



# SBIOA e-BULLETIN

from

(For Internal Circulation only)

## SBI OFFICERS' ASSOCIATION (CHENNAI CIRCLE)



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**AUGUST-SEPTEMBER 2024**



**"Alone we can do so little, together we can do so much"**  
- Helen Keller

**Dear Comrades,**

It gives me immense pleasure to address you all again through this medium. Hope you all have settled in your new places of postings and have taken charge of your roles.

We have witnessed a change in the helm of affairs of our Bank, with our New Chairman, Shri. Challa Sreenivasulu Setty, taking charge on 28.08.2024 after Shri. Dinesh Khara's superannuation. This gives us all a new ray of hope and wishes that under his leadership, our bank will scale new heights. Let us all continue to contribute as partners in the organisation's growth.

It is my pleasure to convey that Com. Vinay Bhalla has taken charge as the Chairman of the All India State Bank Officers' Federation after the Superannuation of Com. A. Sai Prasad. Com. Bhalla has demonstrated exceptional Leadership across various roles within the bank as well as the Association. His elevation to this post will further solidify the position of the Federation as a formidable force within the banking sector. We wish him all success in his new role.

Com. Sanjeev Bandlish, Convener of United Forum of Bank Unions (UFBU) has superannuated from service and we are

looking forward to a Vibrant Convener to take charge and carry forward the aspirations of the whole banking fraternity, especially "5 Days banking" which is close to everyone's heart. We will keep you updated on the developments in this regard.

Pursuant to our demands for improvements in facilities, our Bank has been extending various facilities from time to time and it's on a happy note that our new Chairman has taken charge by extending the Benefit of "Special Pay" which has been a long pending demand from our end. We all know that the benefits that are enjoyed by us today were not extended on a platter and have a long struggle behind it.

It's a known fact that our Bank has renowned systems and procedures and we must follow it under any circumstance. We all know that we are working under tremendous pressure and I make a fervent appeal to all our comrades not to deviate from the Banks' laid-down systems and procedures in any situation and to safeguard ourselves and our bank from all types of risks.

We understand the aspirations of our members and we are putting in all our efforts to ensure happiness in your workplace. My humble appeal to you all is to have faith in your leadership and be patient to ensure that our rights are protected and our demands are fulfilled. Let us always remember the mantra **"United we stand, Divided we fall"**.

**SBIOACC Zindabad! Long Live our Unity !!**

**Comradely Yours,**

**(A. SENTHIL RAMESH)**  
**GENERAL SECRETARY**

**செய்தக்க அல்ல செயக்கெடும் செய்தக்க  
செய்யாமை யானுங் கெடும். - குறள் 466**

## New Chairman and New Managing Director of State Bank of India



Shri.  
Challa Sreenivasulu Setty

On 06.08.2024, the Appointments Committee of the Cabinet approved the proposal of the Department of Financial Services for appointment of Shri. Challa Sreenivasulu Setty as the new Chairman of State Bank of India for a period of three years w.e.f 28.08.2024. Accordingly, Mr. C.S. Setty became the 27th Chairman of the State Bank of India. Further, Shri. Rana Ashuthosh Kumar Singh has been appointed as the new Managing Director of the Bank. We, at SBIOACC, wish the new Chairman and his team the very best in all his endeavours and hope that SBI stands tall and consolidates its position as India's largest public sector Bank.



Shri.  
Rana Ashuthosh Kumar Singh

### Q1 FY 24 Results

SBI Q1 Results: Our Bank reported a marginal increase in first quarter (Q1FY25) standalone net profit at ₹17,035 crore despite robust credit growth as loan loss provisions weighed on the bottom line. SBI announced a 0.89 per cent rise in the net profits at ₹17,035.16 crore for the April to June quarter of the financial year 2024-25, as compared to ₹16,884.29 crore in the same quarter the previous year as per the Bank's standalone statements filed on 3rd August. Some of the highlights of the Q1 FY 25 results are given herewith:

#### Profitability:

- ★ Net Profit for Q1FY25 stands at ₹17,035 crores witnessing a growth of 0.89% YoY.
- ★ Operating Profit for Q1FY25 grew by 4.55% YoY to ₹26,449 crores.
- ★ Bank's ROA and ROE for Q1FY25 stand at 1.10% and 20.98% respectively.
- ★ Net Interest Income (NII) for Q1FY25 increased by 5.71% YoY.
- ★ Whole Bank NIM for Q1FY25 is at 3.22% and Domestic NIM is at 3.35%.

#### Balance Sheet:

- ★ Credit growth is at 15.39% YoY with Domestic Advances growing by 15.55% YoY.
- ★ Foreign Offices' Advances grew by 14.41% YoY.
- ★ Domestic Advances growth is driven by SME Advances (19.87% YoY) followed by Agri Advances which grew by 17.06% YoY.
- ★ Retail Personal Advances and Corporate loans registered YoY growth of 13.60% and 15.92% respectively.
- ★ Whole Bank Deposits grew at 8.18% YoY, out of which CASA Deposit grew by 2.59% YoY. CASA ratio stands at 40.70% as on 30th June 24.

## **Performance linked Incentive credited for 15 days**

We are pleased to inform that the Performance Linked Incentive (PLI) for the Financial Year 2023-24 was credited to the accounts on 03.08.2024. This distribution reflects the revised metrics and performance parameters that were recently agreed upon in a meeting between the UFBU and IBA.

Under the previous parameters, the PLI was 10 days. However, with the revised parameters, it was enhanced to 15 days. This positive change is a testament to the collective efforts and dedication demonstrated by all our members throughout the year.

We extend our heartfelt congratulations to every member for unwavering commitment and hard work in achieving our targets. The continued dedication is crucial as we strive to elevate our Bank to new heights.

We also wish to acknowledge and thank the Management for their generous and thoughtful approach, which has made this enhancement possible.

Let us continue to work together with the same spirit and drive to further our shared goals.

## **SBIOACC congratulates the New SBSU Leadership**

Com. G. Kripakaran, the General Secretary of SBSU was elevated as the President of All India State Bank of India Staff Federation and retired from the Bank's services. We wish Com. Kripakaran a calm and peaceful retired life.

