

Editor  
S.B.C. Karunakaran

October –  
November 2012

# \* Arise

Rise : 1 - Ray : 2

Association of Retired IOB's Employees

## Our 9<sup>th</sup> Annual General Body Meeting

ARISE Retired IOB's Employees  
(Affiliated to AIBPARC)



# A confluence of hearts & minds

**ARISE** broke its own record and Karnataka Sangha wore a festive look on 23<sup>rd</sup> September 2012. Record number of members turned up for the 9<sup>th</sup> Conference and the big auditorium of Karnataka Sangha proved to be inadequate to accommodate the numbers and the members who had to wait outside themselves constituted a Mini conference. There were warm hugs, smiles and wild laughter too. There were also moist eyes remembering those who were with us last year but not this year. Office bearers from other affiliates who had come for the next day's adhoc committee meeting of All India Bank Pensioners and Retirees Confederation (AIBPARC) could not believe their eyes. This made Com.S.R.Sengupta – Joint Convener AIBPARC exclaim that every serving employees' trade union would envy ARISE's capability to mobilize its members from every corner of the country. Retirees of every cadre and from all grades from different parts of the country came to attend the conference. An award staff from an interior place in Rayagada, another from near Delhi visiting Chennai for the first time, an officer with his wife still in the hospital, quite a few of the retirees attending the conference with their better halves speak about the bondage ARISE has created. Quite a good number of retirees from far off places ignored their wives affectionate anxious objection like "Should you undertake such long trip? You are now retired and why do you have to spend two nights in train from Delhi to Chennai just for a day's conference?" How can a retiree resist the allurements of meeting his former friends and colleagues, all under the umbrella of **ARISE, the only organisation in IOB having the largest membership from all cadres.** The list of attendees would be a list of who's who of IOB.

Com.L.Balasubramanian, President, NUBE and AIOBEU graced the occasion by his presence. We are thankful to him for this gesture which we hope will help unity among the retirees notwithstanding different affiliations within our Bank and in the Industry.

The volunteer force under the stewardship of Com.R.Krishnan, former General Manager (Chairman-Reception Committee) worked with clockwork precision. Professionalism was manifest in the arrangements made to take care of every need of all members, right from the moment of their arrival till their departure.

Inaugural session commenced with the rendition of Prayer song by the melodious singers of IOB- Amrithavarshini Team. Com.R.Krishnan delivered the welcome speech as Chairman – Reception Committee. The speech was eloquent and rich in content while introducing every dignitary giving a brief but graphic account of their accomplishments and achievements.

Your General Secretary giving his introductory speech welcomed the dignitaries & members, thanked the Chairman & Managing Director, Mr.M.Narendra and his team for having resolved the two major legacy issues of "REMAS for all", and 'Reasonable Ex-Gratia for pre-1986 retirees commensurate with their status'. Our gratitude is also due to IOBOA, our patrons for the push given by them to resolve these issues. AIBOEU has to be also thanked for the support they extended. Our former General Managers who retired as EDs/CEOs in other Banks Com. N.R.Natarajan and B.Swaminathan, Former General Managers Comrades K.Rajagopal, R.Santhanam, K.E.Venugopal, B.G.Ranganatha, K.Chandrasekar, Xavier Thomas, K.Sunderarajan and S.Krishnamoorthy former



CVO and Retd. Chairman TMB Ltd., Ashok Shankar, R.P. Bharati, former DGMs & AGMs and present General Managers Mr. S.N. Mishra, Mrs. Indira Padmini, Mrs. V.G. Kanthimathi, Mr. S.N. Misra attended the meeting. The confluence at the conference of stalwarts and stout hearts who weathered all storms in the history of IOB made us remember the contribution of retirees especially of stalwarts like Com. A. Namasivayam in whose name IOB is known in large parts of Tamil Nadu and wherever he has worked, Com. A.S. Sabharwal who is still remembered and respected by the customers and staff alike in Punjab, Haryana and Delhi, Com. N.R. Natarajan who nurtured the Industrial Credit Department and made his officers master credit appraisal and monitoring. Com. B. Swaminathan who simultaneously handled Credit and Personnel Departments with aplomb, Com. K.E. Venugopal who gave human touch whether he handled personnel or recovery departments. Your General Secretary briefly dwelling on the industry level issue of Pension Updation & 100% DA Neutralisation was optimistic that All India Bank Pensioners and Retirees Confederation (AIBPARC) with Com. S.R. Sengupta's stewardship would provide the momentum to the retirees' movement in banking industry to secure these benefits and give a dignified life to the retirees.

