

CANARA BANK OFFICERS FEDERATION (Reg.)

An affiliate of INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)



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To
The Chief General Manager (HR)
Human Resources Wing
Canara Bank
HO, BENGALURU

Respected Sir,

Sub : Issues and concerns of Agriculture Extension Officers. (AEOS)

We are writing this letter to bring to your kind notice the issues and concerns of Agriculture Extension Officers (AEOS) of our Bank.

Our bank started recruiting Agriculture Extension Officers (AEOS) primarily to look after the Agricultural Credit portfolio. The Bank also recruited a cadre of Rural Officers (ROs) for a short while, to focus more on Financial Inclusion activities along with monitoring Agricultural Credit portfolio.

Like other employees, the Agriculture Extension Officers (AEOS), have joined our institution with certain expectations and aspirations regarding their job and career. They have always contributed their best along with other officers and employees of the Bank for the growth and development of the bank to keep the name of "Canara Bank as beacon of banking", in entire banking industry. Our Bank too is taking care of them, but there are certain issues related to Agriculture Extension Officers (AEOS) which if resolved will enable them to perform even better and contribute more to the growth and development of our beloved bank and take it to still greater heights. In this regard we request the following:

Option to opt for general banking after 5 years like other specialized officers: As per the policy of our bank, AEOS after becoming Scale 2, automatically become a branch heads. Large number of them has emerged as successful Branch Heads. However, they are continued to be considered as specialised officer thereby denying them the benefits of general officer, even though they are posted as branch head in general banking. This in turn becomes demotivating given the fact they are discharging their duties as any other generalist officers but at the time of their transfers they are restricted to availability of vacancies at circles under the AEOS cadre. This in turn is unjust towards such officers.

References as per the industrial standard according to which the conversion of Specialist officers has been undertaken is as under:

Cir No. 4/11/1/2011-IR dated 14.03.2012, issued by DFS, as per which under Serial no. 8, for Officers under Specialist Cadre (Which includes Agriculture Extension Officers (AEOs)) need to be in Specialist cadre at least for 5 Years before joining the Mainstream. Thereafter, the officer should gain experience of at least two years in field operations (Branch Banking/ General Banking). This clearly shows the intention and guidelines of DFS for converting Specialist (Agriculture Extension) Officers into Generalist Category.

In view of the above points, we request that the Agriculture Extension Officers (AEOs) be given an option for conversion to general banking after a fixed term say 3 to 5 years to have the substitutes for the Agriculture Extension Officers (AEOs) who may opt for general banking.

As per the Transfer policy of our bank the Specialist officers such as Marketing Officers, Hindi Officers, Security Officers, Technical Field Officers etc. and those recruited as Agriculture Extension Officers are also eligible for a transfer to Home State on completion of 3 years' tenure in other Circles. However, we have got various representations from the AEOs about non consideration of their transfer requests in the recent AGT. Hence, we earnestly request you to consider all the eligible cases of AEOs and post them to the home state.

AEOs must verify the Agri land records of the borrowers to confirm their land ownership. Such land records will mostly be in local languages. AEOs working outside their home state are verifying such records through the support of some external apps or software to translate the documents while appraising any proposal to the sanctioning authorities. AEOs are not provided with any official portal or software by the bank to translate those documents to English. Hence AEOs are always working with more risk which in turn may affect the quality of the Agri proposals also. Thus, posting them to their home state will remove all such issues and they will be able to appraise the Agri proposals quickly and with more accuracy which in turn will strengthen the Agri credit portfolio of the bank.

In view of the above we request you to:

1. Consider all the eligible cases of AEOs who completed 3 years outside the home state and post them to their home state.
2. Introducing the option for Voluntary conversion of AEOs to Generalist officers on Promotion.

Thanking you,

Yours sincerely,



**BENNET SEBASTIAN
GENERAL SECRETARY
CANARA BANK OFFICERS FEDERATION**

cc : The Chief General Manager, Priority Sector, Credit Wing, Canara Bank, HO, Bengaluru
cc : Shri Hardeep Singh Ahluwalia, Executive Director, Canara Bank, HO, Bengaluru.
cc : The General Manager, (IR), Canara Bank, HO, Bengaluru.