



SBIOA *e*-BULLETIN

From

SBI OFFICERS' ASSOCIATION (CHENNAI CIRCLE)



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(For Internal Circulation only)

February - 2025

From the desk of General Secretary

**"A good leader takes a little more than his share of the blame,
a little less than his share of the credit"**

- Arnold H. Glasow

Dear Comrades,

I am deeply delighted to reach out to you all through this edition of our monthly e-Bulletin. As we enter this New Year - 2025 with lots of hope and aspirations, it's my pleasure to extend my warmest greetings to each and every one of you and your family.

It gave me a lot of energy by meeting you all in person throughout the month of December to handover the traditional diary and calendar of our mighty association. Meeting our members gives us the energy and spirit to dedicate ourselves for the members cause.

A wonderful year passed by wherein a lot of achievements were there. Due to the hard work and efforts of each one of you, our circle was continuously ranked Pan India No :1 in the months of July-December 2024. In addition to business let's all resolve in this New year to achieve our dream of happiness in our workplaces. Though we are toiling hard in our offices, you all will join with me to agree that we all have to take care of our personal well-being and spend quality time with our family. It involves consciously managing your time and energy to meet both professional and personal commitments while prioritizing self-care and well-being. It is important because it reduces stress, helps avoid burnout, increases job satisfaction, and improves overall health and well-being. You can enhance your quality of life, increase productivity, and experience greater satisfaction in both your professional and personal lives by finding the right balance.

In the months of November-January, we have witnessed lot of activities like Executive



Committee Meeting of AISBOF, Meeting of AIBOC Tamilnadu State Unit and new leadership took charge, Circle Negotiation Committee meeting, Module level Sports events, nearly 15 Members meet across the state, Pongal Celebrations, Joy of sharing activities, DPC workshop for Office bearers, Central Negotiation Committee meeting at Chandigarh, and personal Visits to all Branches for distribution of diary and calendar, etc.

Let's stand United and resolve that we will ensure happiness at our workplaces by sticking to the banks laid down instructions and concentrate on healthy practices. Let's work together to take this association to greater heights.

SBIOACC ZINDABAD!

OUR UNITY ZINDABAD!

Comradely Yours,

A. SENTHIL RAMESH
GENERAL SECRETARY

SBIOA (CC) ZINDABAD, OUR UNITY LONG LIVE

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EXECUTIVE HEALTH CHECK UP HELD AT TRICHY MODULE

SBIOACC Trichy Module in coordination with Apollo Hospitals Trichy arranged for an Executive health checkup programme for our members on 10.11.2024. 58 members participated in the health check-up programme and thanked the association for the initiative.



SBI Officers' Association (Chennai Circle)

INTER CIRCLE HOCKEY TOURNAMENT - CHENNAI CIRCLE EMERGES AS RUNNER UP

SBIOACC congratulates the Chennai Circle Hockey team which bagged the runner up trophy in the All-India State Bank of India Inter Circle Hockey tournament held at Goa during November 2024. The finals ended in a 3-3 draw. Though we narrowly lost in



the tie-breaker with a score of 4-3, the performance of the Circle hockey team led by Com. Muralidharan (RS, Chennai-II) was nothing short of exceptional.

BLOOD DONATION CAMP AT VELLORE

Our Chennai Module - I has conducted a Blood donation camp at Vellore during December 2024. Com. Hariharan Perumal (Manager, RBO Vellore), Com. R Loganathan (DM, Vellore town) and Com. Vishal P C (Assistant Manager, RBO Vellore) donated blood to Com. Krishnakumar, BM, Nagavalli Branch from Salem for his treatment at CMC Ranipet. We thank our members for their nodal gesture



Com. Sunny Sharma, Zonal Secretary, Vellore and Mr. Kumaresan, Bagayam branch (BC) and has donated blood - total 3 units for Com. Krishnakumar.



