Banks to be considerate, sympathetic and be humanitarian while drafting guidelines on employee absence due to constraints in movement of vehicles or curbs in public transport, Total shutdown of areas demarcated as Red Zone / containment area by local authorities, Self-Quarantine / isolation as instructed by the Doctor / local authorities etc.,

As you are aware, the Novel Corona virus (COVID-19) crisis is challenging certainties globally and the impact of the deadly virus on both the developed and emerging economies is devastating. As per the World Health Organisations report, as of 13th June, 2020, 78.73 lakh people have been infected and nearly 4.32 lakh precious lives have been lost to the deadly virus across the world. In India 3.21 lakh people have been infected and 9,204 people have perished due to the virus. Needless to say, these numbers are quite alarming!

Against all the odds, even in the prevailing trying times caused by the spread of the virus, the Officers / employees of the Public Sector Banks are continuing to serve the customers taking all the prophylactic measures and ensuring responsible banking amidst the pandemic.

Appreciations from the Hon'ble Finance Minister, the Department of Financial Services and the general public for the role played by the PSBs in extending banking services including disbursal of Rs 500/- relief fund to 19.86 crore women Jan Dhan account holders and sanctioning of loans worth of Rs 29,491 crore to eligible MSME & Corporate loan accounts under COVID-19 emergency credit support, affirm that we are discharging our duties diligently with utmost dedication and commitment.

However, the exponential increase in the number of affected cases and surge in the number of Red Alert Zones, especially in the states of Maharashtra, Gujarat, Delhi and Tamil Nadu are a matter of grave concern.

Bankers- ***"Financial Warriors"*** of the Nation are also infected by the deadly virus and the number of cases is increasing every day. The number of Officers and employees of PSBs infected by the virus across the country as on 11, May 2020 is as follows:

Bank	***Total no of Staff Infected***	***Total no of Staff Deceased***
Canara Bank	*49*	*3*
Indian Bank	*33*	*1*
Union Bank of India	*3*	*1*
Punjab National Bank	*50*	*3*
Bank of Baroda	*37*	*1*
State Bank of India	*62*	*8*
Indian Overseas Bank	*6*	*-*
UCO Bank	*6*	*1*
Bank of Maharashtra	*3*	*1*
Punjab & Sind Bank	*4*	*1*
Bank of India	*53*	*2*
Central Bank of India	*7*	*3*
Total	***313***	***25***

Since banking industry is a service industry, there is a need for Officers / employees of the Banks to exercise extra precaution when discharging their duties, to take care of themselves and their family members. Nevertheless, the recent increase in the number of frontline workers being affected by the deadly virus, particularly in the aforesaid states has created a sense of fear and doubt in the minds of employees of PSBs.

In light of the above, to infuse confidence and to clear the uncertainty in the minds of the employees, individual banks have issued different guidelines/ communication on employees safety measures, benefits to employees such as procedure for undergoing Covid-19 testing and subsequent quarantine/ isolation, leave classification in absence of employees, reimbursement & compensation benefits, insurance coverage available to employees etc.,

Nevertheless, the guidelines / communications issued by these individual Banks are not uniform and consistent.

For instance, State Bank of India has announced payment of ***Rs 20.00 lakhs as Compensation*** to Bank employees in the event of death/ disability / serious injury while on duty and Bank of Baroda another Nationalised Bank has announced ***Rs 50.00 lakhs Covid ex gratia*** to its employees.

While State Bank of India and few other Nationalised Banks have announced payment of ***"One-Day's Salary" (Basic Pay+ DA) for every 6 Working Days*** on which an employee has worked, from the date of Lockdown till the end of Nation-wide Lockdown period, other Nationalised Banks have failed to extend such benefits to its employees.

Similarly, while SBI has announced ***100% Reimbursement of Expenses on Covid-19 detection test and Covid treatment,*** other

Nationalised Bank have not extended any such succour to its employees.

Among the Nationalised Banks, only Central Bank of India and a handful of others have announced ***"One Month gross Salary" as interest free loan***, as a humanitarian gesture to its employees as a means towards purchase of protective necessities and anticipated medical expenses.

State Bank of India alone has entered into an arrangement with reputed hospitals in major cities for providing ***"Isolation Rooms"*** for use by its staff and their family members in case of being infected by the deadly virus. The Bank has also announced 100% reimbursement of such expenses incurred by its employees and their family members.

