



Cell : 87908 52888, 97748 40641

# ALL INDIA UCO BANK DIVYANGJAN EMPLOYEES WELFARE ASSOCIATION

Regd. No. 113 / 2023

Plot No. LIG-2-254, UDA Colony, Rajiv Nagar, Near Central Ayurved, Payakapuram, Vijayawada-520015  
Mail ID : ucodivyangjanemployees@gmail.com

Ref : AIUCBDEWA/2023-24/15

30-11-2023

VIJAYAWADA.

To  
The MD & CEO  
UCO Bank  
Kolkata

Subject: Request for reviewing the areas having scope of Improvements and suggestions which may be beneficial for the employees with physically challenged in our Mother Organisation.

We, the Divyangjan employees of UCO Bank are pleased to bring to your kind notice that we have formed an organisation named All India UCO Bank Divyangjan Welfare Association (AIUCBDEWA) registered under Andhra Pradesh Societies Act (2001). Firstly, we would like to extend our heartfelt gratitude to you for initiating necessary steps to maintain conducive and harmonious work environment by ensuring that the Persons with Disability (PWD) also enjoy the right to equality, life with dignity and respect for his / her integrity equally along with others.

We are also enthusiastic to constantly upgrade our skills and inclusively participate in our Bank's growth and development. We always discuss among ourselves about new ideas which can enhance our capabilities and uplift our organization to the next level of prosperity. Hence, as part of our present discussion, we arrive at following points and thought to bring into your kind notice and seek your guidance in this regard:

1. Implementation of Equal opportunity policy in real sense
2. Training
3. Career Progression
4. Appointment of Grievance redressal officer/ Liasoning officer for Physically challenged employees in our Bank
5. Provision of supporting aid/ appliances to PwD employees

The details about above mentioned points, along with the hurdles we face in Bank, scope of improvements and suggestions in our knowledge have been provided in Annexure A. Requesting you to kindly review and guide us, if our suggestions can be beneficial for the growth of employees -Persons with disabilities and development of our beloved organization.

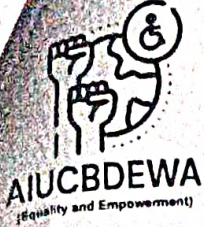
## 1. Equal Opportunity policy 2023

Our beloved organization issued Equal Opportunity Policy 2023-24 vide Circular No CHO/OSD-11/17/2023-24 on 28-04-2022. This only speaks volume about how concern our beloved Organization is regarding welfare and growth of employees with benchmark disabilities. However, It is disheartening for us to witness instances where proper implementation and execution of points mentioned in aforesaid policy is not implemented at grass root level.

## 2. TRAINING:

Training is essential for upgrading the skill of staff members and it is equally important for PwD employees too. The need of Special Training becomes more important while dealing with Persons with Visual Impairment/ Hearing Impairment, especially for such employees who rely on accessible software for discharging their day-to-day activities. Equal Opportunity Policy 2023 - 2024 (CHO/OSD-11/17/ 2023-24 Dated: 28-04-2022) also says - "Employee with disabilities is encouraged to attend trainings as and when required to enhance their capabilities to enable them to effectively discharge their duties in the bank".





# ALL INDIA UCO BANK DIVYANGJAN EMPLOYEES WELFARE ASSOCIATION

Regd. No. 113 / 2023

Plot No. LIG-2-254, UDA Colony, Rajiv Nagar, Near Central Ayurved, Payakapuram, Vijayawada-520015  
Mail ID : ucodivyangjanemployees@gmail.com

## Suggestion:

- i) Training Calendar: We humbly request you to kindly introduce the special training for PwD employees of our Bank in Training Calendar for all CSC and RTCs. We believe that this would serve as a trigger to our authorities in training institutions and help us in upgrading our skills at regular interval. Training for all visually impaired employees using JAWS collectively at a time gives another opportunity for the participants to learn from each other as well.

We observed there was no training held in the last calendar years for PWD employees in our bank.

## 3. Career Progression:

Promotion is equally important for PwD employees to excel in their career path, just like any other colleagues. It serves as a motivating factor, gives a sense of recognition to the employees and makes them feel that they are valued. There are many PwD employees who have been promoted to the higher scale over the years. However, there are certain factors which often worry a V.I (blind) employee.

- i) The Promotion Policy 2022 stipulates the Branch Head (BH) tenure as one of the eligibility criteria for promoting from Scale III to Scale IV or higher.
- ii) The Promotion Policy 2022 stipulates the weightage of marks for the Branch Head.
- ii) There are certain posts, where Branch Head (BH) experience is one of the eligibility requirements. Since, in the present situation, it may not be possible for the visually impaired employees to get an opportunity to become Branch Head. This physical limitation appears to be standing as a barrier in career development, which in turn often elevates the worry among the V.I employees, especially due to their blindness over which they do not have any control. However, V.I employees also have the potential to exhibit leadership qualities, provided they are given alternative and suitable opportunity. Hence, we would request the guidance from our management so that V.I employees can excel in their career path.

4. To appoint grievance redressal officer/Liaison Officer at Head Office for PwD employees in our Esteemed Bank. This will help to quick redressal of the issues/ concerns related to PwD employees.

5. Most of the PwD employees depend upon supporting aid for discharge of their duties. We request for provision for reimbursement of purchase of necessary supporting aid/ appliances i.e, Jaw's Screen reader software for visually impaired employees, Hearing aid for Deaf, and tricycle/ artificial legs or Hand for orthopedically challenged employees. We request to enable a Tab in HRMS portal for the reimbursement of same.

The details about above mentioned points, along with our worries (if any), scope of improvements, and suggestions have been provided in Annexure A. Requesting you to kindly review and guide if our suggestions can be beneficial for growth of employees with physically challenged and development of our beloved organization.

On behalf of the physically challenged UCOites, we would like to convey the above stated request.

Yours Sincerely

For ALL INDIA UCO BANK DIVYANGJAN  
EMPLOYEES WELFARE ASSOCIATION

Subhrangshu Bhakia Chowdhury  
General Secretary

For ALL INDIA UCO BANK DIVYANGJAN  
EMPLOYEES WELFARE ASSOCIATION

Akkisetty Sreenivasulu  
President