CENTRAL NEGOTIATING COUNCIL MEETING, CHANDIGARH - 27.11.2024



RETIREMENT FUNCTION OF COM. VELLAYAMPILLAI, FORMER DRS, TRICHY MODULE

Thanks giving function of Com. Vellayampillai was attended by President Com. Nithish A R Singh, Vice President Com. Lazer Jeyaprakash, GS Com. Senthil Ramesh, Treasurer Com. Prakash, Chennai module-II RS Com. Muralidharan, Trichy RS Com. Gurunathan and other Circle and module office bearers Com. Anbarasu, R DGS and Com. Praveen C, DGS and module office bears participated in the thanks giving function to our ex DRS Com. Vellayampillai (CCPC Chennai) at the indoor auditorium at Chennai South AO. We wish our senior comrade the very best of health, spirit and a happy and peaceful retired life.



NEW LEADERSHIP IN THE AIBOC TN STATE UNIT

The AIBOC Tamilnadu State Unit met at the SBIOA Institute at Mercantile Plaza, Chennai, and unanimously elected Com. P. Praveen Ram Kumar (IBOA) as the new State President, Com. J. Ravikumar [SBIOA] as the new State Secretary and Com. C. Senthil Kumar (IOBOA) as the new Treasurer of the AIBOC Tamilnadu state unit. Affiliates and state representatives from all the members Banks of AIBOC participated and made the meeting a grand success. We thank Com. Sekaran (Working President, AIBOC) and our outgoing leaders Com. Premkumar and Com. Senthil Ramesh of the State unit for their wonderful contribution. Our DGS Com. Praveen C was elected as the Organising Secretary and DGS Com. Anbarasu R as the Vice President. We wish the new team all success and the best in all their new endeavours.



SBI Officers' Association (Chennai Circle)

INTER CIRCLE KABADDI TOURNAMENT HELD AT CHENNAI ON – 10.12.2024

Inter Circle Kabbadi Tournament was held at Chennai on 10.12.2024 and our GS Com. Senthil Ramesh greeted the participants and wished them. We congratulate our Chennai Circle Kabaddi Team for emerging as Runners-up in the Inter Circle Kabbadi 2024-25 Tournament. Their hard work, dedication, and exceptional team spirit have brought immense pride and glory to our circle. Let us continue to support and inspire our team toward even greater achievements in the future.



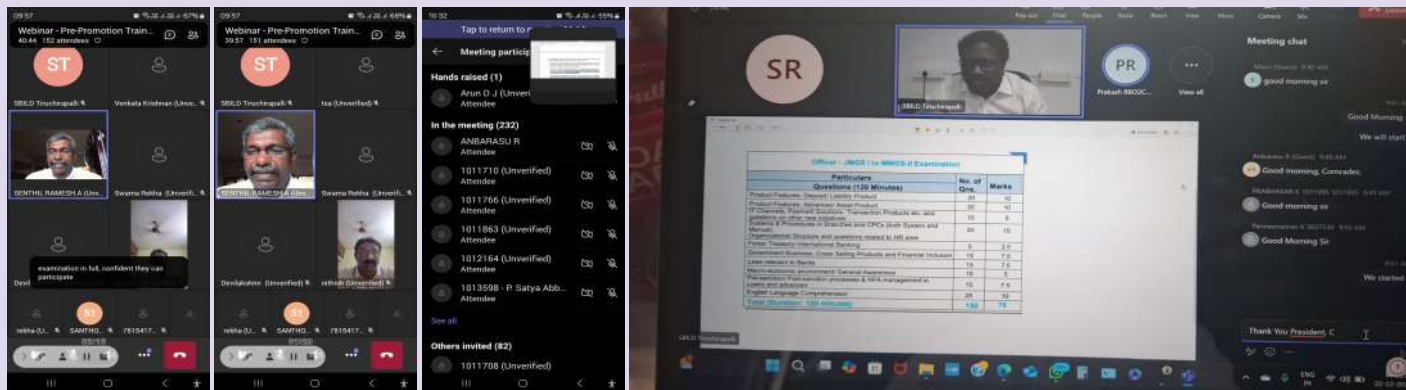
SBI Officers' Association (Chennai Circle)

ONLINE PRE-PROMOTION TRAINING PROGRAMME FOR SCALE 1 TO 2 ASPIRANTS

SBIOA (CC) in coordination with SBILD, Nugambakkam and Tiruchirapalli conducted a pre promotion training programme for the candidates who were appearing for the above examination on 22.12.2024 from 9.45 AM to 6 PM. Our President Com. Nithish Singh and GS Com. Senthil Ramesh addressed all our members online in the morning. Faculty members from both SBILD handled various sessions and cleared the doubts of the participants. Com. Anbarasu R (DGS) and Com. Praveen C (DGS) co-ordinated and arranged for the webinar. We thank all our faculties of SBILD Trichy and SBILD Nungambakkam and the circle members conducting this training programme. More than 240 comrades actively participated in the webinar and made use of the training.

