

CANARA BANK OFFICERS FEDERATION (Reg.)

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



The Office of the General Secretary

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Ref. No.: CBOF/GS/BS/JULY-25/55

Date :11.07.2025.

To
The Chief General Manager HR
Human Resources Wing
Canara Bank
Head Office
Bengaluru

Respected Sir,

Subject: Holding Review Meetings beyond Regular Working Hours

We are extremely grateful to the management for accepting and implementing our various suggestions. CBOF is committed to the growth of the Bank and at the same time the well-being of our members. We shall continue our endeavors for the officer's fraternity and ensure that our esteemed Bank stands tall proudly.

Performance Review has been an integral part of the Banking Sector nowadays and we sincerely appreciate the management's continuous efforts to strengthen the performance of Field Level functionaries by monitoring and handholding the employees through regular review meetings. It has an impact on the overall performance of the Bank. These interactions play a vital role in aligning goals and improving operational efficiency.

Of late, we have been receiving various representations from our members that many ROs/COs conduct Review meetings either physically or online very late in the evening. The officers and branch heads are called post 6:00 pm and the Review concludes very late. While we understand the need for detailed deliberations and discussions, such late hour meetings are affecting the overall well-being and work-life balance of the officers, particularly the women employees have to face the challenge in terms of commuting to the place of stay and executing their personal responsibilities. With public transportation thinning out in the late hours and safety risks are on the higher side during night-time travel, it becomes tough for our colleagues to commute safely after prolonged meetings.

The Officers are putting in long hours in the office to meet the business targets and operational expectations during the day. Extending official commitments late into the evening severely impacts their ability to attend to personal and family responsibilities. Continuous and extended working hours without adequate rest may adversely affect the employees' morale, concentration, and productivity in the long run. The officers have their early morning duties for the following day in

addition to their preparation for the next day's branch work. Late meetings compromise their preparedness and energy levels for subsequent day's operations.

Considering the above, it is our humble request that Review Meetings/VCs may be scheduled within regular working hours and not be extended to late evening. By following that, we are confident that the same objectives can be achieved more effectively.

We trust that the management will consider this request empathetically and take appropriate steps in the interest of staff welfare, institutional harmony and work life balance.

Thanking you,

Yours faithfully,



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

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