SBIOACC congratulates the newly elected 72 office bearers of the 39th General Council of the State Banks' Staff Union (SBSU) including the newly elected President Com. P.A. Khaja Fakrudeen and General Secretary Com. V. Sridharan.

## **Conveyance Loan Limit - RLMS**

The limit for Conveyance Loan was increased by the Bank vide Circular during July 2024. However, the same was not enabled in RLMS. Thanks to the persistent follow up by SBIOA (CC), now the additional limit of the conveyance loan has been implemented in RLMS which will be useful for many of our Comrades across the country.

## **Quarterly Regional Negotiating Council Meetings**

### **TRICHY MODULE**

The second quarter RNC for the financial year 2024-2025 was successfully held at the Administrative Office (AO) in Trichy on 16.08.2024. The meeting was presided over by the Trichy module DGM (B&O) Shri. Atul Priyadarshi and attended by all the Regional Managers, CM HR, and HR Managers.





Under the leadership of Regional Secretary Com. K. Gurunathan, the Office Bearers of the SBIOA CC Trichy Module actively participated. During his address, the DGM congratulated the newly elected team and reiterated his commitment to fostering a positive and cooperative relationship with the Association.

The Regional Secretary introduced the newly elected office bearers and expressed his heartfelt gratitude to the DGM, RMs, and HR team for their continued support, especially in addressing member concerns regarding transfers and staff welfare.

Key issues raised during the meeting included matters related to employee welfare, such as hospital empanelment, staffing requirements, and operational challenges within branches and specialized units. Discussions also covered ensuring dignified treatment of officials, balancing work hours, and addressing specific concerns related to technical operations, especially regarding ATM/ ADWM related issues.

DGM and his team showed a positive and constructive approach towards the issues raised. They expressed their understanding and acknowledged the concerns, assuring that they would take the necessary steps to address them in a timely manner.

The Association remains committed to working in collaboration with the management to ensure the continued growth of the bank while prioritizing the well-being of its members.

## CHENNAI MODULE - I

The RNC meeting of Chennai North Module was held on 20.09.2024. The meeting was headed by the DGM (B&O), Chennai North and attended by all the Regional Managers, CM (HR) and Regional HR Managers along with Regional Secretary and Office Bearers of Chennai Module-I.







**The following issues were discussed in-detail :**

- ❖ Challenges in RACPC loan Sanction, Processing, Maintenance, HLC/SSL & SMECC issues.
- ❖ Premature transfers during restructuring of regions and continuing as on date.
- ❖ Delay in sanctioning leaves.
- ❖ Avoiding conduct of meetings during business hours (10 AM to 4.00 PM) and late evening, which is deeply affecting customer service and personal time of the members.
- ❖ Happiness in the workplace. i.e. positive working environment, respect and inclusiveness.
- ❖ Calling officials on holidays. We have conveyed our members unwillingness working on holidays and as well as our Association stand not to call on holidays to work.
- ❖ Gym and Fitness Facilities - To promote physical health we request for a fitness area/room in big units / RBOs and indoor games like TT / Shuttle etc.,
- ❖ Branch renovation / shifting, Outsourcing agencies issue, Manpower planning.
- ❖ Pending Bills payments for Working on holidays. Prior approval must be obtained for RFIA holiday working.

All the issues were deliberated in detail and points were taken note of for further redressal.

On behalf of SBIOA (CC) we thank our DGM for conducting the RNC on time and providing the opportunity to discuss various issues of our Officers fraternity.

## **SALEM MODULE**

RNC meeting was held at Salem for September 2024 quarter on 20.09.2024. The meeting was presided over by the Salem DGM (B&O) and attended by Regional Managers, CM (HR) and Regional HR Managers in person, along with Office Bearers of SBIOA (CC) Salem.

While delivering her address, DGM acknowledged the efforts of Salem module members w.r.t to YoY growth in business parameters achieved by the module and securing number one position in the circle in MD ranking for the month of July 2024. The DGM requested our office bearers to sensitize our members to log in to CBS on time and focus on areas of concerns viz. Deposit & REHBU.

Salem module Regional Secretary Com. M. Vajravel emphasized the importance of acknowledgment of efforts made by our members in the growth of the organization, which will motivate them to continue their good efforts. RS also requested our controllers to deploy adequate man power in branches based on its business potential and portfolio size.



**The following issues were discussed.**

- ◆ HRMS bills
- ◆ Recategorization of Hosur, Krishnagiri, and Pondy centres w.r.t. LRA
- ◆ RFIA out of pocket expenses
- ◆ Leave regularization
- ◆ CAIIB increment
- ◆ Fitment related issues
- ◆ Branch shifting & renovation
- ◆ Premises and staff quarters related issues
- ◆ Staff shortage (both officer and award staff)
- ◆ Frequent deputations
- ◆ Document storage issue (RACCs & RACPCs)
- ◆ Multiple virtual meetings in a single day, etc





The Regional Secretary requested the DGM to have an RNC follow-up meeting with HR team, for which the DGM readily agreed, and the same was proposed to be conducted on 30.10.2024.

SBIOACC Salem module notes to follow up on the above-mentioned issues and request our members to escalate their issues and concerns to us so that the same will be represented in the appropriate forum.

## COIMBATORE MODULE

Coimbatore module successfully conducted the RNC for the September 2024 quarter on 27.09.2024. The meeting was led by the DGM (B&O) of the Coimbatore module and was attended by all Regional Managers along with the CM HR and Manager HR. The Coimbatore module Regional Secretary Com. Murugesan and his team of office bearers attended the meeting.



During the meeting, DGM emphasized the importance of showcasing the full potential of the Bank in deposit mobilization and sourcing REHBU products. DGM insisted on branch to show more interest on sourcing of files, rather depending on outsourced agencies. He also highlighted the significance of adhering to Bank SOPs without any deviations, emphasizing equality among all officials.

