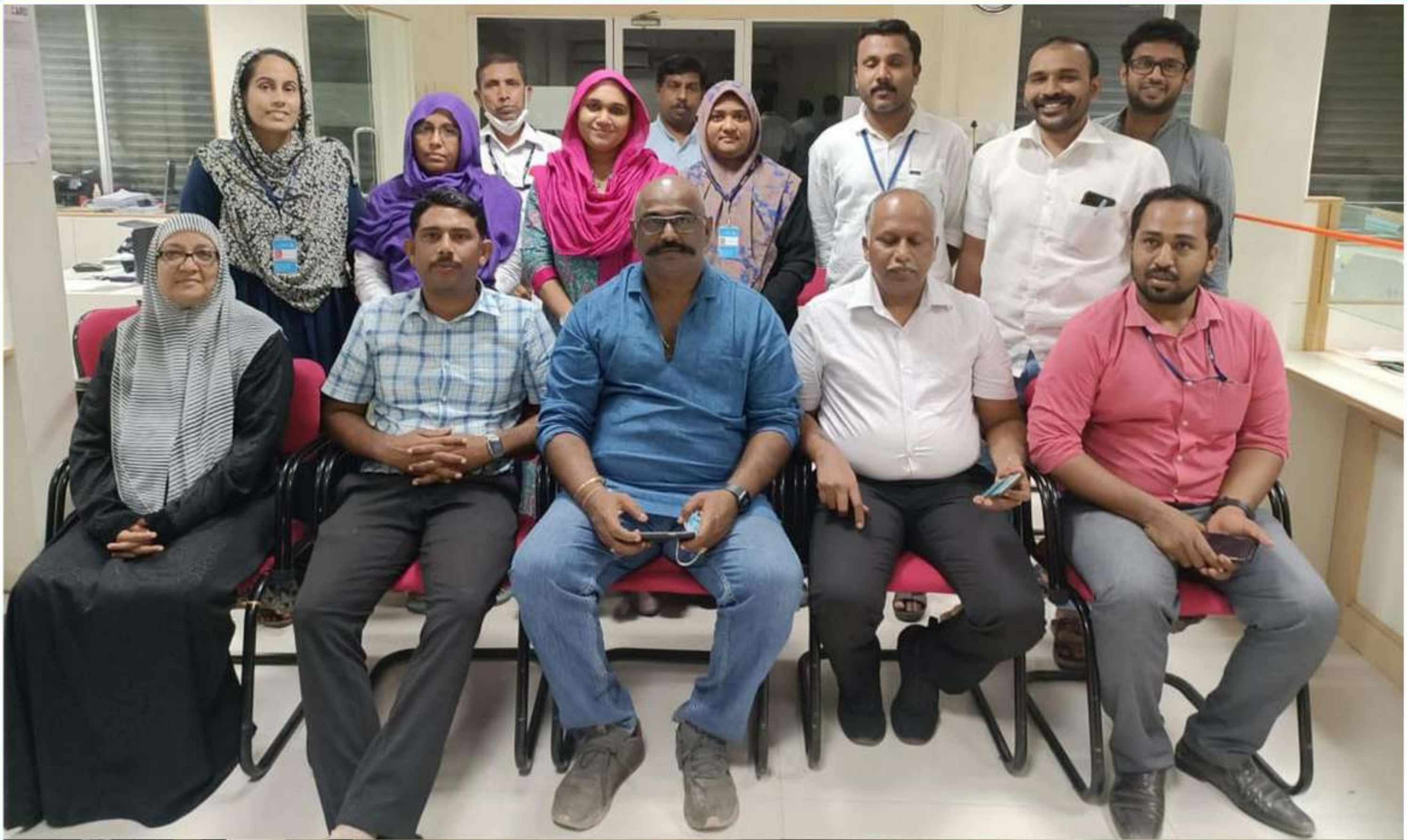
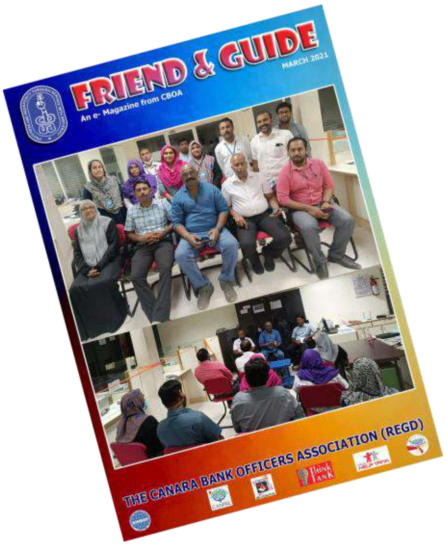
FRIEND & GUIDE