Com. S.R. Sengupta, Joint Convener- AIBPARC, in his inaugural address spoke at length about the need for the birth of AIBPARC, the immediate task of unity of action and visibility of Bank retirees' movement. He explained the rationale of the demands of 100% DA neutralization, Pension updation and Pension upgradation and compared the benefits available to government employees. He emphasized the need to conclude these issues during the ensuing wage revision. He exhorted the retirees to be prepared for campaigns that may be chalked by AIBPARC.

The conference was formally inaugurated with the lighting of lamp by Com. S.R. Sengupta and Our Bank's Chairman & Managing Director Mr. M. Narendra. They were joined by our patrons Com. K. Anadakumar & Com. J.D. Sharma and Com. L. Balasubramanian, Our President K.S. Rengarajan was joined by our Vice Presidents Coms. M.R. Gopinatha Rao & K.V. Acharya to light the lamp.

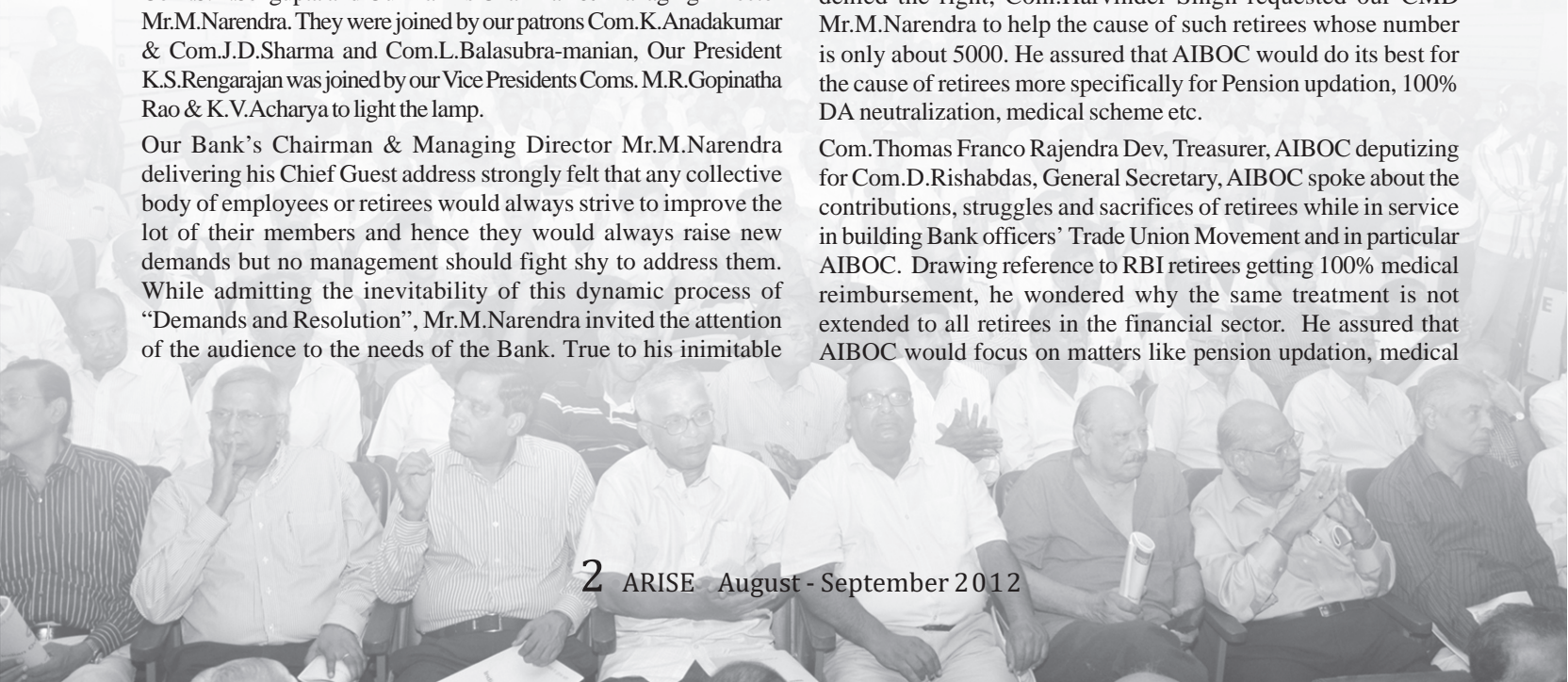
Our Bank's Chairman & Managing Director Mr. M. Narendra delivering his Chief Guest address strongly felt that any collective body of employees or retirees would always strive to improve the lot of their members and hence they would always raise new demands but no management should fight shy to address them. While admitting the inevitability of this dynamic process of "Demands and Resolution", Mr. M. Narendra invited the attention of the audience to the needs of the Bank. True to his inimitable

style of working with single minded devotion to Bank's growth, he solicited the help of the retirees to take the Bank to the Top FIVE. May be ambitious, but doable to this die hard optimist and workaholic. He acknowledged with gratitude the contribution of retirees, the small steps made by the retirees and giant leaps made by stalwarts like Mr. A. Namasivayam and Mr. A.S. Sabharwal and believed that all retirees still had the potential to help the Bank in its strides.