From our end, we brought to the attention of the DGM the issue of last-minute influx of files at RACPCs and the initiation of TIR / Valuation reports by CPC only. The DGM acknowledged this concern and provided instructions to address it accordingly. Additionally, the pending bills of officers were raised, and the DGM assured immediate attention to resolve them.

Various other issues raised by members were discussed in detail, and the DGM committed to take prompt action to resolve them.

## Com. Vinay Bhalla steps up as Chairman of AISBOF

The Executive Committee of the All India State Bank Officers' Federation (AISBOF) convened a meeting in Delhi on the 16th and 17th of August, 2024. Among the most significant decisions made during this meeting was the Election of Comrade Vinay Bhalla as the Chairman of AISBOF. This Election was necessitated by the superannuation of our former Chairman, Comrade A Sai Prasad, who retired from service on June 30th, 2024. Com. Vinay Bhalla officially assumed his new role as Chairman on August 17th, 2024. His ascension to this prestigious position marks a remarkable milestone in his long and distinguished career within the State Bank of India and the officers' fraternity. We, at SBIOA (CC), wish Com. Vinay Bhalla the very best in his new role as Chairman of AISBOF.





## UCO Bank Triennial Conference

Our beloved GS Com. A. Senthil Ramesh delivered the inaugural address during the Triennial Conference and General Body Meeting of UCO Bank Officers' Association Tamilnadu & Puducherry at Chennai on 10.08.2024.



## Increase in Staff Welfare Fund in PSB

The Govt. of India, Ministry of Finance, Dept. of Financial Services vide it's Order No. eF.No. 14/7/92-IR dated 05.08.2024 has raised the maximum ceiling for staff welfare fund in Public Sector Banks. The details are given below :

The matter of revising norms for the Staff Welfare Fund in Public Sector Banks (PSBs) has been examined in this Department in light of the change in business mix and employee strength in PSBs. It has been, accordingly, decided to raise the maximum ceiling for the Staff Welfare Fund as under, subject to a cap of 3% of net profit:

S.No	Category*	Sub-category	Max. ceiling
1	State Bank of India	-	Rs. 250 crore
2	PSBs with business mix of over Rs. 15,00,000 Cr.	Employee strength above 85000	Rs. 100 crore
		Employee strength up to 85000	Rs. 90 crore
3	PSBs with business mix of over Rs. 10,00,000 Cr. to Rs. 15,00,000 Cr.	Employee strength above 50000	Rs. 60 crore
		Employee strength up to 50000	Rs. 50 crore
4	PSBs with business mix up to Rs. 10,00,000 Cr.	Employee strength above 30000	Rs. 35 crore
		Employee strength over 15000 up to 30000	Rs. 25 crore
		Employee strength up to 15000	Rs. 15 crore

## Fitment Circular as per 9th Joint Note

The IBA letter detailing the formula for fitment of pay of employees on promotion duly implementing the provisions of 9th Joint note was released on 17.08.2024. Correspondingly, the Bank released it's circular on 01.10.2024.

## ISAM -24 and Inauguration of Synthetic Track

The Inter-SBOA Schools Athletics Meet 2024 was held at our SBOA Junior College, Chennai. The athletic meet and the first ever synthetic track at SBOA schools was inaugurated by the Chennai circle Chief General Manager Shri. Parminder Singh on 11.08.2024.



## AISBOF EC at New Delhi, August 16 and 17

The 5th meeting of the 29th EC of AISBOF held at Delhi, made the following co-options. SBIOA (CC) congratulates our Comrades on their well deserved elevation.



**Com. A. Senthil Ramesh**  
Vice President  
AISBOF



**Com. P. Nitish A.R.Singh**  
Dy. General Secretary  
AISBOF



**Com. J. Ravikumar**  
E C Member  
AISBOF



**Com. C. Lazer Jeya Prakash**  
E C Member  
AISBOF



## SBIOA (CC) FOUNDATION DAY

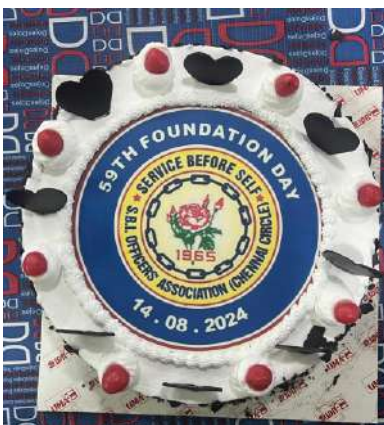


On 14 August 2024, the State Bank of India Officer's Association (Chennai Circle) resonated with jubilation as we celebrated our 59th Foundation Day with unparalleled enthusiasm.

Our members embraced the occasion with unbridled fervour, their dedication and commitment palpable in every nook and corner of the Chennai Circle. The celebratory spirit was infectious, as we collectively revelled in the triumphs of our illustrious past while eagerly embracing the promise of a brighter future. The unwavering camaraderie and unrelenting passion of our members serve as a testament to the enduring legacy of our esteemed organization.



Our Association's 59th Foundation Day was celebrated at LHO 1st floor auditorium yesterday. Members participated in huge number. Our President Com. Nithish AR Singh, Vice President Com. Lazer Jeya Prakash, General Secretary Com. A. Senthil Ramesh and RS Chennai – I Com. J. Ravikumar addressed the gathering. Circle office bearers Com. Anbarasu R, Com. Praveen C, Com. Saravana raja, Com. Vimaladevi, and module office bearers attended the meeting. They explained the strength, legacy and present challenges faced by our mighty association.



Our Foundation Day was celebrated with grate enthusiasm across Chenni Circle. Earlier in the morning, all our members wore our badges and distributed sweets to customers and branch staff.

**Our Unity Zindabad.**



## **SBIOA (CC) Foundation Day Celebrations CHENNAI II**



**SALEM MODULE**



**TRICHY MODULE**

**COIMBATORE MODULE**



**MADURAI MODULE**





## Social Service Wing – Joy of sharing

### CHENNAI - I MODULE

To mark the event of our 59th foundation day on behalf of our association, Chennai Module-1 team donated meals (from breakfast to dinner) to Sri Arunodhaya Charitable Trust, Korattur on 14.08.2024. SBIOA (CC) long live!