Bank of India has announced a ***ex gratia of Rs 10.00 lakhs and health insurance cover of Rs 60,000/- to its Business Correspondents*** in addition to payment of ***Rs100/- per working day towards transportation as an incentive***, considering the restrictions in public transport.
As evidenced from above, the disparity in the staff welfare measures of individuals Banks extended to its staff members as a relief measure during the pandemic has created a sense of exasperation among the employees of other Nationalised Banks. Needless to say, while the work done and the risk associated in discharging their duties during the prevailing extraordinary situation is the same for every employee, any disparity in benefits / compensation and facilities extended, could be a deterrent and a reason for demotivation.

To avoid confusion and discrepancies among PSBs, the All India Nationalised Banks Officers' Federation takes this opportunity to impress upon you, to contemplate implementing the following ***UNIFORM GUIDELINES in all the nationalised banks***;

- Banks to make arrangement/ tie-up with reputed hospitals at select cities and towns for undertaking Covid-19 testing of officers/ employees, providing isolation wards for Covid infected employees and their family members.
- Entire hospitalisation expenses of infected employees and their family members to be borne by the Bank, including the cost of PPE kits.
- Payment Rs.50 lacs as compensation to the legal heirs in case of unfortunate death of any employee till 31st December, 2020 while in service due to COVID-19 infection.
- With almost 70% of the workforce in PSBs being youth, who in spite of staying thousands of kilometres away from their dear and near ones, struggling for food and accommodation, continue to discharge their duties at branches with utmost sincerity and dedication. However, with curbs on public conveyance at major cities and inter districts still in force, these young officers have hardships in commuting to their workplace located in remote parts of the Country. Instances of women officers travelling *50-60 kms* on their own to reach their workplace/ residence, even after late hours are reported, which is a matter of concern. To alleviate the hardships of such officers/ employees, conveyance arrangement at cluster level, by the Banks with reputed travel agencies should be explored.
- Employees such as persons with disabilities (PwD), employees at higher health risk including pregnant employees, Divyangjan-persons with disabilities and employees aged above 55 years with acute health issues to be exempted from attending duties till normalcy resumes.

We, therefore, request your good office, the Indian Banks Association, which works proactively for the growth of a healthy, professional and forward looking financial industry to intervene and issue suitable advisory to member Banks, and ensure the uniform guideline are implemented by all the PSBs, keeping in mind the safety & welfare of millions of Bank employees across the Country.

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SUB: TRANSFERS 2020

There has been a lots of misconceptions as regards to transfers for the current academic year on account of the prevailing situation in the country on account of Covid-2019.

Friends, CBOA is the one and the only Organization which has entered into the agreement way back in 1978 with the Bank on transfers after discussions with the Management in the Joint Conferences held at regular intervals.

CBOA is the only Association which has evolved a well documented **Transfer Policy for Officers with the Management** to take care of the issues related to transfers. The agreement covers all the aspects pertaining to transfer like Inter Circle Transfers, etc and highlights the following important aspects:

a. **An Officer who has put in more than 3 years of active service outside their Home State shall be considered for transfer back to Home State if he communicates his desire for the same.**

b. **An Officer who has worked in rural areas for more than 3 years are to be considered for transfer to better places or higher areas, if they so desire subject to their overall performance being found satisfactory.**

c. **Officers who have already worked in Northern Circles shall not be referred to Northern Circle for the second time in the same scale.**

d. **Those Officers who are transferred from other Circles and do not have the knowledge of local language should be accommodated in better places as far as possible.**

e. **The Officers who are physically handicapped are normally exempted from routine periodical transfers.**

CBOA has ensured that the Transfer Policy as regards to Home State transfers has been consistently implemented year after year despite all odds.

Even in the troubled current year, CBOA has prevailed upon the Management to call for options from Officers/Managers to go back to their home states as per the Transfer Policy and ensured that the options are secured online thru HRMS package so as to ensure transparency in the process of transfers.

However, friends when transfers are effected across borders, we shall not only be transferring the individual Officers/Managers but their family members too. The total requests under Home state category for the current year is around 1100 in respect of our Bank and 2800 from e-Syndicate (Scale 1, 2 & 3). This apart there have been requests on Spouse joining, medical/health grounds etc. In other words, if transfers are in the range of 5000, may be around 10000 Officers/Managers and their families would be moving out.

The situation because of spread of Corona is such that the Home State & ICT if effected at this point of time, shall become a big problem to manage not only for the concerned Officers and Managers since issues related to transportation and accommodation would not be that easy to address apart from a possible situation of mandatory institutional/home quarantine that may be faced by the transferred Officers/Managers and even their family members in some of the states as imposed by the respective State administration.