An e- Magazine from CBOA

MARCH 2021



THE CANARA BANK OFFICERS ASSOCIATION (REGD)



CBOA FRIEND AND GUIDE
ISSUE: MARCH 2021

COVER: General Secretary Sri. G V Manimaran and JGS Sri. Jacob P Chittattukalam Visit to Lakshadeep branches and Members Meet at Lakshadeep.

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EDITORIAL

SELF ESTEEM

"You yourself, as much as anybody in the entire universe, deserve your love and affection." - Buddha

You can never truly care about anyone else until you have learned to love yourself. What is self-esteem? It is your own feeling about yourself as a human being, the quantity of love and value you have for yourself. Your self-esteem has a very important role in significant areas of your life i.e the relations you make, level of career success you attain etc

Let's differentiate low self esteem and genuine high self esteem. Those people with a low self esteem feels themselves undeservable or incapable of doing or achieving something. Those people will attract only those people who confirm your incapability. They will sometimes even show a tendency to tear down their competitors in whatever way they can and boast themselves as valuable. The outcome of low self esteem is really damaging. It will create a feeling that your are good for nothing, it will make you feel that you cannot complete a given task, you are not fit for the position, it will make you feel you are inferior to all. It will make you feel the world world is doing better than you.

You yourself have to look into yourself and identify your self-limiting beliefs and replace it with positiveness and self love so that you can build up your genuine high self esteem slowly. Genuine high self esteem is positive love and acceptance of yourself. This people will always share their love and support for others. They will never take the life as a mere competition. Instead of winning by just tearing down and diminishing others, this people win by contributing positively to those around them.

Always Love your job. Your Self esteem flourishes when you are engaged in job that makes you valuable and happy. Also find time to engage in your hobbies that stimulates and makes you happy. Simply sitting at home or with friends and complaining about your miserable day at office or job will never ever makes your life happy.

As the self esteem grows the 'real you' emerges and you will be confident to move forward and take more risks in your life without the fear of failures.

Regards
Editorial Team
10.04.2021

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

From the desk of
GENERAL SECRETARY

ROLE OF PUBLIC SECTOR BANKS – WILL IT BE CONTINUED AFTER PRIVATIZATION – A BIG QUESTION?

Ref : GS/APR/2021/PSB

We are on agitation to safeguard the Public Sector Banks and prevent the privatization move of the Government of India.

There was a news item in The Print, online newspaper, on the performance under PM SVANidhi scheme. As per the report 41.21 lakh street vendors have applied for loans under the scheme till March 2021. Of this, loans amounting to Rs 1,983 crore have been disbursed to 20 lakh street vendors, according to ministry data. Of total loans disbursed to over 20 lakh street vendors, **Public Sector Banks gave loans to over 18 lakh applicants** while private banks distributed loans to just 32,534 applicants just 1.6% of the total applications.

Government of India launched PMSVANidhi (Prime Minister Street Vendors Atma Nirbhar Nidhi) Scheme as a flagship scheme to provide micro-credit facility to street vendors reeling under the impact of Covid-19 lockdown. More than 50 lakh vendors were proposed to be covered under the scheme.

Though the scheme is implemented by the entire banking system, it is the **Public Sector Banks which are in the forefront in providing micro credit to the street vendors** displaying their solidarity to the people in the lower strata of the society.

The Standing Committee on Urban Development in a report presented to the parliament on 08.03.2021 noted with concern the performance of Private Sector Banks. The same is reproduced verbatim.