ONLINE PRE-PROMOTION TRAINING PROGRAMME FOR SCALE 2 TO 3 ASPIRANTS

SBIOA (CC) in coordination with SBILD, Nugambakkam and Tiruchirapalli conducted a pre promotion training programme for the candidates who were appearing for the above examination on 04.01.2025 from 9.45 AM to 6 PM. Our President Com. Nithish Singh and GS Com. Senthil Ramesh addressed all our members online during the inauguration. Faculty from both SBILD handled the sessions. Com. Anbarasu R (DGS) and Com. Praveen C (DGS) co-ordinated and arranged for the webinar. We thank all our faculties, SBILD Trichy and SBILD Nungambakkam for imparting this training to our comrades. More than 150 comrades actively participated in the webinar and made use of the training.



**WELCOME-2025
WITH OUR
REVAMPED
WEBSITE**



REGIONAL NEGOTIATING COUNCIL MEETING - COIMBATORE MODULE

Coimbatore module successfully conducted the RNC for the December 2024 quarter on 23.12.2024. The meeting was chaired by the Deputy General Manager (B&O) of the Coimbatore module Shri. Hariharan and was attended by all Regional Managers along with the CM HR and Manager HR of the various regions. Our Coimbatore module Regional Secretary Com. Murugesan and his team of office bearers attended the meeting. All the issues were deliberated in detail and concerned authorities have taken note of it to address the same.



REGIONAL NEGOTIATING COUNCIL MEETING - TRICHY MODULE

Trichy module successfully conducted the RNC for the December 2024 quarter on 23.12.2024. The meeting was chaired by the Deputy General Manager (B&O) of Trichy module Shri Atul Priyadarshi and was attended by all Regional Managers along with the CM (HR) and Manager (HR) of the various regions. Our Trichy module Regional Secretary Com. K. Gurunathan and his team of office bearers attended the meeting. All the issues were deliberated in detail and concerned authorities have taken note of it to address the same.



PONGAL CELEBRATION HELD AT TRICHY MODULE

Festive season in the air and with the Tamil festival Pongal (தமிழ்நாள்பொங்கல்) round the corner, the SBIOACC Trichy Module joined hands with the Staff Union as a gesture of Oneness arranged for Pongal Celebrations at out AO Complex Trichy on 09.01.2025.

The function started with the overflowing of bubbling Pongal depicting the prosperity and overwhelming happiness associated with the festival. Then the Jalikattu Bull was invited, fed and taken for rounds. A bullock cart was arranged to take trial rides to give the feel of it to those who do not belong to that generation of transportation. It was followed by the performance of Silambattam, mankombu, fire acts by a professional team arranged to showcase the traditional games of the Tamils (தமிழர்வீரவிளையாட்டுகள்).

Dance programme by our officers and staff.

There was a singing medley which was rejoiced and well appreciated by the audience gathered there. Followed by that Uri Adi, Lucky Draw was conducted. The events concluded very surprisingly with an impromptu high-powered DJ which developed to be the icing on the cake.



AIBOC TN STATE UNIT MEETING

We are pleased to inform you about the successful AIBOC Tamil Nadu Unit, State-Level Meeting with Affiliates of Member Banks, held on 09.01.2025 at the SBIOA Institute, Mercantile Plaza, Chennai.

The meeting witnessed active participation from office bearers and activists of member banks, who deliberated on the future course of action for AIBOC. Key discussions revolved around the recent strike call issued by the leadership concerning:

- ✓ Adequate recruitment in all Cadres.
- ✓ Implementation of 5-day work week in Banking Industry.
- ✓ Oppression on banks' autonomy over PLI,
- ✓ Arbitrary transfers and interference in day-to-day activities by DFS and GOI, Safety of Bank Officers/staff against the assault/abuses by customers.
- ✓ Fill up the post of workmen/officer Directors in PSBs
- ✓ Amend Gratuity Act to increase the ceiling to RS.25 lacs.
- ✓ Resolution of pending residual issues with IBA.