Our Bank's Executive Director Mr. A.K. Bansal in his special address mentioned that he deemed it to fit to attend this day's meeting as he would be retiring next year. He acknowledged that the second pension option settlement was a major achievement of Bank employees Unions and Associations and he himself is one of the beneficiaries. He narrated that Bankers who were once not enthusiastic to solicit pensioners' accounts are chasing pensioners' accounts because they have now become more remunerative. He opined that high rentals making Branch Banking unattractive and Information Technology's advancement expanding the scope of virtual world, 'flexi hours and working from home' would spread to banking industry too in less than a decade and employees including retirees reengaged would work from home atleast in Metro cities. While concluding Mr. A.K. Bansal complimented each and every retiree for building a good bank, that is IOB.

Com. Harvinder Singh, General Secretary, Federation of Bank of India Officers' Associations and Senior Vice President of AIBOC mentioned in his speech that he grabbed the opportunity to address IOB retirees as BOI and IOB are mirror images of each other. He mentioned that when AIBPARC was formed he thought Bank of India would be the first to affiliate but was pleasantly surprised that ARISE in IOB became the earlier one to affiliate to AIBPARC. While assuring second option of Pension to those denied the right, Com. Harvinder Singh requested our CMD Mr. M. Narendra to help the cause of such retirees whose number is only about 5000. He assured that AIBOC would do its best for the cause of retirees more specifically for Pension updation, 100% DA neutralization, medical scheme etc.

Com. Thomas Franco Rajendra Dev, Treasurer, AIBOC deputizing for Com. D. Rishabdas, General Secretary, AIBOC spoke about the contributions, struggles and sacrifices of retirees while in service in building Bank officers' Trade Union Movement and in particular AIBOC. Drawing reference to RBI retirees getting 100% medical reimbursement, he wondered why the same treatment is not extended to all retirees in the financial sector. He assured that AIBOC would focus on matters like pension updation, medical



reimbursement etc. He was skeptical of New Pension Scheme where there is no guaranteed minimum pension. He was appreciative of our organisation named ARISE and advised ARISE to arise awakening among common people to end corruption.

Com.J.D.Sharma, President IOB Officers' Association and Patron of our organisation expressed his gratitude to the architects of Pension settlement. In fact this settlement paved the way for bridging past employees and present employees. He also expressed his gratitude to the architects of second option pension settlement. He was critical of the industrial houses' demand for reduction in interest rates and RBI's obliging response by deregulation of rate of interest for deposits and advances. These measures have a cascading effect of reduction in interest on deposits of retirees and drastically affect the monthly budget of retirees. It would be wise and necessary to make a demand for protection of rate of interest on deposits of Bank retirees. Com.J.D.Sharma concluded after dwelling about the role played by IOB Officers' Association in formation of AIBPARC.

Com.K.Anandakumar, General Secretary of IOB Officers' Association eulogized Com.S.R.Sengupta for the comprehensive Charter of Demands of AIBPARC prepared by him. He spoke about the role of IOBOA in resolving issues raised by ARISE in respect of REMAS and increase in exgratia to pre 1986 retirees. He complimented our CMD Mr.M.Narendra, Executive Directors Mr.A.K.Bansal & Mr.A.D.M.Chavali and General Manager Mr.G.R.Gandhi for their positive response to settle these issues. He burst the myth of 'cost of pension updation being unaffordable' with facts and figures proving that Pension updation would cost only Rs.36 Crores p.a for a bank like ours and Rs.72 Crores p.a for a bank of the size of Punjab National Bank. Com.K.Anandakumar assured that having achieved the goal of second option, the next goal of AIBOC would be Pension updation. He requested the elders to do their best in improving the business of the bank as it would pave the way for more profit and for consequent flow of benefits to elders as well as serving employees.

Mr..G.R.Gandhi, General Manager (Personnel) of our Bank was felicitated by the General Secretary.

In response Mr..G.R.Gandhi acknowledged that it would not have been possible for our Bank to be in the helm but for the contributions made by seniors.

