

35/2013  
17.07.2013

The Chief General Manager  
State Bank of India  
Local Head Office  
No.16, College Lane  
Chennai 600 006.

Madam,

The Officers Association as the vanguard of protecting the hard earned rights of the officers community holds bilateral discussions with the Management on issues which pertain to the welfare of the Officers have been taking up some of the issues that demand the immediate attention of the Management. Some of these issues have a direct bearing which affects the morale of the Officers and which would have a telling effect on the performance of not only the individual officer but also of the Bank and the Customer Service.

In this connection please refer to our letter No. ORG/25/2013 dated 24.06.2013 requesting you to convene the Industrial Relations Council, wherein we had listed many of these issues remaining unresolved. Subsequently, we met you in person and briefed about the seriousness of the issues involved and also reminded you on this matter vide our letter No. ORG/28/2013 dated 08/07/2013.

It is a matter of grave concern that, even after three weeks since the issues were brought to your notice, there has been very little progress. We append below the issues on which no forward movement has taken place.

**1.Transfer violations:**

Transfers in violation of the Circle transfer policy guidelines which provide for retention of officers above the age of 55. Representation given in this regard still remains unattended.

**2.Inter Module Transfer & Postings:**

The anomalies pointed out by us in the Inter Module transfer 2013 and our suggestion to transfer 24 eligible Officers who have requested for IMT without violation of the Circle transfer policy guidelines remains unattended. The issue of repeated BM assignment to Officers even when there are eligible Officers who await the BM assignment and other discriminations in the IMT exercise remain unattended till date.

**3.Posting of Regional Secretary at AU:**

Posting of Regional Secretary, Chennai I Shri R Balaji at Administrative office as per the laid down understandings of placement of office bearers remains unresolved for almost a year, inspite of repeated requests.

**4.Circle Negotiation Council:**

Holding of the Circle Negotiation Committee meeting, which has not been held for the past 14 months and even after 2 months of submitting the agenda by us on 15/05/2013.

### **5.Non Payment of Personal Allowance:**

Sanction of Personal Allowance to eligible Officers as per Circular no. CDO/P&HRD-IR/65/2006-07 dated 07/02/2007 and Corporate Centre letter no CDO:IR:SPL:610 dated 17/03/2012.

### **6.Shortage of Officers**

Pressure of work and difficulty in availing leave by Officers in general and by Officers at Single officer Branches in particular. Posting of 2<sup>nd</sup> Officer which has crossed the threshold limit of Rs.10 crores has not been done but new branches are opened.

### **7.NPA Management**

Undue pressure mounted on the officers by the Controllers to reduce NPA without adequate support for follow-up and recovery. While reduction of NPA should be top priority pressurizing to reduce NPA without man power is a grave risk which would result in adding more pressure on the already over worked officers.

### **8. Relieving Officers on Transfers**

We have also taken up the urgent issues regarding relief of all the Officers of JMGS I and MMGS II posted to Branches under IMT, posting of Assistant Managers (S) who have been surrendered to Modules under IMT and relieving of Officers under Intra Module Transfer vide our letter no.ORG/30/2013 dated 09/07/2013. Despite our appeal to you listing out reasons such as difficulty in maintaining two establishments, consequent economic hardships and health problems, harmony of family life and the effect on the education of their wards there has been little head way in the matter. Officers who have not shifted their homes till date will find it hard to shift now as the Tamil month of Aadi is considered inauspicious to settle at a new place and the landlords would also not enter into any agreements during this inauspicious month.

We fail to understand why even the issues which affects the earnings of an officer such as sanction of personal allowance and relieving the Officers on IMT are not addressed with all seriousness by the Management which is supposed to always care for the human resources. Though the Management always boasts of the best HR practices being followed in the Bank, not resolving such small issues which affect the morale of the Officer community creates a doubt in our minds as to the sincerity of the Management. Discontent and frustration are fast setting in the minds of the officers who are already pushed to the wall with severe work pressure which we feel would have a telling effect on the performance of our Circle.

We are confident that you would appreciate the hardships faced by the Officers and it's consequent effect on the performance of the Bank and request you to immediately convene the Industrial relations council meeting or the Circle Negotiation Council Meeting in order to resolve all these pending issues to our mutual satisfaction.

Yours faithfully,

Sd/-

**(D. THOMAS FRANCO RAJENDRA DEV)**  
**GENERAL SECRETARY**

Copy to: The Circle Development Officer, SBI, LHO, Chennai

**GENERAL SECRETARY**