



28th February, 2017

The CEO & Managing Director
Oriental Bank of Commerce,
Corporate Office, Gurgaon

Dear Sir,

Reg.: Officers' resentment against unethical orders for calling on holidays to work.

Please recall your memory when we were having discussion on UDBHAV, the new system, that time we had apprehended in clear terms about shortage of officers and you did not agree with us. What we apprehended that time came out to be true now. UDBHAV was implemented in total hurry. There was only paper work and practical aspect was either undermined or no importance was attributed to that aspect.

You had also assured us on IT issue saying a strong IT system has been developed to meet the requirement of the system. But factually it was not at all carried out. UDBHAV was implemented without even basic preparations and it is quite reflected in the working when we find that nobody knows anything as to what is going on and everybody is found in perplexed and confused state. Hundreds of accounts are lying pending to be opened at back office support.

There is acute shortage of employees and officers and to quantify, besides additional workmen 16,500 officers are dire requirement of the system as per your prescribed norms as against present strength of 12000 officers. The burden of load of work is creating tremendous pressure on officers. Customers are totally annoyed and expressing their anguish and anger while many have left the bank. Acute shortage of officers, faulty man power planning, not placing right person at right place are the cause of converting the banking service into a total mess. Had these things been taken care of at an appropriate time such condition would have been avoided.

We do not find anything justified in the whole episode and it proves to be exaggerated style of functioning of the management instead of being realistic and practical. This is all because of adamant and rigid approach on wrong belief for which employees of this bank are not at all responsible.

We not only express our stiff resistance to your impractical, dictatorial orders but also strongly demand to pay Rs.5,000/- to officers having worked on holidays as also Rs.2,500/- for late sitting so far. We also demand to stop further calling staff to work on holidays.

Yours faithfully,

(Shankar Devdare)
General Secretary, AIOBEF

(S. S. Shishodia)
General Secretary, AIOBOA