Com.M.R.Gopinatha Rao, Vice President of our organisation felicitated,Com.A.Namasivayam Chief Adviser, ARISE recalling the glorious innings played by him.

Com.R.Krishnan, Vice President of our organisation felicitated Mr.A.S.Sabharwal, Chief Adviser ARISE taking us down memory lane highlighting his achievements and accomplishments.

In response, Mr.A.Namasivayam narrated his experience recalling how he got the business to service pension accounts of TNEB employees



by our Bank's employees who were not in receipt of pension.

Mr.A.S.Sabharwal congratulated ARISE for their good job of espousing the cause of retirees and wished everyone all the best.

Com.K.S.Rengarajan, President of our organisation in his presidential speech focused on pending issues of retirees at industry level and assured Com.S.R.Sengupta that ARISE would be second to none in implementing the

decisions of AIBPARC.

Com.K.V.Acharya, Vice President of our organisation delivered vote of thanks. While thanking the galaxy of speakers for their presence and eloquent speech, he was very emphatic about the contributions and efforts put in by the patrons as well as all the Central Unit Office bearers of IOBOA in organizing the conference in a grand manner.He also thanked Office-Bearers of Karnataka Sangha for extending the hall for our meeting .

Prior to inauguration, the 9<sup>th</sup> Annual General Body commenced its business session exactly at 9 am.

The General Secretary presented his report about the activities of our organisation during the last year.

Com.K.V.Acharya, Vice President, ARISE explained about the status of the case filed at Delhi High Court by Com.R.P.Goswami and Com.J.B.Jain. He also appealed to members to donate liberally as the legal fees will be very heavy. The business session was adjourned for formal commencement of Conference by inaugural session to be addressed by galaxy of speakers.In response to the appeal made by Com.K.V.Acharya the following comrades donated the following amounts.

Comrades

P.L.Kansal	Rs. 21000
P.S.Bhinder	Rs. 11000
S.Srinivasan	Rs. 10000
P.Sadanad Achar	Rs. 10001
K.V.Acharya	Rs. 5001
K.S.Rengarajan	Rs. 5001
V.K.Venugopal	Rs. 5000
N.Panchapakesan	Rs. 5001
K.S.N.Murthy	Rs. 5000
B.Ramachandran	Rs. 2500
V.Thirumalai	Rs. 1000
Baldev Raj	Rs. 500
R.J.Vellamy	Rs. 1000

The Business session recommenced after lunch break at 2.30 pm.

Com. Renuka Mohan Rao our Organising Secretary and former General Manager of our Bank explained about REMAS SCHEME and about the Group Insurance Scheme.Officials from Universal Sampo General Insurance Co Ltd., explained about the policy and the claim procedure .They also clarified that insurance amount is

Rs.150000/- per annum and members have to bear 20% and remaining 80% of claim will be paid by the insurance company. If there is any claim in that year then insurance amount will get reduced to the extent of claim amount. Room rent is restricted to Rs.1500/ per day. The third party administrator is E.MEDITECH and list of hospitals are available in the booklet issued by them. Dedicated person for IOB is Mr. Tamilselvan and the telephone no is 07299087782 and toll free no is 1800-1023242. The claim amount should be routed through P.A.D. WELFARE SECTION.

Many comrades participated in the deliberations. There were useful suggestions and inputs. Your General Secretary responded to every query and suggestion. General Secretary appreciated Com. C.S.Ramakrishna for maintaining our website very active and updating it then and there and General body also approved it.

The General Body unanimously passed the General Secretary's report and the accounts for the year ended 31<sup>st</sup> March 2012. It also passed several resolutions.

We are also much thankful to Com.S.Thyagarajan , Com N.Sekhar Com. P.Krishnaraj, Com Kumar Piramanayagam, Com V.Rajagopal for running pillar to post to make all arrangements for conducting the conference in a grand manner and rising upto the occasion in a fitting manner. Com. A.Srinivasan who retired under VRS has been helpful to our organization in updating our membership register and mailing address which has been helping us to mail the circular and other correspondence on a fast track

The General Body unanimously elected the following comrades as office bearers for the year 2012-2015.

