



NEWSFLASH!

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www.sbeu.org.my

UOB TO ABOLISH REQUIREMENT FOR SPOUSE TO RESIGN

STAFF MARRIED TO EACH OTHER

United Overseas Bank has agreed to do away with its requirement for a spouse to resign if both husband and wife are from the same bank.

It used to have a clause in the promotion letter to those who are promoted that read as follows:

*Where two employees of the Bank with signing power are joined in matrimony, one of the employees **will** be required to resign from the service of the Bank*

Whilst the policy applies only to staff with signing powers, SBEU took up the issue because we feel that such a policy is discriminating and insulting.

It would also mean that our members cannot get promoted if their spouses are already an officer with signing power, unless they are prepared to divorce their spouses.

This is clearly wrong as it forces staff to choose between family and career.

There is also no evidence at all to suggest that married employees pose a higher risk in security and control. Any perceived risks can be easily be mitigated by suitable working arrangements.

It is heartening to note that UOB after taking SBEU views into account has agreed to change their policy and amend the clause in the promotion letter to the new one, which read as follows:

*Where two employees of the Bank with signing power are joined in matrimony, one of the employees **MAY** be required to resign from the service of the Bank. However the Bank will try to place the employee in a suitable position to enable the employee to continue employment with the Bank."*

The bank will further be guided as follows

1. There should not be any reporting relationship between husband and wife
2. Their roles do not compromise conflicting interest in their decision-making/approving authority in the bank
3. Both husband and wife should not be in the same department or branch, especially when they fall under scenarios 1 or 2 above.

We applaud the management taking into account SBEU's views and for moving with the times to recognise that having husband and wife in the same bank is not a bad thing.

On a lighter note, we encourage members to cast their eyes wider and throw their nets further and look for spouses in other banks/industry.

However please report to SBEU if any banks force you to choose between your career and the love of your life. We may not be able to choose your partner for you, but we can keep your job for you.