### TRICHY MODULE

To commemorate the 59th Foundation Day of our Association, Trichy team provided dinner to 140 needy kids of Hans Rover Happy Home, Melapudur Trichy. All the inmates at the home were very happy and thankful to our Association.

**SBIOA (CC) Zindabad.**





## Chennai-I Zone 1 Area meeting at Perambur

The Area Meeting of Zone-I was successfully conducted on 28.08.2024 at Perambur Branch. Chennai-I RS Com. J. Ravi Kumar, DRS Com. Velayutham, Com.Rajagopal, Com. Anbuselvan, ZS Com. Arvind Rishikesh (Zone 1) and ZS Com. Muralidharan (LHO Zone) attended the meeting.



All comrades from the nearby branches participated actively, voicing their concerns and grievances. Key issues raised included undue pressure to work on holidays, ATM and CDM responsibilities, late-night meetings, and distressing calls from RBOs.

Regional Secretary addressed these concerns, emphasizing the importance of unity and solidarity among members, strict adherence to systems and procedures, thorough scrutiny, and delivering the best customer service. He also reminded everyone to maintain discipline by reporting to the office before 9:30 a.m. and leaving by 7.00 p.m.

## SBIOA (CC) Cultural Wing, Chennai – I & II

Under the banner of Cultural Wing the fourth program of the year 2024 on 01.09.2024 Sunday 6.30 PM at Vani Mahal A/C, T.Nagar, Chennai. Many of our Comrades enjoyed the function with their family and requested for arranging such stress buster programs frequently.

UNITE - REJOICE - REJUVENATE





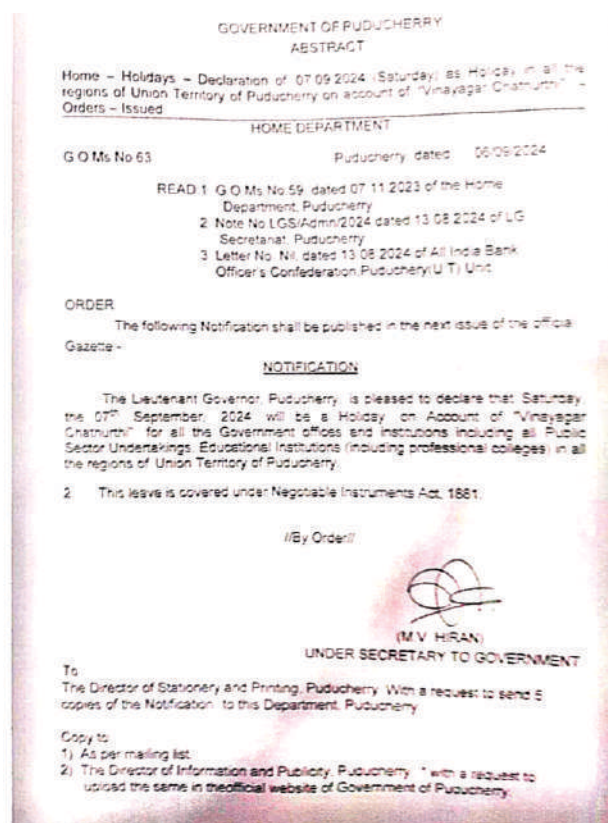
## September 5 – Teachers’ Day Celebration

On this Teachers’ Day, SBIOACC had the privilege of felicitating the Director and faculty members of SBILD Nungambakkam, Trichy and Coimbatore. Though they are bankers by profession, they serve as exceptional trainers who impart knowledge and skills to our banking community. Their commitment towards nurturing talent, fostering growth, and shaping the future of our workforce is truly commendable. A heartfelt thank you to all our training faculties for their continuous support and guidance. Happy Teachers’ Day!



## AIBOC - Pondicherry Chapter creates History

We are happy to inform that under the guidance of our beloved General secretary Com. A. Senthil Ramesh, a representation was submitted by AIBOC, Pondicherry State unit to The Hon’ble Lieutenant Governor of Puducherry regarding the declaration of Vinayagar Chathurthi as a holiday for the banking community in Puducherry. The Government of Puducherry has favourably considered our request so that the festival will henceforth be celebrated by our banking fraternity too, with a government holiday declared under Negotiable Instruments Act 1881. The relevant Government Order (GO) is shared herewith. Special thanks to our respected President Com. Nithish Singh, Salem RS Com. M. Vajravel, Com. A. Rajakumar, DRS and Former State Secretary, AIBOC Pondy Unit for their valuable inputs.



### BEREAVEMENT



- Com Kalaivanan, Assistant Manager, Dharmapuri Branch, lost his Father on 31.07.2024.  
Com. Anand. K, Assistant Manager, Belur Branch, lost his mother on 04.08.2024.  
Com. Agilan (Cash Officer), Tiruppapuliur Branch lost his father Mr. G. Duraiswamy on 12.08.2024.  
Com. Hugh Nancy, Branch Manager, Mandarakuppam Branch lost her mother on 10.08.2024.  
Com. Shyamala Manager, RACC Chengalpattu lost her life on 11.08.2024.