#### LIST OF OFFICE BEARERS FOR TERM 2012-2015

##### **PATRON**

Com. JD Sharma, President – IOBOA

Com. K Anandakumar, General Secretary- IOBOA

##### **CHIEF ADVISORS**

Com.A.Namasivayam & Com.A.S.Sabharwal

##### **PRESIDENT**

Com.K S Rengarajan

##### **VICE PRESIDENTS**

Com. M R Gopinatha Rao

Com. K V Acharya

Com. V Gopinath

Com. K Purushotham

Com. R Krishnan

##### **GENERAL SECRETARY**

Com. S B C Karunakaran

##### **JOINT SECRETARIES**

Com. V N Ravindranath Rao

Com. S Kruparam

Com. R Ramadurai

##### **JOINT GENERAL SECRETARIES**

Com. S Thyagarajan

Com. S.Nandakumar

##### **TREASURER**

Com. N Sekhar



Venue :  
Rama Rau Kala Mantapam, Karnataka Sangha  
111, Habibullah Road, T. Nagar, Chennai -17  
Date :  
Sunday, September 2012

##### **JOINT TREASURERS**

Com. P KRISHNARAJ & Com. V.Rajagopal

##### **ORGANISING SECRETARIES**

Com. V M Krishnamurthy, Com. Renuka Mohan Rao,  
Com.B.B.Patnaik, Com.P.K.Chaturvedi, Com.R.P.Bharathi,  
Com.D.K.Hans, Com.Rohit.A.Bhat, Com.K.B.Chavan,  
Com.K.S.Narasimhamurthy, Com.P.S.Bhinder, Com.Subhir  
Chakraborty

##### **EC MEMBERS**

Com. Kumar Piramanayagam, Com. Kirit Kumar Bhat, Com.  
Gohain, Com. N.Rajendran, Com. C.S.Ramakrishna ( incharge of  
website)

##### **ASSISTANT GENERAL SECRETARIES**

Berhampur	Com.L.M.Sadangi
Bhubaneshwar	Com.GN.Sahu
Agra	Com.Kapilkumar Abrol
Pondicherry	Com.N.Rangasudhakar
Madurai	Com.R.Sivasamy
Jaipur	Com.C.P.Jindal
Punjab	Com.R.K.Bhanot
Meerut	Com.K.R.Kishore
Thanjavur	Com.S.Rajagopal
Nagapattinam	Com.S.Mahalingam
Trichy	Com.A.M.Jawahar Ali
Nagercoil	Com.P.Chandrasekhar
Calicut	Com.P.Chandran
Patna	Com.Shiva Kumar Mishra
Hyderabad	Com.GS.K.B.Prabhu
Tirunelveli	Com.PS.Henry
Ernakulam	Com.PL.Jose
Thiruvananthapuram	Com.Anantha Padmanabhan
Karaikudi	Com.M.Subbu
Chennai	Com.K.S.Bakthavatsalam
Kolkata	Com.Amar Mukherjee
Visakapatnam	Com.GV.V.S.N.Varma

Com. A.Namasivayam and Com.A.S.Sabharwal Chief Advisors handed over cheque for Rs.25000/- from ARISE to Ms. K. Visalini a child prodigy.

**SUBSCRIPTION:** Our subscription was enhanced to Rs.600/- per annum with effect from August 2011. We request all our members to update their subscription to enable our organization to be on a strong footing. Please rush your subscription immediately.



# JUDIS

## Pension Updation Not a right

In a set back to the Bank Pensioners' claim for Pension updation the HIGH COURT of PUNJAB & HARYANA dismissed on 16/4/2012 the batch of Civil writ Petitions filed in this regard (CWP Nos. 6233 of 2008, 2211 of 2010, 14624, 14625, 14626, 14627 & 14635 of 2010). The sum and substance of this judgement is that though it was agreed between unions and IBA to negotiate Pension updation this agreement was superseded once Pension Regulations were framed and implemented and when Pension Regulations are silent about Pension Updation the matter has reached finality unless amended and Pension updation cannot be legally claimed as a right flowing out of the earlier agreement that had been superseded by Pension Regulations.

The Court held, "Hon'ble Supreme Court in D.S. Nakara Versus Union of India-(1983) 1 SCC 305, that pensioners constituted a homogeneous class and the writ petitioners relying on this judgement and on their pension scheme being on the lines of the RBI's Pension scheme claim a right at par with the Reserve Bank of India employees or the Central Civil Services employees. The fact that the persons, who retired on different dates at different scales caused disparity in pension amounts by the fact that the increased pay scales were applicable only to persons, who had retired after a particular date, cannot be said to be discriminatory. The petitioners have no legal right to canvass for, where they failed to negotiate and obtain the parity. It is set out through the written statement itself that the decision was communicated in the year 2005, but the writ petitions came to be filed more than 3 years in CWP No.6233 of 2008 and more than 5 years later in the batch of writ petitions in CWP No.12211 of 2010. No explanation has been given in the petitions as to why the petitioners had not immediately approached this Court. I am merely stating this in the passing"

## Order on recovery of Rs. 1 lakh excess pension quashed

The Madras High Court has come to the rescue of a retired employee of the Agriculture Department by quashing an order of the Treasury Officer seeking to recover Rs 1.02 lakh, the excess amount paid to him due to 'alleged' erroneous revision of pension. Disposing of a writ petition from D Madurai Pillai, Justice D Hariparanthaman said that he had no hesitation to quash the impugned order in so far as the recovery was concerned.