"The Committee note that as of February 16, 2021, ***more than 37.3 lakh applications*** *have been received under this Scheme. There is, however* ***a huge gap between participation of banks in private and public sector*** *under PM SVANidhi Scheme. This is borne from the reply of DFS that out of total applications received on PM SVANidhi portal,* ***the share of private sector banks is a mere 4 %*** (approx). *This shows that the efforts of the DFS in ensuring active participation of private banks in the scheme are yet to make meaningful impact.*

The Committee are of the considered view that ***private sector banks*** *are also partners in development and as they are* ***given equal rights in handling government business*** *vis-a-vis their counterparts in public sector¸ the private sector banks* ***must come forward to participate in the***

***scheme in true spirit** and become active partners in Governments‟ efforts to bring the street vendors into the formal financial system. The Committee, while appreciating the DFS for engaging with the private sector banks enabling their active participation in the scheme, they should continue to engage with them till they become meaningful partners in the scheme and enhance their share in the total sanctions and disbursements".*

The parliamentary committee is appreciating the efforts of DFS in enabling the active participation of Private Sector for a performance of just 1.6% of total disbursements, that too in a scheme fully covered under credit guarantee.

Friends,

This is the concern we were also expressing for long that only Public Sector Banks attach greater importance to social objectives and Governmental obligations rather than the profit motive.

As expressed in our last communication, above such issues should be highlighted among the general public and the customers to create awareness on the perils of privatization.

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REF:CBOA:GS:MAR:2021 dated Mar 22, 2021
Letter to MD and CEO

Sub : COVID 19 – Second Wave – Prophylactic measures to contain the spread among employees of our Bank

The COVID cases in the country are rising steadily during the past week or so and India has become the third worst affected country in the world in terms of daily cases. Reports also indicate that the daily positivity rate has doubled in the past month as the country is reporting cases in excess of 40000 consecutively for the past few days.

As per the information received from various regions, the number of employees getting affected by COVID 19 is also on the rise mirroring the national trend.

We are thankful that our management came out with several measures during the period of lockdown imposed by the Union Government in 2020 for the safety and welfare of the employees.

Compared to the last year we are better equipped this time to handle the situation efficiently. To ensure safety at workplace, bank may come out with necessary guidelines to empower the branch in charges in taking decisions on following

1. Maintaining strict Social Distancing at branch / office level regulation of crowd management
2. Mandatory usage of face mask by all the employees/ customers visiting the Branches / Admin Units / Service Units and reserve right of admission to persons violating the above norms.
3. Ensure sanitization of branches / offices at regular intervals and encourage use of sanitizers / soap based disinfectants frequently during office hours.
4. Promote usage of alternate banking channels and digital transactions.
5. Disinfection of ATMs periodically or whenever situation warrants.

We request your good self to look into the following demands in the interest and welfare of the employees so as to instill a sense of confidence in their minds that Bank is in their support and work further for the welfare of the Bank.

1. Though vaccinations are available presently, they are restricted to people above 45 years of age and that too with persons with co-morbidities only in the phase II. Since the Bank employees are working in the counters and ensure administration of several Government initiatives, they should also be treated at par with the “frontline workers” and administration of vaccine should be made available to them without the age bar. The matter may be taken up at the highest level to secure a solution.
2. Conduct of vaccination drives in tie-up with the reputed hospitals by the respective regions for the benefit of the employees and their dependents, free of cost as already bank has come out with a scheme for reimbursement of the vaccination cost.
3. Similar drives may be conducted for the customers also as a Image building activity.
4. Tie-up with reputed labs and hospitals in their respective areas by the Circles for conduct of the tests and arranging isolation wards for Covid infected employees and their family members.
5. Bearing entire hospitalization expenses of the employees and their dependents as insurance companies are rejecting certain expenses incurred in Covid 19 hospitalisation claims.
6. In case the situation worsens further, employees such as persons with disabilities (PwD), employees at higher health risk including pregnant employees and employees aged above 55 years with acute health issues may be permitted Work From Home facility / exempted from attending duties, as a proactive measure without waiting for instructions from the Union Government.

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REF : GS\ STRIKE\ 2021 dated 15.03.2021

Sub: All India Bank Strike – 15th & 16th March 2021

It was a very satisfying day with heavy response from across the country, to the AINBOF call for All India Strike and agitation in the form of demonstrations, rallies and pamphlet distribution from Kashmir to kanyakumari.

You had still gone a level more, by organising the agitation programmes even at sub district and village levels also.

Most of the members have participated with full vigour and various kind of innovativeness in carrying on the agitation programme.

I am just, but not only thrilled by all your participation in social media and the forwards / re-tweets which has created a very good awareness among the public also. Remember, it is only the beginning and more has to be achieved through this show of unity.