It was resolved to activate District-Level Leadership to strengthen our agitation and achieve our shared objectives. Suggestions from members were well-received for effective implementation.

Additionally, a WhatsApp group, "Members/Office Bearers of all District of AIBOC (TN)", will be created to facilitate seamless communication and expedite the resolution of issues among affiliate bank members. It was proposed to conduct Sports and Cultural Activities.

JOY OF SHARING - TRICHY MODULE

"We make a living by what we get, but we make a life by what we give!!!"

As part of Pongal celebration, Trichy Module office bearers celebrated Pongal with the inmates of

(i) Loubra Blind Home, Airport and

(ii) Kiruba Home for Mentally Retarded, Poolangudi, on 11.01.2025 along with some interested members who joined us for this noble cause.

It was reiterated once again that Joy gets multiplied by Sharing and also that Our life what we have taken for granted is a far dream to many.



SBI Officers' Association (Chennai Circle)

ADDRESSING THE NEWLY JOINED CBO'S AT SBILD TRICHY

An introductory meeting with newly joined CBO was conducted at SBILD Trichy by our Association. 38 newly joined Circle Based Officers participated. Com. Vijay Anand, SBILD faculty welcomed all the office bearers, Faculties and CBOs. President Com. Nithish Singh narrated the organisation structure of our association, Federation and Confederation. Vice president. Com. Lazer Jayaprakash explained the important roles of our Association. Our Vibrant General Secretary Com. Senthil Ramesh gave a detailed speech about the benefits to members from the Association. He also emphasized the importance of active participation of members in the Association. He clarified the queries raised by our newly joined officers. Circle office bearers Com. Prakash Treasurer, DGS Com. Anbarasu were also present in the meeting. Com. Murugesan, RS Coimbatore with his team of DRS attended the meeting.



HOMAGE TO DR. MANMOHAN SINGH

Dr. Manmohan Singh, the man known to be the architect of opening the Indian Economy to the world, passed away on 26th December 2024. He was the founder of The Institute of Banking Personnel Selection (IBPS) and a former Governor of the Reserve Bank of India.

An economist, politician and a diligent thinker, Dr. Manmohan Singh served as the thirteenth Prime Minister of India from 2004 to 2014. The fourth longest serving Prime Minister of India after Jawaharlal Nehru, Indira Gandhi and Narendra Modi, the economic policies introduced by him as the Finance Minister of India in 1991 brought in a new era of liberalisation policies and economic reforms (focused on liberalization, privatization and globalization). His policies helped in reframing the economic graph of the country.

In his memoir *A Promised Land* (2020), former U.S. president Barack Obama described Singh as the “chief architect of India's economic transformation.” During his tenure as Prime Minister, India witnessed landmark initiatives such as the MGNREGA, Right to Education Act, and nuclear energy agreements that elevated our global stature. Dr. Singh's tenure was marked by steady economic growth, social empowerment, and a commitment to inclusivity. A man of humility and intellect, his work impacted millions and set India on the path of sustainable development. SBIOA (CC) feels honoured to pay homage to such an eminent and towering personality.



ADDRESSING THE NEWLY JOINED NEW CBO's AT SBILD NUNGAMBAKKAM, CHENNAI

An introductory meeting with newly joined CBO was conducted at SBILD NUNGAMBAKKAM by our Association. 40 newly joined Circle Based Officers participated. ZS Com. R Venkatesan welcomed all the office bearers, Faculties and CBOs. President Com. Nithish Singh narrated the organisation structure of our association, Federation and Confederation. Vice president. Com. Lazer Jayaprakash explained the important roles of our association. Regional Secretary Com. J Ravikumar spoke about overcoming the stress in banking life, work life balance and role of our Association in the members' life from cradle to grave. Finally, Our Vibrant General Secretary Com. Senthil Ramesh gave a detailed speech about the benefits to members from the Association. He also emphasized the importance of active participation of members in the Association. He clarified the queries raised by our newly joined officers. Com. Prakash Treasurer, DGS Com. Anbarasu, DGS Com. Saravana Raju, DGS Com. Praveen, Dy. Treasurer Com. Vimala Devi and ZS of Ambattur Zone, Com. Rohit were also present in the meeting. The meeting ended with a vote of thanks by Com. Naren Aurobindo Kumar.