The petitioner, who was employed in the Agriculture Department, retired from service on May 31, 2006. Pursuant to the recommendations of the sixth pay commission, the pay was revised with effect from January 1, 2006 for service employees and from January 1, 2007 for retired employees. Based on the recommendations, the pay was revised and fixed at Rs 11, 520 by an order dated February 2, 2010. The pension was revised and fixed at Rs 6,960 and it was to be paid from January 1, 2007.

The petitioner was paid arrears pursuant to the revision. While so, the Accountant General (AG) had found after more than a year that the pension was incorrectly fixed for the petitioner at the revision. According to the AG, the revised pay shall be taken as Rs 9,120 and not Rs 11,520. In that event, the pension shall be revised to Rs 5,760 and not as Rs 6,960. Accordingly, the impugned order dated December 26, 2011 was passed for recovery of Rs 1.02 lakh.

The judge said that erroneous revision was not due to the furnishing of any details by the petitioner. It was due to the mistake of the authorities. In these circumstances, arrears due to revision in pension was sought to be recovered on the ground that there was erroneous calculation after more than one-and-a-half years. Hence, any excess amount paid to the petitioner shall not be recovered from him, the judge said.

*Source : The New Indian Express, Oct, 27, 2012*

## TIE - UP BETWEEN APOLLO PHARMACY AND IOB

Offers and benefits for IOB employees both in service and retired.

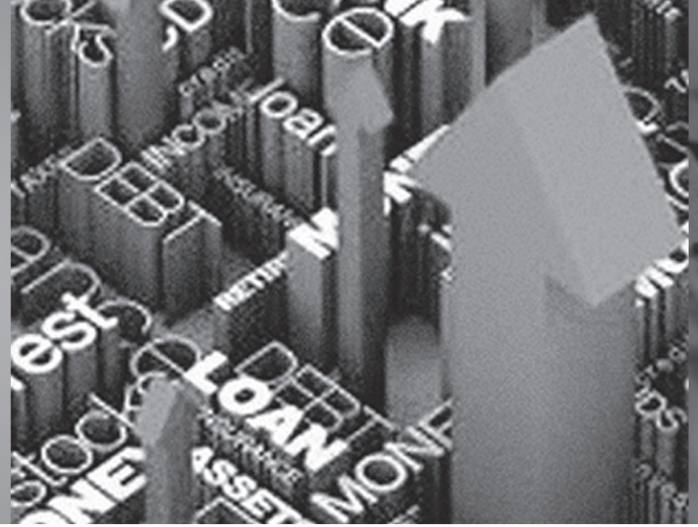


- 10% discount on all medicines.
- 15% discount on Apollo Pharmacy products ranging from skin care to cosmetics, etc., barring a few.
- 5% discount of FMCG products like Boost, Horlicks, Soaps, etc.
- Discounts can be availed at all Apollo Pharmacy outlets across INDIA except those pharmacies attached to the Apollo Hospitals by showing the IOB ID-card before billing.
- The discounts will be offered to the employees directly on purchase bill itself only on cash and carry basis. No minimum purchase.
- Immediate and extended family members can also avail of discount.

**Customer care : 044-2829 3401/ 02; Mobile : 98408 38933**

# Little thoughts on

# Bank's Growth



Recently I had a lively discussion about what IOBians presently in service want for our Bank. IOBians know what they want – they want to grow in size but not to grow into a mountain of flesh. They want to become an able bodied muscular giant to reach the top FIVE keeping excellence in vital parameters. They know what they need to become what they want. These needs are -High productivity, High CASA, Low NPA, Good Loan Recovery, Healthy NIM & NII, Improved Non-Interest income etc to have good profitability and eventually shore up the bottomline.

I began to contemplate on why IOBians are not able to achieve in full measure what they know they need. The reasons can be -

- a) They have aimed too high or
- b) The Business Model is deficient i.e What they have is inadequate or unattractive i.e the Products are inadequate or inefficient, the Pricing is unattractive, the delivery mode is uncertain or inconvenient etc,or
- c) They lack the Will to run the race to reach the destination – Lack of Will may be due to unattractive or inconsistent or anachronistic Risk-Reward system, Risk aversion, demotivating/demoralizing practices & precedents

What they have aimed is definitely high but it is achievable. If the goal is achievable, the focus has to be on other two factors viz (a) inadequacy or unattractiveness of what IOB offers to the customers and (b) lack of Will.

