



पंजाब नैशनल बैंक
...भरोसे का प्रतीक !

punjab national bank
...the name you can BANK upon !

मानव संसाधन प्रबंधन प्रभाग, मानव संसाधन प्रभाग, प्रधान कार्यालय
प्लॉट नं. - 4, सेक्टर - 10, द्वारका, नई दिल्ली -110075
HUMAN RESOURCES MANAGEMENT DIVISION, HEAD OFFICE
PLOT NO.4, SECTOR-10, DWARKA, NEW DELHI-110075

Ref: HRMD:IR:10867:NP

Date: 19.07.2025

SHRI P. R. MEHTA
GENERAL SECRETARY
ALL INDIA PNB EMPLOYEES' FEDERATION
47, NEHRU NAGAR (MODEL TOWN)
LUDHIANA- 141002

Reg: Disputes raised by affiliate unions of AIPNBEF before respective Conciliation Officers under the provision of the Industrial Dispute Act, 1947 against certain schemes of the Bank.

Dear Sir

This has reference to the captioned Industrial Disputes and conciliation proceedings held between the Unions and Bank Management wherein the Bank has been advised to consider the issues and provide a written reply to the unions.

In this regard, the issues raised in the Dispute were considered by the Bank Management and it is informed as under:

Issue 1: PNB "AAGMAN APP" HRMD circular 949/2025 dated 12.04.2025- for marking attendance through mobile App.

Reply: In continuation of our letter dated 30.06.2025, it is re-iterated that Aagman App is designed only for the purpose of marking attendance by the employees, without any breach of data privacy of any employee. Marking of attendance through AAGMAN is in addition to the already existing biometric attendance system and is optional.

Issue 2: Letter no. CCC/ employee- feedback/2025-26 dated 15.04.2025 w.r.t Employee feedback through QR code.

Reply: Upon discussion it has been decided that the Bank would implement capturing customer feedback through Branch wise QR Code instead of individual employee wise QR code. The feedback would be based on the services provided by the branch.



पंजाब नैशनल बैंक
...भरोसे का प्रतीक !



punjab national bank
...the name you can BANK upon !

मानव संसाधन प्रबंधन प्रभाग, मानव संसाधन प्रभाग, प्रधान कार्यालय
प्लॉट नं. - 4, सेक्टर - 10, द्वारका, नई दिल्ली -110075
HUMAN RESOURCES MANAGEMENT DIVISION, HEAD OFFICE
PLOT NO.4, SECTOR-10, DWARKA, NEW DELHI-110075

Issue 3: BA & RM division circular no. 17/2025 dated 16.04.2025: Employee Engagement drive for deposit and retail loans.

Reply: The engagement drive with respect to Deposit and Retail loan is the Management's expectation from employees to participate in business growth of the bank for which due appreciation and recognition has been proposed. However, it is clarified that that the said drive is not punitive and is optional.

Thanking You,

(SUMESH KUMAR)
GENERAL MANAGER