COM. SANKARRAM RECEIVED THE CGM CLUB AWARD FOR THE FY 2023-24

It is once again proved that the office bearers of our association are performed in all aspects. Com. Sankarram Zonal Secretary of our Nagapattiname Zone bagged CGM Club Award for the financial year 2023-24 in the branch managers category. We wish him all success in his endeavors also.



DINDIGUL MEMBERS' MEET - 13.11.2024



NAGAPPATTINAM MEMBERS' MEET - 15.11.2024



AREA MEETING LCPC - 02.12.2024

The area meeting for Chennai Module - I and II was conducted at LCPC Chennai on 02.12.2024. Our President Com. Nithish Singh, General Secretary Com. Senthil Ramesh, Treasurer Com. Prakash, DGS Com. Anbarasu and Com. Praveen C, Deputy Treasurer Com. Vimaladevi, Regional Secretaries Com. Ravikumar and Com. Muralidharan and other module office bearers participated in the meeting. More than 70 members enthusiastically participated in the meeting and interacted with our office bearers. The GS updated all the latest developments and clarified the doubts raised by our members.



MEMBER'S MEETING AT COIMBATORE - 05.12.2024



AREA MEETING AT PERAMBUR HELD ON 09.12.2024



VILLUPPURAM MEMBER'S MEET - 09.12.2024



AIBOC TN MEMBERS MEET AT AO CHENNAI SOUTH - 10.12.2024

On 11.12.2024, following our UFBU meeting in Chennai, we convened a members meeting of our Tamil Nadu AIBOC Unit at our SBI AO Chennai South. The highlight of the meeting was a detailed address by General Secretary, AIBOC, Com. Rupam Roy, who provided valuable insights into the latest developments in the banking industry.

His speech was particularly enlightening, as he clearly explained the key aspects of the 9th Joint Note and its implications for our members. The audience were fully engaged, and the participation was enthusiastic and vigorous, with many members actively contributing to the discussion.

The meeting was a huge success, and we are grateful to Com. Rupam Roy for taking the time to share his expertise with us. We also appreciate the active participation of our unit members and other affiliates, which made the meeting a truly interactive and productive experience.



KARAIKUDI MEMBER'S MEET - 17.12.2024



SBI Officers' Association (Chennai Circle)

MEMBER'S MEET AT MADURAI - 19.12.2024



MEMBER'S MEET AT NAGERCOIL - 21.12.2024



MEMBER'S MEET AT SIVAKASI - 23.12.2024



MEMBERS' MEET AT SALEM - 26.12.2024

SPORTS MEET AT SALEM



SBI Officers' Association (Chennai Circle)

SPORTS MEET AT TRICHY



SBI Officers' Association (Chennai Circle)

SPORTS MEET AT COIMBATORE



SPORTS MEET AT CHENNAI



SPORTS MEET AT CHENNAI



SBI Officers' Association (Chennai Circle)

SPORTS MEET AT CHENNAI





GIST OF e-CIRCULARS

We are hereby presenting the gist of staff related e-circulars for the month of November 2024, December 2024 and January 2025.

The Payment of Bonus (Amendment) Act, 2015

Payment of Bonus for the Accounting Year 01.04.2023 to 31.03.2024, vide Circular dated 04.11.2024

The Competent Authority of the Bank has accorded approval for the payment of Bonus to eligible staff @ 8.33% p.a. of salary/wages with a maximum amount of Rs.7,000/- p.a. for the period 01.04.2023 to 31.03.2024. For the purpose of defining an employee under the Act, the ceiling on salary/wage is now to Rs.21,000/- per mensem.

Modifications in Various Education Loan Schemes, vide Circular dated 04.11.2024

The Competent Authority has approved modifications in various Education Loan Schemes w.e.f. 05.11.2024 Student Loan Scheme (including takeover) and Scholar Loan Scheme (including takeover). The revised maximum loan limits and rate of interest are placed along with this Circular.