## BRANCH VISITS ARCOT & VELLORE ZONE



## THIRUVANNAMALAI ZONE



## ERODE ZONE

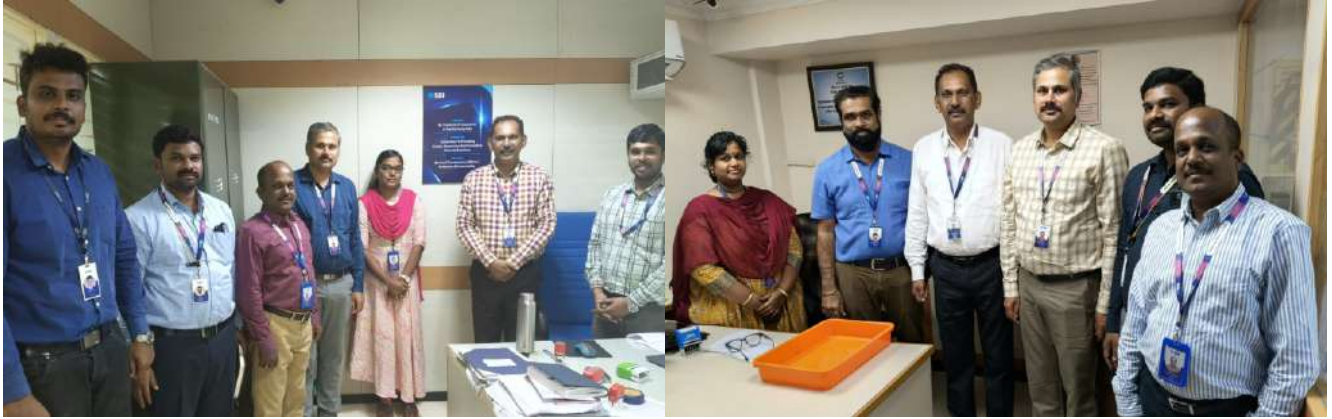


## KARUR ZONE





## BRANCH VISITS NAMAKKAL ZONE



## COIMBATORE MODULE ZONE I



## COIMBATORE MODULE ZONE II



## COIMBATORE MODULE ZONE III





## BRANCH VISITS THENI ZONE



## DHARMAPURI ZONE



## NAGAPATTINAM ZONE



## THANJAVUR ZONE





## **RACPC, RASMECC & SMEC VISITS EGMORE**



## **AYYAPPANTHANGAL**



## **TAMBARAM**



## **MRC NAGAR**



## **OLD MAHABALIPURAM ROAD**



## **CHENGALPATTU**



## **THANJAVUR**



## **PONDICHERRY**





## **RACPC, RASMECC & SMEC VISITS COIMBATORE NORTH**



## **COIMBATORE SOUTH**



## **TRICHY**



## **DINDIGUL**



## **MADURAI**



## **TIRUNELVELI**



## **NAGERCOIL**



## **HOSUR**



## **GIST OF e-CIRCULARS**

We are hereby presenting the gist of staff related e-circulars for the month of August 2024.

### **Individual Housing Loan Schemes (IHLS) for staff review and modification maximum age limit**

The maximum age for the repayment of Individual Housing Loan Scheme (IHLS) for employees has now been revised as “Up to 360 months, subject to liquidation of the Home Loan before the employee reaches the age of 80 years” by the appropriate authority of the Bank. All other existing terms and conditions applicable to Individual Housing Loan Scheme for Staff will remain unchanged. This modification will be available to the new loan accounts after 12.08.2024 and also to the existing serving employees who wish to modify their payment tenure. However, this facility will not be available to the separated / retired staff.

### **Payment of dearness allowance for the months of August, September & October 2024**

With reference to the Clause 13 of the Industry level 12th Bipartite Settlement dated 08.03.2024 and Clause 2 (i) of the 9th Joint Note dated 08.03.2024, Indian Banks' Association has advised that the quarterly average of the All India Average Consumer Price Index Numbers for Industrial Workers (Base 2016=100) for the quarter ended June 2024 is 140.23 and accordingly the number of points over 123.03 are 17.20 (140.23-123.03). The last quarterly payment of DA was at 139 points. Thus, there is an increase of 1.23 points for the period August, September, and October 2024. Accordingly, the rate of Dearness Allowance payable to Workmen & Officer employees for the months of August, September and October 2024 shall be 17.20 % of 'pay'.

### **Staff: Supervising introduction of “Special Pay” for Officers**

It has been decided by the Executive Committee of the Central Board in its meeting held on 13th August 2024, to introduce a “Special Pay” for all the permanent officers of the Bank irrespective of the grade / scale. The “Special Pay” will be applicable w.e.f. 01.08.2024. The salient features of the “Special Pay” will be as under:

On Completion of 16 Years of Service in Bank up to 24 Years – Rs. 4,000/- per month.  
On Completion of 24 Years of Service in Bank – Additional 8,500/- (cumulative 12,500/- per month).

The “Special Pay” will rank for Dearness Allowance, House Rent Allowance and Superannuation benefits (PF, Pension/NPS and Gratuity) and will be taxable in the hands of the official. Any officers engaged on contract/temporary/casual basis or any officer who is paid on commission basis will not be eligible for this “Special Pay”. The “Special Pay” mentioned above will be calculated based on the number of



completed years of service in the Bank, excluding any periods not considered as service. Previous service periods/experiences will not be considered while determining eligibility for “Special Pay”.

## **Mandatory learning for employees upto SMGS-V guidelines for 2024-25**

The circular mentions the Mandatory learning guidelines for employees up to SMGS-V for FY 2024-25. The annexures mention in detail the certification courses for the employees.

The employees under exemption shall be completely exempted from Mandatory Learning & such employees will not be required to complete Role Based Certification and specified e-lessons. Partial Exemption category has been removed.

The concept of 2 days Training Holiday was introduced in 2020-21 to enable the officials to attend the online webinars and go through the study material, before taking the examination on the second day. The 2 days Training Holiday shall continue for FY 2024-25 for any one attempt for Role Based Certification, which will continue to be treated as deputation. Training Holiday will not be available for online courses / external courses.

Officers need to complete Mandatory Learning up to 31.01.2025. 5-in-1 Allowance / corresponding monthly allowances at Foreign Offices shall be forfeited thereafter till completion of Mandatory Learning up to 31.03.2025.

All employees from Award Staff to Officers up to SMGS-V, including specialist cadre employees, will be required to complete 7 specified e-lessons during the financial year, on e-Gyanodaya portal viz. KYC/AML-CFT & Compliance – Part I & II, IS & Cybersecurity, ESG & Climate Finance, Generative AI, Data Analytics and Code of Ethics.

## **Officers revised fitment formula on promotion for Officers in the Bank**

Consequent to recent wage settlement for officers up to TEGS-VII vide 9th Joint Note dated 08.03.2024, the Indian Banks' Association (IBA) vide its letter no. HR&IR/MBR/515/2024- 25/1340 dated 17th August, 2024 has advised the member banks a revised Formula for fitment of pay for employees on promotion with effect from 01st November, 2022.