AINBOF - a dedicated ALL INDIA OFFICERS FEDERATION in the welfare of officers belonging to nationalised banks has given the strike call;

OPPOSING:

1. Move for Privatisation of Public Sector Banks, announced in the Union Budget 2021.

DEMANDING:

2. Additional Increments to Probationary Officers joining all the Nationalised Banks as is being paid by State Bank of India.
3. Implementation of Uniform Perquisites to Officers of all Nationalised Banks on line with the best available in the Industry.

4. Implementation of the best HR practices prevailing in the industry to Officers of all Public Sector Banks uniformly.
5. Introduction of Running Scale of Pay to avoid stagnation in Pay Scale.
6. Reimbursement of Hospitalisation expenses on line with that available in State Bank of
7. India to Officers of all the Nationialised Banks.
8. Calculation of Gratuity on line with the method adopted in Bank of Baroda to Officers of all the Nationialised Banks.
9. Updation of Pension for retirees as per RBI formula.
10. Medical Insurance for retirees on par with serving employees.
11. Revising the Ex-gratia to Pre 1986 retirees and their families.
12. Exemption from Income Tax on retirement benefits without ceiling.
13. Scrapping of NPS and reintroduction of Defined Pension Payment Scheme with the increase in Corpus resulting out of scrapping of NPS.
14. Allocation of Staff Welfare fund based on Operating Profits.
15. Making the General Managers of Bigger Nationalised Banks eligible for the posts of Executive Directors.

Friends, once a gentleman was walking through an elephant camp, and he spotted that the elephants weren't being kept in cages or held by the use of chains.

All that was holding them back from escaping the camp was a small piece of rope tied to one of their legs.

As the man gazed upon the elephants, he was completely confused as to why the elephants didn't just use their strength to break the rope and escape the camp. They could easily have done so, but instead, they didn't try to at all.

Curious and wanting to know the answer, he asked a trainer nearby why the elephants were just standing there and never tried to escape. The trainer replied;

"When they are very young and much smaller we use the same size rope to tie them and, at that age, it's enough to hold them. As they grow up, they are conditioned to believe they cannot break away. They believe the rope can still hold them, so they never try to break free."

The only reason that the elephants weren't breaking free and escaping from the camp was that over time they adopted the belief that it just wasn't possible.

Moral of the story:
No matter how much the world tries to hold you back, always continue with the belief that what you want to achieve is possible. Believing you can become successful is the most important step in actually achieving it.

Hence, I appeal to you to be more active in the social sites to reach out to large number of customers and general public, who have to understand the importance of the nationalised banks and assure their support in our fight against privatisation and help us to retain the status of public sector bank.

All the more, you all are requested to carry forward this good work tomorrow also and in a still bigger way, by encouraging your friends, family and customers to participate in tomorrow's demonstrations, so that our voice reaches the powers that be and ultimately right sense prevail, by abandoning the privatisation move.

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REF : GS\ STRIKE\ 2021 dated 16.03.2021

Sub: All India Bank Strike – 15th & 16th March 2021

Today was another momentous day for me, witnessing your wholehearted response to the clarion call of AINBOF against the privatization of Public Sector Banks.

You have done well to turn the attention of the general public and the media to the injustice that is being scripted. Social Media is ablaze with your posts and tweets on the ill effects of the proposed privatization reaching the general public.

I salute your efforts for the last two days with admiration and respect as I go through reports from every state, district and major city in the country.

But it is not the struggle that matters rather the outcome of the struggle. So it is time we took the struggle to the next level – reaching out to each and every individual customer.

Now that we have the attention of the country, let us help them remember the accomplishments of the public sector banks,

- In uplifting large number of people from poverty
- Serving the remotest corners of the country
- Ensuring the social schemes reach the last man
- Instrumental in educating the largest young population in the world
- Helping ordinary citizens realize their entrepreneurial dreams
- Developing national infrastructure to world standards
- Shielding the national economy from global recessions.

Let us take it upon ourselves to popularize the boons of public sector banks and their role in development of the country to an extent that it turns out to be the talking point of the general public and the trending topic in social media in the coming days.

AINBOF which has 68000 strong membership, also constitutes and serves around 19 crore Indians, which is around 10% of our total population and is also equivalent to 40% of total populace eligible to hold an account in our country.

Our action plan now is to spread the word on the advantages of Public sector banks and perils of Privatisation to each and every one of those Indian Citizens.