Standard Operating Procedure (SOP): Putting of Hold/ Stop in Account, vide Circular dated 06.11.2024

Standard Operating Procedure (SOP) on putting of Hold/Stop in account has been formulated, considering the extant instructions of Reserve Bank of India. The salient features of the SOP are as under:

- ❖ Defining HOLD/ STOP including types of HOLD&STOP
- ❖ Types of Accounts in which HOLD/STOP may be marked.
- ❖ Procedure for handling instructions / directions for HOLD/STOP.
- ❖ Marking of HOLD with Standard Reasons.
- ❖ Marking of STOP following RBI instructions on Partial Freeze and Full Freeze.
- ❖ Authority Structure for marking and removal of HOLD/STOP.
- ❖ Reporting to controllers of branches.
- ❖ Reporting to AML-CFT in one pager STR format at email id agm.alerts@sbi.co.in or through APP

linked under CBS (Path: CBS/APPs/SI/Check In/ Suspicious Transaction Reporting).

State Bank of India Employees' Pension Fund Regulations: Revision in Pension of Eligible Members of the Fund Who Retired on or after 01.11.2022 And Upto and Inclusive of 09.11.2023 & Revision in Family Pension in Respect Of Eligible Members of The Fund Who Retired / Retiring on or After 01.11.2022, vide Circular dated 12.11.2024

The Central Board of the Bank in its meeting dated 19.06.2024 have accorded approval for amendment in SBI Employees' Pension Fund Regulations and release of revised basic pension and dearness relief thereon, to the eligible members of the fund, who retired on or after 01.11.2022 and up to and inclusive of 09.11.2023, after approval from Department of Financial Services, Government of India.

Miscellaneous Employee's Photo Upload Service in HRMS, vide Circular dated 10.12.2024

Competent Authority has been decided to issue fresh guidelines employee's photo upload service in HRMS to ensure uniformity and professionalism in employee photographs uploaded in the HRMS, to enhance the efficiency of identity verification processes.

❖ The guidelines in this regard and Step by step user guide for employees as well as are placed along with this Circular.

Staff: Officer Scheme for Providing Residential Furniture and Fixtures to Executives/ Officers Clarification, vide Circular dated 24.12.2024

The competent authority has approved specific clarifications to the scheme for officers returning to their parent circle as follows:

- ✓ Retention of the Additional 20% Limit
- ✓ Promotion to higher grade and Revision of monetary ceiling

Additionally, it has been decided by the competent authority to issue clarification on the guidelines for handling Furniture & Fixtures availed by officers who are downgraded from a higher scale to a lower scale due to disciplinary action, as placed along with this Circular.



WISDOM BYTES

SBIOA (CC) endeavours to regularly update and guide our members regarding Banking knowledge and awareness. In this regard, we have 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. This is the fourth chapter of Wisdom bytes series. So far, we have covered:

1. Due diligence while scrutinizing/ updating/ recording KYC.
2. Ensuring obtention of proper and complete loan applications/ request letters from the applicant(s).
3. Ensuring 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.
4. Meaningful scrutiny of the Valuation reports especially while sanctioning home loans/ LAP and other primary and collateral securities to our loans.

You may please refer to our earlier editions for the instructions/ due diligence/ safeguards on the above. 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, Disbursing officers and Asset Maintenance team at branches, Credit centres, HLC's, SME branches, RBO's and AO's and all other officials dealing with TIR's and Title Deeds:

Meaningful scrutiny of the Title Investigation reports (TIR) especially while sanctioning home loans/ LAP/ mortgage loans and other primary and collateral securities to our loans and be extra vigilant and careful with respect to Title Deeds and perfection of securities.