Coming to what IOB has to offer, Let us discuss first about CASA. It should be first understood that CASA is not an investment instrument but an instrument of convenience for money transactions. So the bank should focus on making this convenience efficient and visible to make the target clients choose IOB for their CASA needs.

IOB's share of CASA in absolute terms is not bad though of course in proportion to total deposits it is below industry average. There are two reasons for the proportionately low CASA – the deposit mix and client mix. IOB has lopsided growth in term deposits which may

be because of the hard-sell tactics of Card plus rates to bulk deposits and the Client mix is not having adequate representation from Tech Savvy New Gen who tend to keep surplus cash for their net banking and card transactions. This section is averse to visit branches (foot falls) but are keen to do screen based banking hitting the keys/touch icons (screen hits). **CASA is therefore becoming a function more of screen hits than of foot falls.** There is a need to capture high income young people who bank with New-Gen Private and Foreign Banks not out of choice but because of their employers to route their salary accounts through these banks. It is an irony but a reality reflecting the disappearance of 'Loyalty' from the value system of present generation. Bankers are people of business, not religious preachers and have to therefore live with this reality. Quite a good number of these young persons availed study loans only from public sector banks but they do not seem to care to be loyal to the banks that helped them study and land a good career. We should understand the change in value system of present generation who do not value loyalty. Bankers are also to blame because they are concerned of recovery but not conscious of the potential of these future clients. So Bankers do not contact the students but contact only the parents and that too only if a repayment falls due. Bankers do not build lasting relationship by taking interest in their studies and career. Not a branch contacts a student, even if the student studies abroad to enquire about his studies, congratulate him on his achievements and follow him in his career. In simple terms, Bankers fail to maintain constant visibility by building a relationship banking. Bankers also fail to understand that these young persons value not loyalty but visibility and variety in the products offered by a bank. They value the convenience of virtual than the strain of physical branch banking. Bank's Marketing officers have to innovate ways and also do leg work to woo these high income young customers. New-Gen Private Banks and Foreign Banks have outsourced sale of their products and these external agents visit the young customers at the latter's convenience and complete all formalities, be it assets or deposits they are selling. Should not Public Sector Banks therefore pause to think of changing the mode of delivery of their products? Can PSBs expect these customers to visit their branches to buy their products?



## S.B.C.Karunakaran

What have PSBs done to pull the youth to their branches? Even if these customers visit do PSBs have proper staff at the front desk to answer their preliminary queries satisfactorily and to allure them to buy their products? It is high time PSBs addressed these issues.

Next focus is to improve retail lending. Let us look at the supply side inadequacies. Are we offering competitive interest rates and easy yet effective disbursement conditions? Why should discretion for scheme based loans which have uniform norms of eligibility and entitlement be linked to the grade of the branch/Manager? A Manager whether he is an AGM or Scale II officer when he has to depend on panel valuer's valuation, lawyer's title opinion and income proof why should the discretion be different? What is the purpose of having a scale III Manager in a Metro who cannot sanction even one housing loan under his discretion to a middle class family because that family's Home Loan requirement exceeds his discretion? If we want to improve retail lending we have to ensure that branches have adequate discretion commensurate with the market conditions? We cannot have a 'one size fits all' discretion for all centres irrespective of their potential and needs.

Coming to the quality of advances, I am not able to get data on NPA classified according to reasons of failure. We should know the proportion of advances that have gone NPA due to faulty appraisal, due to inadequacy of finance and if so reasons for inadequacy and due to inadequate/inefficient monitoring. If more of advances under branch discretion have become NPA due to faulty appraisal we have to find ways to improve it or centralize appraisal. Centralizing is inefficient presently due to 'save the skin' attitude resulting in 'query mania' to delay if not to deny sanction of loans. When there is no incentive to sanction and no disincentive to delay/deny legitimate sanction, this inefficiency of centralized function would not subside. To make centralized function effective and efficient we have to fix Loan sanction targets to every desk officer in controlling offices which will make these officers go after branches to get credit proposals. Though I do not have data but only anecdotes that say '**reluctance to give**

**timely assistance for fear of exceeding the limits have killed industrial units'** and the bother about NPA without regard to the security coverage does not augur well for entrepreneurs especially first generation entrepreneurs. Bank's Credit officers and Managers should be trained to properly monitor accounts. Periodical inspections and checking the accounts constantly are very much needed. Systems can be built to ensure this. There can be an auto-generated reporting system for effective monitoring as a control mechanism.