I appeal to you to distribute the pamphlets to our customers and general public, and also to spread the word on the above points in Social Media sites such as Facebook, Twitter and Whats App through your posts, tweets, retweets, comments and shares.

Our voice should be loud and clear that it should echo in the corridors of powers and ultimately ensuring right sense prevails and Govt. abandons the privatisation move.

Friends, we have to remember that our successful two day All India Bank Strike and the agitations opposing the Central Govt's move to Privatise the PSBs, was only the beginning. Any job which is well begun is half done. But here, we have the mighty government machinery ahead of us and this movement has just started.

When Mangal Pandey opposed the mighty East India company in 1857, he was just a single man who stood against the British for a noble cause and even he wouldn't had known that his uprising would be a trigger and inspiration for millions of Indians to take up the freedom struggle and finally achieve the Independence in 1947.

Many revolutionaries who fought the British in the 18th, 19th centuries had not been alive to see the fruits of their movement but still they fought valiantly for our Freedom and we are now enjoying the fruits of their struggle and labour.

Similarly, lakhs and lakhs of Nationalised Bank Officers and Employees had toiled and built our Indian Economy over the last 5 decades, and it is our responsibility to make sure that the fruits of the Indian economic tree is in safe hands and not just given in a platter to a few big business houses.

I once again salute all our fellow comrades who had overwhelmingly and enthusiastically participated in the agitations and I urge upon all my young Mangal Pandeys, Rani Lakshmi Bais, Bhagat Singhs to continue the movement against the Government's Privatisation move in the same vigor and rebelliousness.

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Ref : GS/APR/2021/CGM dated 03.04.2021
Letter to Finance Secretary

Sub : Revision of Pay and Allowances for Chief General Manager (Scale VIII) level posts in Nationalised Banks

Ref : Your communication F.No.4/2/2/2015-IR dated 01.04.2021 to all nationalized banks

We thank the Ministry for the above cited clarification on the subject matter. The clarification issued is very much in line with the demand "Equal work, Equal Pay" of the All India Nationalised Banks Officers Federation.

We also thank the positive response of the Ministry wherein the pay scale of Chief General Manager in Scale VIII is kept on par with that of the CGM level posts in State Bank of India.

When the pay scale for the post at the highest level is kept on par with that of the State Bank of India it goes without saying that the same should be made applicable at the entry level also.

Hence AINBOF demands that all Officers joining the Nationalised Banks should also be given four additional increments over and above the wage Settlement as paid by State Bank of India to its Probationary Officers. We request you to issue necessary directions to all the nationalised banks in this matter.

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Ref : GS/APR/2021/ dated 03.04.2021

Sub : PSB Privatisation – Action plan

The struggle to retain the Public Sector Status of nationalised banks is continuing. As per our action plan against Government of privatization move members are actively undertaking the following

- Distribution of pamphlets to customers and general public
- Social Media campaign in Facebook, Twitter, Whatsapp etc.
- "Meet the Customer" - Meeting the VIPs and customer in the respective areas to create awareness on the ill effects of Privatisation

Hon'ble Finance Minister assured that the interests of the staff will be protected they want the entities to continue even if they are privatized fall flat on the face of the recent warning by "India Ratings" a credit rating agency.

The agency had warned that the ratings of the banks identified for privatization will be severely impacted due to ceding of control by the Government as its support to these entities will disappear. The rating agency had warned that this could lead to “material negative migration of the long term issuer ratings and the ratings on Tier 2 instruments of the” banks identified. It further added that the impact will be more if the government chooses to privatise the weaker banks.

From the above it becomes clear that the identified banks will find it difficult to raise resources from the marker as the rating will be downgraded due to non availability of Government support and Government will also not infuse additional capital. This will invariably put a question mark on the existence and sustenance of these entities.

Friends,
It is our duty to expose the motives of the Government to the public and how it will impact them financially and garner their support.

I request all of you to continue the fight and undertake the steps as per our action plan above to create awareness among the public to prevent Privatisation.