The Executive Committee of Central Board in its meeting held on 24th September, 2024 has approved the implementation of revised fitment formula in our Bank. Detailed Guidelines to be adopted for fitment of pay of officers from one scale to a higher scale up to Scale TEGS-VII and stage to stage fitment chart/table is placed as annexures. The revised fitment formula is applicable to the officers promoted on or after 01st November, 2022.

DMD (HR) & CDO is authorized to issue clarifications on the subject matter.

## **Extending an option of pension to erstwhile associate banks resignees' who were otherwise eligible to join the pension scheme under bank employees' pension regulations, 1995**

In terms of para 37 of 12th Bipartite Settlement and para 14 of 9th Joint Note dated 08.03.2024, the Central Board of the Bank in its meeting held on 26.08.2024 has accorded approval for extending an option of pension to erstwhile Associate Banks resignees' who were otherwise eligible to join the Pension scheme under the respective Bank Employees' Pension Regulations, 1995.

The following categories of former employees/officers (resignees) and their surviving spouses or eligible family members of erstwhile Associate Banks viz. State Bank of Saurashtra, State Bank of Indore, State Bank of Patiala, State Bank of Bikaner and Jaipur, State Bank of Hyderabad, State Bank of Mysore and State Bank of Travancore; who satisfy all the conditions stated in sub-clause (I) to (III) herein below would be eligible for exercising an option to join the Pension Scheme within ninety days of announcement of such option as one time measure only:

- I. Who were in service of the Banks on or after 01.01.1986 and had joined the Banks before 01.04.2010 and have resigned from the service of the Bank on or before 26.04.2010 and who were otherwise eligible to join the pension scheme while in service and;
- II. Who agree to refund to the Bank the entire Bank's contribution to Provident Fund (along with accumulated interest thereon) received by them at the time of their resignation or later from the Bank; and
- III. Who agree to execute an undertaking as per the format prescribed by IBA.

All such eligible former employees/ officers (resignees) and their surviving spouse or eligible family members, can join the Pension Scheme subject to the following conditions: I. The pension will be paid prospectively from the month following the month in which the Bank receives the Bank's contribution towards Provident Fund (along with accrued interest thereon) received by the former employee/former officer at the time of resignation or later; II. The commutation of pension will not be extended to them and they will not demand; and III. Pension shall be computed as per the applicable provisions of the Pension Regulations, as applicable to relevant Bi-partite settlement/Joint Note in which he/she resigned.

The said option will be provided to the resignees who have completed 20 years (twenty years) of qualifying service in the Bank at the time of resignation

## **Noc for applying for job outside the bank issuance of guidelines and development of functionality**

In terms of extant guidelines, no employee of the Bank can engage directly or indirectly in any trade or business or undertake any other employment except with the previous sanction of the Appropriate Authority. Accordingly, the employees of



the Bank seek permission from the Bank before applying for the job elsewhere. The authority structure for according permission has been defined in the delegation of administrative powers related to staff matters.

It has been observed that the process is not uniform across all the Circles/Verticals. Further, in many instances when an employee applies for the job elsewhere, the other organisations request the Bank for sharing details of employees as a part of credential/background verification. As there are no specific guidelines, different processes/practices are being adopted by the Circles/Verticals.

The position in this regard has since been reviewed and the competent authority in the Bank has accorded approval for issuance of detailed guidelines in this regard with an objective to have uniformity in the process, ensure timely decision making in this regard, protect the interests of the Bank and have a central repository for all such permissions accorded by the Bank.

## e-Master circular on Career Development System (CDS)

Please refer to our e-Circular No.: CDO/P&HRD-CDS/39/2023 - 24 dated 17 th Nov 2023 on the above subject. The subsequent policy changes, approved by the Competent Authority, have been updated in the Master Circular CDO/P&HRD-CDS/39/2024 - 25 dated 13.09.2024 and are marked as New / Revised.a

### RETIREMENTS - AUGUST 2024

Name	Designation	Branch Name
Subakumar Chellaperumal	Chief Manager	Local Head Office, Chennai
Madhav Rao T G	Chief Manager	Local Head Office, Chennai
Indiradevi	Manager	CAC Perambalur
Jayalakshmi T N	Manager	CB Chennai
Padmaja Bathri	Deputy Manager	Local Head Office, Chennai
Puvaneswari Somasundaram	Deputy Manager	SME Branch, Bhavani

### RETIREMENTS - SEPTEMBER 2024

Name	Designation	Branch Name
Rajkumar R	Deputy Manager	Coonoor

## WISDOM BYTES

SBIOA (CC) to regularly update and guide our members regarding Banking knowledge and awareness. In this regard, we introduced a new section from July 2024 edition of our SBIOACC e-bulletin namely “Wisdom bytes” to constantly educate and update our members about the latest developments especially with regards to Disciplinary proceedings in the Bank, Business updates and the way banking ought to be conducted to safeguard ourselves and the interests of the Bank. Please note that these guidelines are, in fact, lapses/ charges pointed out by the Bank in various charge sheets issued to our officers. Our members are requested to follow these guidelines meticulously, adhere to the Bank’s systems and procedures without any deviation and spread the knowledge to all our colleagues. We are further updating wisdom bytes with this edition.

Attention: Processing officers at branches, Credit processing centres, RBO’s and AO’s

- Ensure obtention of proper and complete loan applications/ request letters from the applicant(s) as these are invariably the starting points of the loan processing.

Some of the lapses observed and charges framed against our officers in recent times are as follows:

- ❖ You have failed to obtain the signature of all the partners on the loan application form.
- ❖ Failed to enter the loan requests in the Loan application received and disposal register and in the document execution register.
- Ensure compilation of proper opinion reports on the borrower(s)/ guarantor(s)/co-borrower(s)/ company/ partnership firm (whichever is applicable), based on properly obtained notarized Asset and liability statement as on the latest possible date before sanction.

