



ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION
(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPARC)
(Promoted by All India Bank Officers' Confederation – AIBOC)
(Sponsored by All India Union Bank Officers' Federation – AIUBOF)
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Ref: GS:133

2nd November, 2015

Shri Arun Tiwari,
Chairman & Managing Director,
Union Bank of India,
Central Office,
239, Vidhan Bhavan Marg,
Nariman Point, Mumbai – 400021

Respected Sir,

**Sub: Allowing Retired Officers to appear as Assisting Officers
in Departmental Inquires instituted against Officers who are on the
verge of retirement or retired**

As per the present rules and practices, only serving Officers are allowed to assist the Charge- sheeted Officers in the Departmental Inquires, in our Bank.

As you are kindly aware, in the wake of large scale superannuation of Officers during past few years, most of the Officers who were experienced, knowledgeable and skilled in the matter of Departmental Inquires and were appearing as Assisting Officers, have since retired. Now, there is a big dearth of such Assisting Officers in the Bank and the Officers facing Departmental actions are finding it quite difficult to get suitable Assisting Officers to defend them.

We are aware that the Bank has been engaging retired Officers/Executives from our Bank as well as other Banks as Inquiring Authority. Moreover, instances of departmental action being initiated against Officers who are on the

verge of retirement or retired have shown a pronounced increase in the recent past. In such cases, the retired Charge-sheeted Officers have to defend their

cases in the inquires even after their retirement. We are informed that such retired Officers have been finding it difficult to secure the services of any Assisting Officer from the lot of serving Officers. In the absence of experienced, knowledgeable and skilled Assisting Officers, the Charge-sheeted Officers are finding it difficult to have their cases properly defended

Some Banks like Canara Bank and a few other Peer Banks are permitting retired Officers to appear as Assisting Officers in the Departmental Inquires being faced by serving and retired Officers. We are of the view that permitting retired Officers to assist the Charge-sheeted Officers/retired Officers will firmly establish the principles of natural justice. In fact, it will also open an available window to the Bank to provide all opportunities to the Charge-sheeted Officers to have their cases defended properly and satisfactorily. No doubt, the retired Officers will be permitted to assist Charge-sheeted Officers, in the departmental inquiries, only if the Charge-sheeted Officers, so desire.

While on the subject, we may bring to your kind notice that in the past, when Mr. B.D. Dikshit was Chairman & Managing Director of our bank, he had specially permitted Mr Udeshi, Advocate, Mumbai High Court to defend Mr P.V. Lakhani, the then Branch Manager of Baroda Main Branch, Gujarat State and the inquiry took place at Baroda itself. The expertise of Mr. Udeshi, a seasoned Advocate, resulted in Mr. Lakhani being acquitted of the charges levelled against him and he was reinstated in the services of the Bank.

We request you to kindly look into the matter and permit the retired Officers of our bank to appear as Assisting Officers in the Departmental Inquires instituted against the Officers who are on the verge of retirement or retired from the services of the Bank.

We look forward to your favourable decision at the very earliest in the interest of fair play and justice.

Thanking you,

Yours faithfully,



(R. SURYANARAYANAN)
GENERAL SECRETARY

cc: General Manager(HR), UBI, Mumbai

By. General manager (IT), CBI, Mumbai
Com. K.V. Acharya, President, AIBPARC, Gurgaon