More so, the Home State transfers cannot be effected alone and the manpower requirement of the Circle's is always set off by HO through incoming and outgoing allotments by way of ICTs, which may further add to the issues related to transportation, quarter fixing and all for the transferred Officers and Managers

Considering the prevailing COVID situation, and to abide by the Government guidelines regarding the same across the country, Bank has decided to defer the transfers, however any need based transfers will be considered taking into the hardship of the members.**Friends, the process of transfers for the current year has been deferred till the Covid-19 situation eases keeping in view the larger interest of the employees and their families considering the prevailing situation. Unlike other Banks, our Bank has not been allowed to stall the process of transfers. Need based transfers within the Circle/State shall be effected.**

We shall be continuously reviewing the situation and shall take steps for implementation of longstanding transfer policy entered with the Management. Members, be rest assured that welfare and interest of all members as always will be taken care by CBOA.

We are regularly discussing the current situation with the Management and shall keep the members updated on the developments.

***

REF: GS MSG Dated 20th June 2020

SUB: CBOA WELFARE SCHEME TO COVID POSITIVE STAFF

CBOA is more like a family and has got the concern on the personal well being of every canpal.

The sense of concern is so deep rooted in CBOA that our Canpals are dedicating lots of money, energy and time in serving the society during the testing times like natural calamities.

We are really disturbed by the news pouring in from the regions like Delhi, Agra, Etah, Mumbai, Pune, Indore and Chennai on the increasing number of our officers and employees identified as Corona positive.

As a gesture of brotherhood and an expression of being together during the strenuous days, CBOA ANNOUNCES ₹5000 financial assistance to the CBOA members diagnosed as Corona positive and ₹2000 to non members irrespective of the cadre.

Dear Canpals, we are well aware that it is a small assistance unmatching to the physical and mental agonies experienced by our officers and employees, but it is a declaration of our togetherness during the difficult times.

All Regional Secretaries are requested to collect the details and claim from the Treasurer to be handed over to the suffering individual.

DISCIPLINE IN CBOA
DEVELOPMENT IN CANARA BANK

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REF: GS LETTER DATED 25th June 2020

SAROLI SURAT – A SCRIPTURE TO OUR SELF RESPECT

It was a regular hectic day for the committed colleagues of Canara Bank, Saroli Branch of Surat on 22/06/2020, Monday, in the midst of Corona threat.

Around 4.20 PM, an unknown person (police personal not our customer) entered the office premises asking for Passbook Printing and asked Smt.Santoshi kumari (lady clerk) to do the same.

When she was politely briefing the technical snags, he started using foul language and abusive words to the staff. She was the only clerk along with a single officer Mr. Harshad

Tiwari, were present in the branch in view of the restriction in attendance due to Corona.

After arguing for a while and using obscene language, that person entered the Cubicle near the Cash Cabin, and he attacked the female clerk while she was trying to record the whole incident, further he slapped and pushed her till she fell down and got injured. He also hit the officer and created a scene in the branch premises.

The staff got scared and called the Nearest Police station.

Information received by the office bearers at 4:30 PM, immediately responding to the incident, they rushed to the branch and reached there by 4:45 PM.

Mr Mukund, CC member of CBOA along with an executive from RO reached the police station from branch by 5:00 PM after getting the brief from the Officer present in the branch.

Mr Amit, the Regional Secretary of CBOA, Surat RO along with Mr Atal, RC Member of CBOA reached directly to police station by 5:10 PM.

Meanwhile, our HO was informed and our MD& CEO has assured all the assistance from the administration side.

The issue was even tweeted to the Hon'ble Prime Minister by us.

The CCTV footage was shown to the Police which were necessary at that point of time. Complaint was lodged in the Bank's name and got the FIR registered by 11:30 PM on 22/06/2020.

Next day the FIR copy was collected.

The issue was escalated to SLBC through LDM.

The safety of our staff, securing the CCTV footage, medical checkup of both the Victims were duly taken care.

Other updates:-

1. Personal meeting was held with police commissioner, Surat, who informed that the accused was arrested and suspended.
2. He assured to give full protection to staff and already posted one constable in the branch.
3. The Police commissioner also visited the Branch to ascertain the situation personally.
4. More than 25 media reporters came and covered the entire episode.
5. Financial assistance of 1.00 lakh was given to Smt. Santoshi Kumari for immediate medical treatment.
6. Written statement of other staff were also obtained by the police during the investigation.

We are indeed thankful to entire Banking brethren, Honourable Finance Minister and our MD& CEO, district and police administration and the entire media for the timely action of having arrested the culprit and restored the confidence in the minds of warriors of the Banking industry who dare the adverse situation in discharging their responsibilities.