Some of the lapses observed and charges framed against our officers in recent times are as follows:

- ❖ While processing the loan, you have failed to compile opinion report based on fresh assets and liabilities statement, which led to higher assessment of net worth of the borrower.
- ❖ You have failed to capture the details of the unencumbered securities in the opinion report. The value was not taken proportionate to deponents share in the property.



## WEDDING BELLS



Marriage Function of **Com. Vishnu** (BM Kodavasal) was attended by Trichy Regional Secretary and Module office bearers. On behalf of SBIOA (CC), we wish the couple a happy married life.



Wedding of Shri. B. Vignesh S/o Com. R. Balamurugan, AGM, AO Coimbatore attended by Regional Secretary Com. M. Murugesan and other Module Office Bearers at Madurai on 08.09.2024.



Com. Gopi, Namakkal Zonal Secretary, attended wedding reception of **Com. T Aadhithyan**, (Probationary officer, Olagadam Branch) at Tiruchengode on 08.09.2024.



## WEDDING BELLS



Marriage function of **Com. M. Ganesh**, (Assistant Manager, AO Trichy) with Smt. M. Subha on 08.09.2024 at Kalugumalai attended by Trichy DRS Com. Chitharthan.



Marriage function of Com. Deepan, (AM, SME Dindigul) with Smt. PM Deepasree on 08.09.2024 at Dindigul attended by Trichy DRS Com. Aravind and Dindigul Zonal Secretary Com. Senthil.



We attended the wedding reception of the daughter of **Com. Sivaramakrishnan** (former DRS, SBIOACC), Mrs. Sridevi- Arun Vikram at Tambaram, Chennai on 21.09.2024 and congratulated and wished the couple the best in their wedding life.



## LETTERS TO THE FEDERATION

ORG/37/2024

08.08.2024

To  
The General Secretary  
All India State Bank Officers' Federation  
State Bank of India  
Local Head Office, sec 17 A Chandigarh  
Chandigarh – 160 017.

Dear Sir

### **Medical reimbursement Facility - Reimbursement of cost of spectacles**

The Bank has been taking several initiatives for the welfare of its employees from time to time. As such, our Bank has introduced the scheme of reimbursement of the cost of spectacles with certain limits as detailed below for all officers vide circular no.: CDO/P&HRD-IR/82/2021 -22 dated 31.12.2021. As of now, the scheme enables the officials to reimburse the cost of spectacles once in three years.

Sl.No.	Grade/Scale	Reimbursement Ceiling (Frame plus Lens) Rs
1	Officers in JMGS-I to MMGS-III	6,000+ GST
2	Officers in SMGS IV & V	10,000+ GST

In the contemporary banking landscape, the pervasive reliance on digital systems and electronic media has rendered spectacles an indispensable tool for employees to maintain optimal ocular health and perform their duties with precision. However, the prolonged exposure to high-risk digital environments for over 10 hours daily exacts a toll on their visual acuity and overall well-being.

The escalating cost of spectacles, particularly those equipped with cutting-edge technology to filter harmful electronic emissions, has become a significant concern. In this context, the bank's existing spectacle reimbursement scheme, albeit a laudable welfare measure, falls short of addressing the burgeoning needs of employees.

To augment the scheme's efficacy and popularity, We propose that the bank consider substantially enhancing the reimbursement limit and permitting annual claims. This would empower employees to procure high-quality spectacles with advanced features, thereby mitigating the risks associated with prolonged digital engagement.

By implementing this enhancement, the bank can demonstrate its commitment to employee welfare, foster a healthier work environment, and boost productivity. I am confident that your timely intervention will yield a positive outcome and reinforce the bank's reputation as a compassionate and forward-thinking organization.

Thanking You,

Yours Faithfully

(Sd/-)  
A Senthil Ramesh  
General Secretary  
SBIOA(CC)

The General Secretary  
All India State Bank Officers' Federation  
O/o. SBIOA (Chandigarh Circle)  
SBI LHO Chandigarh  
Sec 17 A Chandigarh-160017

Dear Comrade,

STAFF: SUPERVISING (SPECIALIST)

PAY PROTECTION FOR RE-EMPLOYED INDIAN COAST GUARD GROUP "A"  
OFFICER PENSIONER:

COMMANDANT (JG) S DHARMARAJ, DEPUTY MANAGER (S) (PF ID 1023104)

The above officer joined the Bank on 05th Jan 2022 as Deputy Manager (S), post retirement from Indian Coast Guard (ICG) rendering more than 21 years of noble service to our nation. He had retired from the rank of Commandant (JG), which is equivalent to "Group A" Gazetted Officer of Central Government as per Government of India (GoI) Gazette Notification No. 321 dated August 6 to 12, 2011 (Annexure-A) with Pay Scale Rs. 15,600-39,100, and Grade Pay of Rs.5,400/-, as applicable to Group "A" Officers as per the 6th Pay Commission.

2. Indian Coast Guard (ICG) is a Maritime Law Enforcement and Search & Rescue agency of India with jurisdiction over its territorial waters including its contiguous zone and exclusive economic zone. The armed force has got activated on 01st February 1977 and formally established on 18 August 1978 by the Coast Guard Act, 1978 of the Parliament of India, which operates under the Ministry of Defence, as per the Ministry of Defence letter No. 13(11)/2023-D(CG) dated 12.07.2023 (Annexure-B) addressed to the Director General Coast Guard Headquarters, New Delhi, confirming that "As already intimated vide MoD letter dated 10 October 2003, it is reiterated that as per ICG Act 1978, Indian Coast Guard is an armed Force of the Union, under Ministry of Defence" and GoI Gazette Notification No.31 dated 18 Aug 1978, Chapter II para 4 published by the Ministry of Law, Justice and Company Affairs (Annexure-C).

