



Canara Bank Officers' Union[Regd.]

[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]

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**THE MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER
CANARA BANK,
HEAD OFFICE
112 J C ROAD
BANGALORE 560 001**

Sir,

**REG: AD-HOC/TEMPORARY INCENTIVES TO THE OFFICER EMPLOYEES OF THE BANK,
POSTED IN NORTH EASTERN REGION**

The Union wishes to draw your attention to the fact, that a communication dated September 1, 1983 was addressed by the Central Government in the Ministry of Finance Department of Economic Affairs (Banking Division) to all the Chief Executives of Public Sector Banks on the subject of ad-hoc and temporary incentives to the employees of the Banks posted in North- Eastern region. The reasons which led the Central Government to issue such a communication are stated in the first para of the letter which we reproduce as under :

"Sir, I am directed to say that the question of providing special ad -hoc, temporary incentives to officers of Public Sector Banks, with a view to facilitate their movement to branches/offices located in States and Union Territories in North-Eastern region has been under consideration of the Government of some time. In view of the very special circumstances prevailing in the area, it is felt that some special, temporary incentives need to be given to such of the officers as are posted from other parts of the country to BRANCHES/offices located in States/Union Territories in the North-Eastern Region. The Bank could even ask for volunteers to be posted in the North Eastern Area for a period of two years."

Thereafter, incentives were listed which were to be made available to the transferred officers from other parts of the country. As on date these are

1. Retention of accommodation at the earlier place of their posting or in any place indicated of their choice and provision of free furnished single accommodation at North- Eastern Region.
2. Payment of Mid academic transfer allowance for the entire period of their stay in North Eastern Region if his/her children do not join at North Eastern region.
3. Ad-hoc temporary monetary incentive and the incentive shall be 20% of basic pay with minimum Rs. 3000 /-p.m. and maximum Rs. 7500 p.m. for the duration of their active duty in North-Eastern Region.
4. Yearly leave travel concession to the place where his/her family resides.
5. Preferential transfer to any place of his/her choice (out of three places indicated) on completion of tenure of two years stay in North Eastern Region.

The Union wish to submit, on conjoint reading of the guidelines above, it is crystal clear that in terms of Government directives /advise some incentives have been provided to the employees of the Bank who serve the States of North Eastern Region of a **tenure of two years** and for proper functioning of Bank's branches, the Bank also needed experienced hands during the relevant period.

The Union further wish to state, on bare perusal of the guidelines, it is crystal clear that the policy makers in their own wisdom intended to attract officers belonging to other States and posted to the north-eastern region to meet shortages of Officers to serve the branches/offices situated in the north-eastern region.

The Union wish to state, these Incentives as it is termed are Financial Incentives and the same are charged to Bank account and the same have financial implications.

The Union wish to state, as on date, our Bank has good number of experienced and talented Officers in Scale I to Scale IV, who hail and belong to North Eastern States and are quite capable of maintaining proper functioning of our Bank's branches/Offices situated in North Eastern States.

The Union wish to categorically state, the Officers who hail from North Eastern Region, both Promotes and directly recruited, also undergo the same rigorous promotion process i.e minimum number of years of service, passing of written test and facing interview. In other words, these Officers who hail and belong to North Eastern State are undoubtedly experienced, talented and capable of providing leadership to our Bank.

The Union wish to draw your attention to the fact that there are large number of officers in Scale I to IV who are posted in North Eastern Region from other States, opt to remain in North Eastern States even beyond the tenure of 2 years and continue to avail all the incentives available which would not have been available in case if they are repatriated back to their home state.

The Union also wish to submit, in such an admitted position, quite good number of Officers hailing and belonging to North Eastern States are also transferred outside North Eastern States on promotion/otherwise not being a request transfer during Annual Transfer.

The Union, in consonance with the changing scenario of the Bank in the North Eastern States, request for an effective compliance, not to transfer Officers who hail and belonging to North Eastern States to the other States and also provide proper exposure to the local officers in Administrative Offices for growth opportunities.

Yours Faithfully



H VINOD KUMAR
GENERAL SECRETARY