It is possible because of the unity displayed by the entire Banking community across the country in expressing their anguish effectively in all the possible manner as it is a challenge posed to OUR SELF RESPECT.

While we assure to follow up the issue closely till the culprit is punished, we also pray for the solidarity to ensure that such incident would not recur in the Banking Industry ever.

I also wish to register our appreciations to Mr Amit, Mr Mukund, Mr Atal and to all our colleagues stood firm in resolving the issue.

CANPALS ONLINE TALENT HUNT

WINNERS

Event	Position	Name	Circle
Solo Song	1	Volga Giljith	Trivandrum
	2	Prakriti Sharma	Guwahati
	3	Priyanka Joshi	Delhi
	4	Neharika Srivasthava	Delhi
	5	Deepankar Sharma	Lucknow
	6	Unnimohan	Trivandrum
Children Solo Song	1	Udita Bhagawati d/o Rupam Bhagawati	Guwahati
	2	Kalpita Patra d/o Sasmita Nayak	Bhubaneswar
	3	Pratheeksha M Yadav d/o Mounesh	Hubbali
	4	Chhaya Kristi Das d/o Rana Turjyabir Das	Guwahati
	5	Anaaya Sarkar d/o Neha Chatterjee	Bhopal CO
	6	Bhavya Chauber d/o Gopal Chaubey	Delhi
Solo Dance	1	Richa Mangal	Mumbai
	2	Vignesh	Madurai
	3	Mansi Sheth	Ahmedabad
	4	Urmi banerjee	Jaipur
	5	Rituraj Saurabh Soni	Mumbai
	6	Paramita Nath	Guwahati
Children Solo Dance	1	Aanchal Vindaiya d/o T N Vindaiya	Bhopal
	2	Akaksha d/o Vijaykumar	Mangalore
	3	Prathiba Bushan d/o Vijay Bhushan	Agra CO
	4	Aadya Shukla d/o Shraddha	Banglore
	5	Mahak d/o Asha Paruthi	Delhi
	6	Drishti Devanand d/o Jayashree	Manglore
Drawing	1	Jishnu K J	Guwahati
	2	Pallavi Modumpally	Hyderabad
	3	Prathyusha w/o Viswanath	Hyderabad
	4	E Satish	Chennai
	5	Antu Singh	Jaipur
	6	Naveen s/o Surendran K	Bangalore
Children Drawing	1	Paridhi Soni d/o Rahul Soni	Bhopal
	2	Anusha S d/o K V Sairam Raj	Banglore
	3	Paras s/o Y L Munda	ranchi
	4	Mahi Agarwal d/o Akanksha Agarwal	Lucknow
	5	Gokul s/o Balasubramanian	Chennai
	6	Sarupya d/o Venkatesh	Vijayawada
Painting	1	Swaraj Kumar	Agra
	2	Priyanka w/o Sathyendra Singh	Delhi
	3	Seema Sharma	Kolkatta
	4	Shilpa Diwakar	Lucknow
	5	Naveen s/o Surendran K Chammunni	Bangalore
	6	Poulami Sen w/o Himanish Bose	Kolkatta

