

# **COMPUTERISATION AND TECHNOLOGICAL UPGRADATION**

**In supersession of all subsisting industry level settlements relating to Computerisation and Mechanisation for the time being in force it is hereby agreed between the parties as follows:**

**a. In the matter of computerisation of banks' business and technological up gradation of its operations, banks may decide on the level, type, scope and extent of application, function and location of state-of-the-art technology and equipments to the extent necessary.**

**b. Arising out of business process re-engineering necessitated by introduction of state-of-the-art technology and equipments, banks may redesign and assign role, duties and responsibilities to their staff within the provisions of the settlement.**

**c. Banks may utilise the services of staff for marketing and selling of different products of Banks / their subsidiaries / joint ventures or any other product of any agency / entity with whom the banks may have arrangements, based on their business needs and requirements,**

**d. Banks may acquire/modify/change or discontinue businesses and business processes, wherever necessary.**

**e. Banks may, arising out of technology, review the existing jobs, and work processes, systems and procedures and re-engineer them,**

**f. Banks may switch to the single window and such other system of operations wherever so decided.**

**g. Banks may adopt new systems and procedures which are demanded/facilitated by latest technology solutions such as networking of branches and centralised accounting, shared operations centers, call centers, processing centers, acting on electronically communicated messages, dependence on digital/electronic signatures and the like.**

**h. While it shall be the banks' endeavor to retain/re-skill staff and to develop in house competencies, they may outsource IT and its related activities in respect of specialised areas where in-house capability is not available.**

**i. The selection and/or placement of staff for work to make the fullest and most efficient use of the computerised systems/ devices/ equipments etc. will be based on combination of skill tests, aptitude test, hands-on test and suitability, to be determined by the bank.**

**j. The bank may, depending upon its requirements, resort to round-the-clock and seven-days-a-week working and staggering of working hours at its branches/offices/service units.**

**k. It is clarified that the Computer Operators may be assigned any other routine duties of their cadre as already provided in subsisting Bipartite Settlements.**

**l. Where a female operator who is in the family way desires to discontinue working on Computer during the period of her pregnancy, she will be exempted at her written request from operating the Computer, The special pay shall not be paid to her for the period during which she is on duty but exempted from operating the Computer, but shall be paid during the period of her leave of any kind subject to her acceptance to perform duties as Computer Operator on resumption.**

**m. There will be no retrenchment on account of computerisation. Staff displaced at a centre/ place as a result of computerisation / mechanisation shall be deployed in terms of this settlement. Note: In case of State Bank of India, the extant provisions of Settlement dated 22nd July 2003 arrived at Bank level with the AI! India State Bank of India Staff Federation on Technology, Redeployment/Transfer of Staff and Other Issues shall remain unchanged and shall remain operative.**

**(Para 31 of BPS dated 02-06-2005)**