- **Title investigation has the following aspects:**
 - Getting the documents of title in respect of the property examined by a panel advocate;
 - Scrutiny of the TIR report issued by the Advocate by the Bank's dealing officials to decide the acceptability of the advocate's report; and
 - Physical verification of the property to ensure the factual correctness of the statements in the document/ reports.
- TIR to be obtained only from the panel advocates identified for submission of such reports.
- Branches to correspond directly with the Advocate and the direct correspondence between the advocate and the borrower/ mortgagor should be avoided.
- Similarly, professional fees/ expenses charged by the advocate should be paid by the Bank directly to them and recovered from the concerned customer.
- Advocate has to submit the TIR in the prescribed format.
- In respect of all cases where the loan amount is more than Rs.1.00 crore, the advocate has to make search of the title of the property for not less than 30 years irrespective of the fact that clear and marketable title is established by a shorter search of 13 years.
- Irrespective of the segment, in case of all loans of Rs.1.00 crore and above, satisfactory TIR from two different panel advocates should be obtained separately.
- In addition to the TIR by the advocates, the branches/business units have to search the database of CERSAI (Central Registry) and CIBIL Mortgage Check to ascertain the existing charges and credit history of the borrower/ mortgagor. The results of such searches are to be scrutinised as part of due diligence to rule out any doubtful circumstances in respect of the genuineness of the security offered. Further, a copy of screen shot of search report/ search report of CERSAI and CIBIL Mortgage Check to be attached with the loan proposal and subsequently preserved with the security documents.
- In all the takeover cases, after takeover of the loan is completed and original title documents are received from such other Banks/ Financial Institutions, Advocate has to complete the scrutiny/ verification of original title documents and



to submit the certificate of title as per Annexure C prescribed by the Bank vide its Master Circular No.: CCO/CPPD-ADV/5/2013 – 14 dated 13.04.2013.

- A thorough and meticulous scrutiny of TIR will help not only in understanding the nature of title of the property but also in averting any chances of fraud. A detailed checklist for scrutiny of TIR is enclosed as Annexure E (Master Circular No.: CCO/CPPD-ADV/5/2013 – 14 dated 13.04.2013) and the Branch/Business Unit has to verify the TIR on the lines of the said Annexure.
- Identification of the property by physical verification of the same is crucial. This needs to be done at the time of accepting the security and cannot be postponed till to the possible event of enforcement of security on a future date. A checklist for the identification and physical verification of the properties offered as securities is available as Annexure F (Master Circular No.: CCO/CPPD-ADV/5/2013 – 14 dated 13.04.2013).
- Panel Advocates have an important role not only in advising the legal validity of the title of the property in question but also to guide the branches in detecting the fraudulent attempt by any unscrupulous persons. Advocate has to make an actual and personal inspection of relevant books and indexes maintained/kept in the office(s) of sub-registrar, office of registrar and other relevant offices wherever applicable. The search should cover all the sub-registrar/ registrar offices wherein the title documents are registered as well as such offices where such registration is legally possible. Advocate has to obtain certificates of encumbrance (EC) from the relevant offices (wherever such facility is available) to ensure that there are no subsisting charges/encumbrance on the property offered as security. Advocate is also required to obtain the certified copies of all the relevant title documents directly from the office of the concerned sub-registrar/registrar office and compare the same with the documents submitted by the customer. They have to attach along with the Report (TIR) all such certified copies and the receipt for fees paid for obtaining certified copies.
- At no circumstances, the Advocate should submit a Title Investigation Report (TIR) certifying clear and marketable title of the property with conditions or stipulations to be complied. Further, the TIR along with all the original documents and certified copies of documents are to be submitted directly to the Branch/BU concerned and in no circumstances the same to be handed over to the borrower/guarantor or his/their agent/representative.
- The work of TIR needs to be entrusted to those panel advocates who have the competency and expertise in doing proper title investigation as above. Wherever possible, the work of the TIR is to be entrusted to the legal firms having such facilities and expertise may be considered.
- The compliance with SARFAESI of the property should be clearly brought out by the advocate and there should be no ambiguity.
- Branch officials should personally visit the property to be accepted as Mortgage prior to sanction/ disbursement and certify that the details given in TIR conform to their finding.
- Obtention of two TIR (vide Circular No. CCO/CPPD-ADV/70/2017-18 dated 25-09-2017):
 - If our exposure is collaterally secured by the following types of properties, a satisfactory TIR from two different empanelled advocates should be obtained, irrespective of the amount in all segments (including Housing loans):
 - Properties offered by third party guarantors whether individual or non-individual.
 - Properties acquired through Gift deed.
 - Properties sold by Power of Attorney holders to our borrower/ guarantor.
 - In respect of Housing loans where the RERA registration is available and loan amount is above Rs. 5 crores.
 - In respect of Housing loans where RERA registration is not available and loan amount is Rs. 1 crore and above.
 - Second sales and loan amount is Rs. 1 crore and above.
 - In respect of all cases where the loan amount is less than Rs. 1 crore, the advocate has to make search of the title of the property for not less than 13 years if it establishes clear and marketable title. However, if the flow of title is not clear or in the event of any ambiguity about the title after search for 13 years, the Advocate may make search for not less than 30 years.
 - In respect of all cases where the loan amount is Rs. 1 crore and above, the advocate has to make search of the title of the property for not less than 30 years irrespective of the fact that clear and marketable title is established by a shorter search of 13 years.
 - In the case of Builder Tie ups (in case of Home loans), for approval of the project search of the title for not less than 30 years is mandatory.



