



# UCO BANK EMPLOYEES' ASSOCIATION



(Registration No.795 & Registered under Indian Trade Union's Act)  
[Affiliated to Bank Employees Federation of India]  
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To All Members

Dear Comrades,

## **Staff Welfare Committee Meeting for 2026-27 held on 24.06.2026 at HO, Kolkata**

You are aware during the period by Social Medias about the major decisions and highlights which are taken in Staff Welfare Committee (SWC) meeting.

We are now placing before all and particularly for our members about a brief proceedings of the meeting held on 24<sup>th</sup> June, 2026 in the Conference Room, 8<sup>th</sup> Floor, Head Office, 10 BTM Sarani, Kolkata.

The SWC meeting was introduced by Sri Rajesh Nagar, CGM, HRM & PSD, OL & Training.

UCO management side was represented by:

1. Sri R. K. Saboo, Acting MD & CEO (through Video Conference)
  2. Sri V. K. Kambli, Executive Director-II
  3. Sri Ghanashyam Parmar, General Manager, HRM & PSD
  4. Sri Sumit Khandelwal, General Manager
  5. Sri S. K. Jha, Deputy General Manager, PSD
  6. Sri Suman Kumar, Deputy General Manager, PSD
  7. Smt. Ruchi Mishra, Chief Manager, PSD
- Other senior officials from the Personnel Services Department.

Representatives of the Unions:

1. Com. Prakash Chandra Ray, General Secretary, UCBEA
2. Com. Partha Chanda, General Secretary, AIUCBEF
3. Com. Akash Bakshi, President, AIUCBOF
4. Com. Akshay Kumar, General Secretary, AIFUCBO
5. Com. Subhash Sarkar, Retirees' Union
6. Com. Soumen Mukherjee, Pensioners' Association

In his inaugural speech, Sri R. K. Saboo, Acting MD & CEO, briefly highlighted the remarkable achievements of our beloved UCO Bank and brought out the area-specific growth parameters. He confirmed confidence that all UCOites, working collectively, would successfully achieve the business target of ₹6.75 lakh crore during the current financial year.

Sri V. K. Kambli, Executive Director-II, in his speech, acknowledged the commendable contribution made by both workmen and officers for development of the Bank to its present position. He placed his observations that in several operational parameters, UCO Bank today occupies either the top position or ranks among the leading banks in the industry. He appreciated the constructive role played by employees and unions and called upon all to take further initiatives at the branch level to improve productivity and business growth.

[P.T.O.]

In response to the management's views, Com Prakash Chandra Ray, General Secretary, UCBEA (BEFI) congratulated all levels of employees. He further placed his expectations that the consistent growth and performance of the Bank will continue. He emphasised the constructive role played by the unions. He raised the urgent need for adequate manpower at branches to support business expansion.

From other organisations, all speakers highlighted the growth. The representatives reiterated their commitment towards the Bank's continued growth while simultaneously emphasizing the demand of recruitment.

Subsequently, the meeting took up the agenda items of the Staff Welfare Committee one by one.

Position of STAFF WELFARE FUND – 2026-27 as under, place by the Management.

Total Corpus: ₹25.00 Crore

Corpus for In-service Employees: ₹19.30 Crore

Corpus for Retirees: ₹5.70 Crore

## **ALLOCATIONS FOR IN-SERVICE EMPLOYEES**

### **1. UCO Diamond Scholarship & Prize**

Allocation: ₹3.00 Lakh

The names of these two schemes have been changed. The revised nomenclature will be communicated through the Bank's circular.

### **2. UCO Tribute (Funeral Expenses)**

Allocation: ₹10.00 Lakh.

The allocation has been made considering last year's utilization of ₹7.40 lakh.

### **3. Health Check-up**

Allocation increased from ₹3.25 Crore to ₹3.40 Crore.

### **4. Eye Check-up and Spectacles**

Allocation: ₹1.69 Crore

The allocation has been based on last year's utilization of ₹1.22 crore.

### **5. Assistance for Physically and Mentally Challenged Children**

Allocation retained at ₹2.00 Lakh, despite the utilization of approximately ₹21,000 during the previous year.

### **6. Canteen Subsidy**

Allocation: ₹6.30 Crore

Based on last year's utilization of ₹6.15 crore.

Benefit: ₹250 per employee per month

Disbursement: Through HRMS

Earlier, this facility was available only to Head Office employees. The unions further demanded direct credit to employees' accounts, which remains under consideration.

### **7. Cleansing Expenses**

Allocation: ₹3.10 Crore

Based on last year's utilization of ₹3.00 crore.

Benefit: ₹750 per employee per half year

Proposed mode: Through HRMS

The unions demanded direct credit to employees' accounts. The Bank responded positively, and the proposal is under active consideration.

**[P.T.O.]**

## **8. Holiday Homes**

At present, the Bank operates holiday homes at 23 centres.

The unions demanded:

Opening of new holiday homes at Kerala and Deoghar

A separate meeting for rationalization and expansion of holiday home facilities

The management agreed to hold a separate discussion on this issue.

## **9. UCO Wellness Scheme (New Scheme)**

A new welfare initiative titled "UCO Wellness" has been introduced.

Allocation: ₹1.26 Crore

Benefit: ₹600 per employee per annum

Disbursement through HRMS

## **BENEFITS FOR RETIREES**

### **1. UCO Tribute (Funeral Expenses)**

Allocation increased from ₹80 lakh to ₹1 crore, considering last year's utilization of ₹98.40 lakh.

### **2. Health Assistance**

Existing assistance of ₹1,900 per pensioner & ₹700 per family pensioner to continue.

Corpus allocated: ₹4.70 Crore

The unions requested enhancement of the assistance amount to at least ₹2,000 per pensioner & ₹1,000 per family pensioner. The management informed that the matter would be examined after detailed financial assessment.

### **3. Holiday Home Facilities**

The unions demanded that retirees may also be allowed **two rooms** for a period of three days on the same lines as serving employees. The management agreed to examine the proposal and will discuss it further in the proposed meeting on holiday homes.

### **UCO Tribute for Funeral Assistance [in-service & retirees] :**

The scheme shall continue throughout the year irrespective of budget allocation and shall not be restricted by exhaustion of the allocated amount.

After these deliberations the above decisions emerged from today's Staff Welfare Committee Meeting.

We are confident that the positive initiatives undertaken jointly by the management and the unions will further strengthen employee welfare and be widely appreciated by all sections of our members and retirees.

We request all State Committees and Regional/Unit Committees to circulate information widely among all our members, ex members and well-wishers.

With warm greetings,

Comradely yours,



(Prakash Chandra Ray)  
General Secretary