3. However, in "Compendium of Govt. Guidelines in the Matter of Re-Employment, Pay Fixation etc. of Ex-Servicemen in Public Sector Banks" issued by IBA (Annexure-D), updated as on 31-12-2000 (para 1.1), Armed Forces of the Union is defined as Naval, Military and Air-forces of the Union. The fourth wing of the Defence Forces, the Indian Coast Guard, is omitted in the IBA guidelines and hence the officer is being denied for Pay Protection. Indian Coast Guard retired personnel are not eligible to be considered as Ex-Servicemen as per Ministry of Personnel Public Grievances and Pension GoI Gazette Notification / GSR 747 (E) dated 04.10.2012 (Annexure-E). However, IBA quoted compendium para 1.3 defines about EX-SERVICEMEN" and para 1.7 defines "EX-SERVICE OFFICER" where both terms are different from each other. Hence, the officer was holding post which is equal to the Indian Navy Commissioned Officer as per Integrated Headquarters - Ministry of Defence letter No. NA/1109/2005 dated 29 Aug 2005 (Annexure-F), the officer can be called as Ex-Service Officer as per the IBA Compendium para 1.7.



4. It is pertinent to mention that Dearness Relief (DR) on pension has been stopped to the above re-employed pensioner, based on the GoI guidelines, applicable to those re-employed pensioners, retired as Group 'A' or above or equivalent grade, as per the Office memorandum dated 02.07.1999 issued by the Ministry of Personal Public Grievance & Pensions(Annexure-G), wherein it is stipulated that for those re-employed pensioners, whose DA on pension is stopped, their pay drawn in the previous employment should be protected. Payment of DA to the re-employed pensioners is notified in the GoI Extraordinary Gazette of India by the Ministry of Personnel, Public Grievances and Pension dated 20-12-2021, Chapter IX. 52(2) (Annexure-H).

5. It is kindly brought to the kind attention of the Federation that the pay protection in Public Sector Banks are applicable to all re-employed pensioners who held the post of "Group A" or "Commissioned Officer" as per the Principle Controller of Defence Accounts (PCDA) (Pensions) circular No. AT/Tech/263/XXIII dated 12.04.2018 (Annexure-I), which is marked to the CPPCs of Public Sector Banks. Pension payment of the above referred officer also is governed by PCDA, which states that:

(iii) (A) Intermis of the existing orders on the subject, the pay of re-employed pensioners who held Group 'A' post or posts of the ranks of Commissioned Officers at the time of their retirement is to be fixed at present

- ★ At the same stage as last drawn before retirement or, if there is no such stage, at the stage next above the pay last drawn;
- ★ At the maximum of the pay scale, if the pay last drawn is more than the maximum of the pay scale of the post in which re-employed;
- ★ At the maximum of the pay scale of the post in which re-employed, if it is more than the pay last drawn

6. In addition to the above, the following references are submitted as supporting documents towards the officer's pay protection eligibility in Public Sector Bank:-

Sl.	References	Subject	Justifications
(a)	DoPT OM No. 2/1/86 Estt (P-II) dt 31st Jul 1986 (Annexure-J).	Fixation of Pay of - reemployed Pensioners	Para 4(b) (ii) and (d) (ii) clarify the eligibility and procedure of pay fixation by the Bank for "Service Officers belonging to Defence Forces and Civilian pensioners who held Group "A" posts at the time of retirement" (applicable to PSB)
(b)	DoPPW OM No. F.No. 42/14/ 2017-P&PW(G) dt 08th Mar 2018 (Annexure-K).	Revision of Ignorable Part of Pension	Para 2 clarifies that the ignorable part of pension has been revised from Rs. 4,000/- to Rs. 15,000/- for the purpose of fixation of pay in re-employed post in in Central or State Govt or in a Statutory Corporation / Company / Body / Bank (Applicable to PSB)

7. It is to submit that, the restoration of Dearness Relief (DR) on pension by PCDA Pensions is not feasible and the officer is rightfully eligible for pay protection by the Bank EITHER by adding Indian Coast Guard (ICG) service also in the IBA guidelines in para 1.1 “Armed Forces of the Union” for considering the officer as “Ex-Service Officer” as per IBA compendium para 1.7 OR considering the officer as retired Group “A” Gazetted Officer Pensioner as per Gol Extraordinary Gazette of India by the Ministry of Personnel, Public Grievances and Pension dated 20-12-2021, Chapter IX. 52(2) (Annexure-H) and pay protection could be made available to the aggrieved officer, who has retired as a Commandant (JG) of ICG, which is equivalent to Group ‘A’ Gazetted officer in Government of India services as per Integrated Headquarters – Ministry of Defence Letter No. NA/1109/2005 dated 29 Aug 2005 (Annexure-F), Also, it may be noted that Commandant (JG) Dharmaraj S, Deputy Manager (PF: 1023104) is the only Coast Guard Officer retired before attaining age of 55 years, in the entire country, who should be given due acceptance in the Banking service.

8. In view of the facts mentioned, the above case in respect of pay protection for the official has to be considered FAVOURABLY, as the stoppage of Dearness Relief and non-consideration of pay fixation by the Bank are causing the officer huge financial loss and is affecting his mental peace and dignity earned with the elongated service rendered to the our nation.

9. It will be a great recognition to the official who has put in an exemplary service to the nation and above all considering that such additions won't have a huge financial burden for our bank as the cost involved will be really negligible. Accommodating the request will go a long way in reiterating our Banks genuine care and concern for its employees. Hence we urge upon the leadership to take up the matter with IBA to have a considerate view and issue suitable instructions in this regard.

Thanking You

Yours Comradely

(Sd/-)

**A Senthil Ramesh**

General Secretary

Encl. Annexures A to K

தேடிச் சோறு நிதம் தின்று - பல  
சின்னஞ்சிறு கதைகள் பேசி  
வாடித் துன்பமிக உழன்று - பிறர்  
வாடப் பல செயல்கள் செய்து - நரை  
கூடிக் கிழப்பருவம் யெய்தி - கொடுங்  
கூற்றுக்கிரை எனப் பின் மாயும் - பல  
வேடிக்கை மனிதரைப் போல நானும் - இங்கு  
வீழ்வேன் என்று நினைத்தாயோ?

- மகாகவி சுப்பிரமணிய பாரதி