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REF: CBOA: dated Mar 24,2021

Sub- Minutes of Brainstorming session on "PROBITY IN PROFESSIONAL LIFE"

A Brain Storming Session was arranged on 23.03.2021 at our CBOA Office, Chennai to deliberate about the Values and Principles that govern the integrity of our professional life. Our beloved General Secretary, Shri G V Manimaran initiated the session with the following posers for the participants to deliberate,

- **<u>Meaning of Probity in Professional Life</u>**

Our GS stated that Probity in Professional Life is nothing but to maintain honesty in our Banking Practice. He quoted examples of various senior colleagues with whom he worked or met in his life, who were strictly adhering to their principles, and how they were respected in the society.

- **<u>Need for Probity in Professional Life</u>**

While discussing about the need for Probity in our profession, our GS firmly stated that as Bankers, we must have the utmost moral values and principles while carrying out our day to day activities in order to be an ideal guardian and custodian of Public Money.

Quoting an example of how the Sergeant at the Airport Boarding point frisks all of the Passengers, Pilots, Stewards, Janitors without any differentiation, GS sir had wondered how the values of the current generation Officers were diluted in complying with the Basic systems and procedures.

He remarked that adverse incidents that are taking place in our Branches are mostly due to the lack of attention and the scant regard to the systems and Procedures given by our Officers.

- **<u>How customers are able to cheat ?</u>**

Based on his experiences on the ground level as an Office- bearer and on a Macro-level as a Director and also as defence representative, our GS narrated the modus – operandi of the Customers to cheat the Bank, in the following ways,

  - By producing forged identity documents (even with the help of an insider in the Branch)
  - By diverting the goods and submitting bogus bills and vouchers.
  - By manipulating the LSRs and producing fabricated projections and Balance sheets.

He also stressed that a Branch Manager should go out and choose who should be a customer and not the vice-versa where the customer is choosing the Branch for obtaining credit facilities.

- **Staff Induced Frauds**

GS Sir also expressed his serious concern that of late, the frauds are reported, wherein our staff were directly involved. He then requested the team to ponder on what drives an Officer / or an employee of a reputed Banking organisation like ours to do such an immoral act.

Our Members, to the above question, responded the following reasons for a Staff to commit a fraudulent activity in the Bank,

- Work Pressure
- Knowledge Gap – Inefficient and Under-equipped for position being held
- Casual attitude – Disregard to the guidelines & compliances
- Unethical principles and Erosion of values
- Lack of Mentoring and negligible advisory roles at Branches

In addition to above points, Our GS sir replied that one of the major factors which drives a person to do a fraudulent act is the immoral and unethical upbringing and lack of values of such persons. He strongly advised that each and every banker should treat the Money being handled at our Branches, should be seen only as a Commodity and not in the face-value.

- **Factors that drives Staff induced frauds**
  - Urge to lead a luxury life / having materialistic pleasures
  - No control over spending habits, Financial indiscipline.
  - Family pressure to make quick money.
  - Easy access to treasury and exploiting the system's Loop Holes.
  - Lethargic attitude and Lack of monitoring by other colleagues
  - Non maintenance of Password secrecy amongst Branch staff

- **How to Prevent Frauds and Safeguard the Branch**

Our GS raised a significant question to the members whether we are aware and can be sure if our colleague sitting next to us is an honest person or fraudulent person,

Various thoughts from the group emerged on the warning signs, indications that can be judged from a fraudulent Staff:

- Sudden change in spending habit
- Disproportionate means of living and possession of goods
- Flexible nature – too close to Customers
- Sitting late at branch and not taking mandatory leaves

Then our GS advised the members to be watchful and attentive to the activities of the sub-ordinates and fellow staff at the Branches.

- **Dos and Don'ts for a Flawless and Fraud – Free Banking**
  - Say NO to a customer when he gives GIFT, whether small or BIG.
  - We should know to live within our means and not fall prey to any of the temptations. All material things whether it is money, ornaments, electronic devices, will only provide temporary pleasure.
  - Work with Pride and Self- Esteem
  - Equip yourself with the latest guidelines in respective work area and never expect someone else to do it on his/her behalf.
  - Adhering to systems and procedures and maintain password secrecy.
  - Ultimately GS sir concluded that the majority of next generation Officers and Managers though enriched with knowledge and technology capabilities, are found to be lacking in ethical and moral values.
  - To be a fraud free Banker, who is the custodian of Public money, upholding the morals and values should be the primary trait