What is the accountability policy PSBs have today? Present policy that is being strait jacketed by CVC/RBI throw the baby (i.e. officer) out with the bath water. If I have to perform and face the risk of losing my job I would rather go without performing for which there is no penal consequence. CVO and CVC should introspect as to why their actions have become counter-productive. Does it augur well for any commercial activity that does not reward but punish performance for insignificant and irrelevant lapses?

Do Controlling Offices, especially field level offices like Regional Offices/Zonal Offices act proactively and help branches retain customers brought to Bank's fold by branches? I would only say that we have a lot to improve in all these areas. Desk officers in Controlling offices suffer from 'Query Mania' and discourage branches from bringing new custom. Though we talk of mobility we focus only on spatial mobility but not on functional mobility and as a result an officer working in controlling offices always manage to get into controlling offices wherever he is posted and mostly to the same sections/departments and hence they are highly unhelpful to the efforts of branches in business growth. Why do most promotees to higher grade not want to go to operations and definitely not to head a branch? The risk associated with Branch operations is not commensurate with the reward. Other than reimbursing expenses related to bank's business there is no additional incentive given to Branch Managers. Should they not get priority in allotment of Bank's quarters, substantially higher ceiling on rental eligibility etc?

Little more thoughts when we meet next. ■

# PHYSICAL ACTIVITY GUIDELINES FOR OLDER ADULTS (65+ YEARS)

1. Older adults who participate in any amount of physical activity gain some health benefits, including maintenance of good physical and cognitive function. Some physical activity is better than none, and more physical activity provides greater health benefits.

2. Older adults should aim to be active daily. Over a week, activity should add up to at least 150 minutes (2½ hours) of moderate intensity activity in bouts of 10 minutes or more – one way to approach this is to do 30 minutes on at least 5 days a week.

3. For those who are already regularly active at moderate intensity, comparable benefits can be achieved through 75 minutes of vigorous intensity activity spread across the week or a combination of moderate and vigorous activity.

4. Older adults should also undertake physical activity to improve muscle strength on at least two days a week.

5. Older adults at risk of falls should incorporate physical activity to improve balance and coordination on at least two days a week.

6. All older adults should minimise the amount of time spent being sedentary (sitting) for extended periods.

Examples of physical activity that meet the guidelines

Moderate intensity physical activities will cause older adults to get warmer and breathe harder and their hearts to beat faster, but they should still be able to carry on a conversation. Examples include:

- Brisk walking

- Ballroom dancing

Vigorous intensity physical activities will cause older adults to get warmer and breathe much harder and their hearts to beat rapidly, making it more difficult to carry on a conversation. Examples include:

- Climbing stairs
- Running
- Physical activities that strengthen muscles involve using body weight or working against a resistance. This should involve using all the major muscle groups. Examples include:
  - Carrying or moving heavy loads such as groceries
  - Activities that involve stepping and jumping such as dancing
  - Chair aerobics

Activities to improve balance and coordination may include:

- Tai chi
- Yoga
- Minimising sedentary behaviour may include:
  - Reducing time spent watching TV
  - Taking regular walk breaks around the garden or street
  - Breaking up sedentary time such as swapping a long bus or car journey for walking part of the way

What are the benefits of being active daily?

- Helps maintain cognitive function
- Reduces cardiovascular risk
- Helps maintain ability to carry out daily living activities
- Improves mood and can improve self esteem
- Reduces the risk of falls

**Warning: Individual physical and mental capabilities should be considered when interpreting the guidelines.**

*Courtesy- 1) Department of Health, Social Service & Public Safety-UK, 2) Scottish government and 3) Welsh Government*

Respected President

Just now I have received the booklet sent by you. It reminds me of younger days of all the Officer Bearers attached to you. They have done the impossible in REMAS. Nobody insures, after retirement, in health insurance. But the magic works of you Comrades SBC Karunakaran, K.V.Acharya, M.R.Gopinatha Rao, R.Krishnan and Renuka Mohan Rao looking after REMAS deserve much more than congratulations. I think time has come to tell you that some amount of monthly subscription must be collected from the membership. Neither you can manage with this one time payment of Rs.500/- nor the members will get letters, magazines on time. Moreover administrative expenses are also skyrocketing. I leave it to the stalwarts to decide on it. My perception is that the Pillai Committee Recommendations will help for pension. For VRS - 2000 Retirees also you people have done the best. This list is big in achievements since all these are done post service. Once again I am thanking all of you and wish / hope that you will be reaching further milestones.

Thanking you,

Mumbai  
1/11/2012

**Letter to ARISE**

Yours Always,  
GB.JAHAGIRDAR