Children painitng	1	Anusha S d/o K V Sairam Raj	Banglore
	2	Sriram s/o Jayendran	Chennai
	3	Bhavya Saltora d/o Harish Saltora	Chandigarh
	4	Supraja d/o Ponraj Kumar	Manipal
	5	Aakriti Prasad d/o Atul Kumar	Ranchi
	6	Vainavi M d/o Puvana	Chennai
Poem recitation	1	Indu Deka	Guwahati
	2	Sanjeev Saxena	Lucknow
	3	Surabhi Sharma	Lucknow
	4	Swathi Gupta	Jaipur
	5	Mohit jaithliya	Ahmedabad
	6	Henu Madhan	Bhopal
Children Recitation	1	Aarvi Kadian d/o Megha Pathria	Karnal
	2	Ayushman Chanda s/o Krishnendu C	Bhubaneswar
	3	Shreejit banerjee s/o Urmi Banerjee	Jaipur
	4	Anshika Singh D/o Anupama Sen	Agra
	5	Samriddhi Dhingra d/o Manisha	Karnal
	6	Bhargav Prasad s/o Gayathri	Chennai
Poem writing	1	Aakar Jeet varma	Delhi
	2	Nilesh Rameshrao Mankar	Pune
	3	Srinivasa Prasanna	Chennai
	4	Faizur Rahman	Patna
	5	Prasanna S	Manipal
	6	Komal rachana w/o Mayank Kumar	Patna
Story Writing	1	Sachin Goswami	Pune
	2	Jayendran R	Chennai
	3	Ravi Prakash Chaubey	Bhopal
	4	Prasanna S Bilki	
	5	Rasmi Priyadarshini	Mumbai
	6	Arun Vignesh	Chennai
Tiktok	1	Sudhir Kumar	Patna
	2	Gopalaiah Shetty	Hyderabad
	3	Yogesh R Durandhar	Mumbai
	4	Ashish Agarwal H/o Ankita Agarwal	Chennai
	5	Anamika	Delhi
	6	Saurabh Shishodia	Ahmedabad
Children Tiktok	1	Aadhya Khosla d/o Kunal Kumar	Bhopal
	2	Nayan s/o Pratheek Kr Srivasthava	Manipal
	3	Advika d/o Akanksha Agarwal	Lucknow
	4	Medha Mayank d/o mayank Kumar	Patna
	5	Anushi d/o Pankaj Sharma	jaipur
	6	Shreedha d/o Krishnagopal Patel	Bhopal
Photography	1	Vishnu Prakash	Banglore
	2	Girish Mahalle	Manglore
	3	Bhaskar NS	Manglore
	4	Vinay Dubey	Agra
	5	Abdul Fathah	Trivandrum
	6	Ashim pawan Tirkey	Bhopal
	7	Hemangini Vasava	Ahmedabad
	8	Dishank Takur	Bhopal
	9	Cheena Arora	Ahmedabad
	10	Swati	Manipal
	11	Gourav Kumar	Bhopal

COME
BECOME OUR ASSOCIATE

THE CANARA BANK OFFICERS ASSOCIATION (CBOA)
started in 1966 even before the nationalisation and has completed more than 5 decades of its existence. CBOA continues its never ending crusade for securing more lasgting facilities for all the officers in Canara Bank.

CBOA is the only Recognized Association representing Officers.

CBOA is the only Association that has no Political alignment

CBOA is affiliated to AINBOF & AIBOC, the largest National Organisation of Officers with absolute majority in Banks and representing 91% of the Officers in the Banking Industry.

CBOA holds periodical Joint Conferences with the Bank Management to lay down policies on promotion, transfers and other service matters of interest concerning the Officers community.

CBOA has sponsored and created a Thrift Society at Chennai and a Welfare Fund at Mumbai, granting death relief to members besides assistance to its members on Hospitalisation.

CBOA is authorized to nominate its representative to the Apex Body of the Bank - The Board

CBOA has been publishing its periodical e-magazine "FRIEND & GUIDE", a knowledge magazine called "Light Circle", "CBOA's Digest" & "Promotion Guides" for the benefit of members / non-members.

CBOA has been conducting systematic classes/mock interview sessions at all the important centres all over India along with Online Promotion Tests for JMG Scale I, MMG Scale II & III for the benefit of members / non-members.

COME
BECOME OUR
ASSOCIATE

EXTRA FACILITIES TO MEMBERS AVAILABLE ON JOINING CBOA OFFICERS' THRIFT SOCIETY

WELFARE SCHEMES FOR MEMBERS BY CBOA

PROGRESS AND PROSPERITY THROUGH SERVICE WITH SINCERITY

cboa

The list of Welfare Measures by CBOA:

Death Relief of ₹**10 lakhs** to the family of the deceased member.

Reimbursement upto ₹**2 lakhs** on the disallowed portion of our Bank's Hospitalisation Reimbursement Scheme.

Gift of ₹5000 to the CanBandhan couples on the occasion of their marriage.

Gift of ₹1000 to our members on the occasion of their marriage.

Incentive for the toppers in the various promotion tests conducted by our Bank.

Clerical to Officer

All India Topper - 25000/- | Circle Topper - 10000/-

Scale - I to Scale - II & Scale - II to Scale - III

First Position ₹7000/- | Second Position ₹5000/- | Third Position ₹3000/-

Gift to our members on their retirement

₹20000/- who have completed membership of 5 years & above.
₹10000/- who have completed membership of 3 years & upto 5 years.
₹5000/- who have completed membership of less than 3 years.

Canpal Castle (CBOA Holiday Home) - At below locations

Functional - Amritsar | Chandigarh | Chennai | Coimbatore | Hampi | Kalaburagi
Kolkata | Rameshwaram | Tirupati | Trivendrum

Proposed - Madurai | Kodaikanal | Velankanni | Bangalore | Gaya | Varanasi | Ajmer
Delhi & Dharmasala

CANPAL | Think Tank | CBOA HELP TANK | cboa | 10 THUS WE CAN