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EVENTS OF MARCH 2021

Women's day Celebration at Chennai

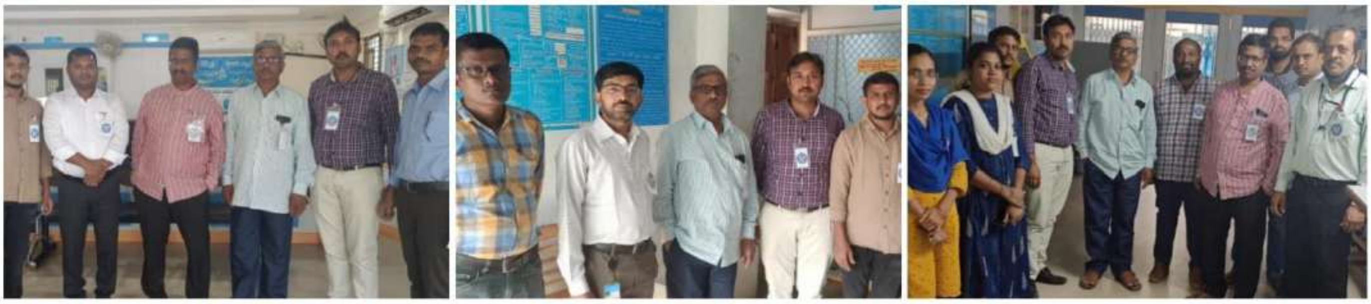
Women's day celebration at Bagalkot

Women's Day Celebration at Bairelly

Women's Day Celebration at Coimbatore

Women's Day Celebration at Kanpur

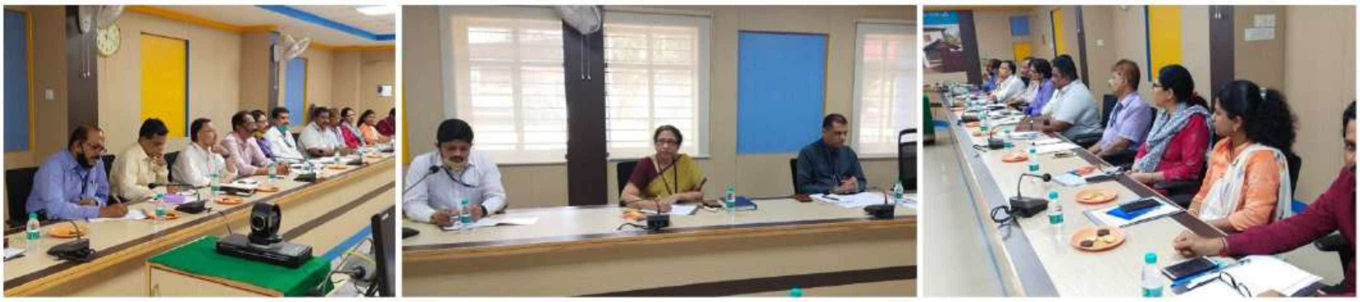
Branch visit by Malappuram Region, Kerala



Branch visit by Rangareddy Region, Hyderabad

Branch visit by Vizag Region

CLJM at Noida

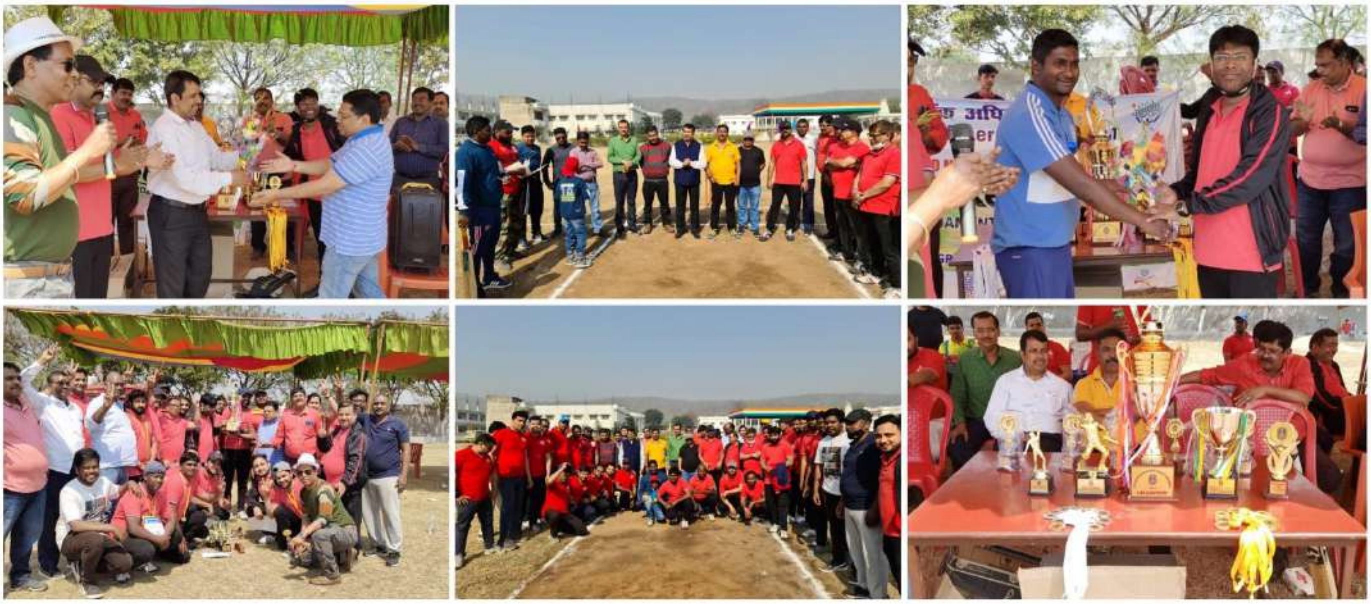


CLJM at Mangaluru

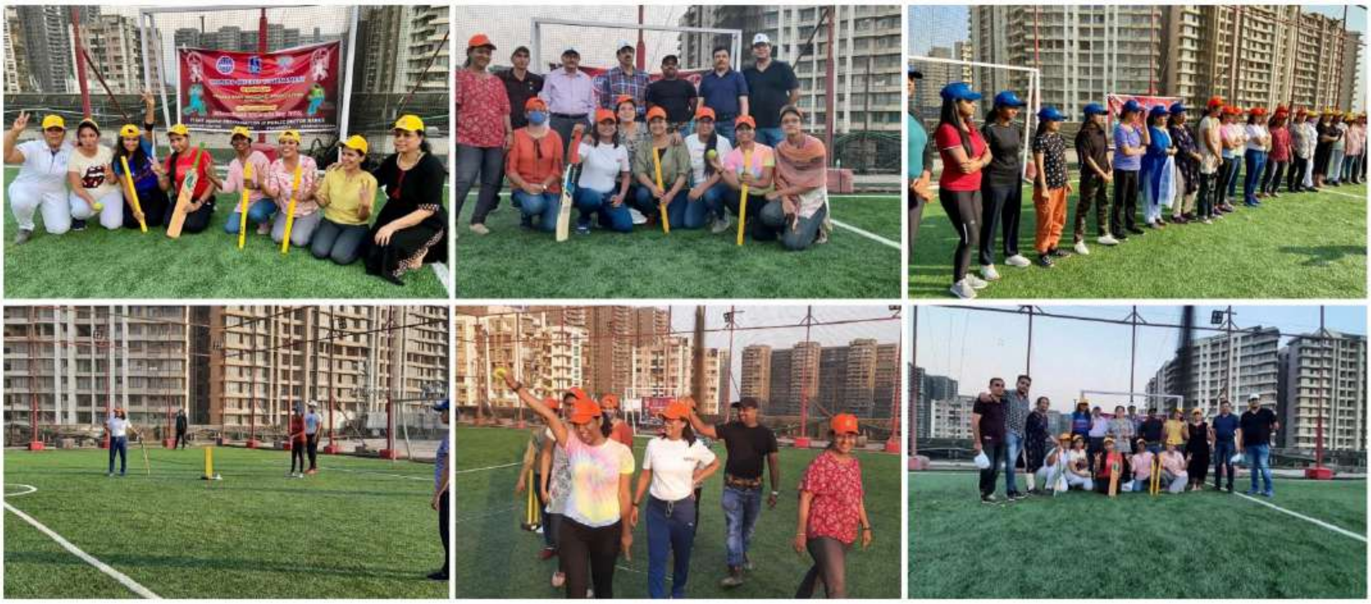
Members meet at Bangaluru

Members meet at Bhadrak, Oddissa

Members meet at Mumbai



Cricket Touranament at Ranchi



Women's Cricket Tournament at Mumbai

5K Walkathon at Warangal

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