- Where TIR is to be obtained from two different Advocates and there is divergence in opinion of both the advocates in TIR, regarding mortgage of a property, matter has to be referred to Law officer/ In house Legal team at AO/ LHO, As the case may be, and act accordingly as per their guidance before creation of mortgage.
- Some aspects we have to be careful with respect to Title deeds:
 - All pages in the certified copies of Title documents must be obtained directly from Sub-Registrar's office and they have to be verified page by page with the original documents submitted. Ensure that the total number of pages in the copies tally with the original.
 - In cases where the title deed is not produced for comparing with the certified or ordinary copies should be handled more diligently and cautiously.
- **The Bank had pointed out in it's SOP on Title deeds and TIR the major reasons for occurrence of frauds in the areas of Title Deeds as follows:**
 - Multiple Title deeds.
 - Vendor impersonation cases.
 - Delay in creation of mortgage.
 - Delay in registration of the mortgage.
 - Properties not in existence and vacant land.
 - Creation of mortgage on lands acquired by the Government.
 - Fake stamp documents.
 - The property is tenanted (other than rent plus scheme) and is subject to any proceeds and is vested with the Government.
 - The area of the immovable property should be tallied with the schedule of the title deed, site plan, sanctioned plan, parcha and actual measurement by the surveyor.
 - Building has not been constructed as per the sanctioned plan confirmed by the relevant local regulatory authority.
 - In case of the immovable property offered as security is a part of a bigger immovable property, there are no clear demarcations of the various parcels of land mortgaged by the Bank.
 - In the event of mortgage is being created by any company, the Bank to ensure that no mortgage is created in contravention or non-compliance with the provisions of Section 185 of the Companies Act, 2013.
 - The inspection report is not made in the proper format and the route map to the immovable property is not properly recorded.
 - Photographs of the immovable property are not taken and the Relationship Manager should also get a positioning of the Immoveable property through online GPS systems.
 - Not following the laid down due diligence in respect of the properties relating to certificates issued by Revenue Authorities like Ryothwari Patta, Sanad, etc.
 - Non obtention of TIRs/ Valuation reports from advocates
- **Some of the lapses observed and charges framed against our officers in recent times are as follows:**
 - TIR not obtained from the Bank's empanelled Advocate.
 - Satisfactory TIRs from two different empanelled advocates.
 - You have failed to obtain Supplementary legal opinion report.
 - Required parental document as indicated in the TIR was not obtained.
 - The Bank's advocate in his legal opinion on the proposed collateral had stated that the owner of the property Shri. X along with the power of attorney holder Shri. Y should execute an indemnity bond. The stipulation made by the advocate was not complied with.
 - The official did not obtain Encumbrance Certificates for the broken period.
 - You have failed to comply with the Letter/ Opinion from Manager (Law), wherein it was suggested by the Manager (Law) that confirmation from principal (for) identification of the principal should be carefully



scrutinized, every effort should be made to contact the principal in person by Bank's dealing staff for ascertaining the fact that the person who executed the POA is alive and if the principal is residing in foreign country, the POA holder should submit a copy of the passport of the principal for photo identification, etc, needs to be compared with as stated in the circular No. CCO/CPPD-ADV/5/2013 – 14 dated 13.04.2013. On account of this non-compliance, Bank is not in a position to defend strongly in the cases filed by the principal of POA stating that the POA is a forged one.

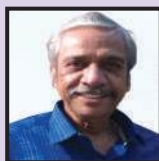
- You have failed to obtain the sale confirmation from the Principal and opinion of Law Department thereon. In the appraisal, it was mentioned that Branch is in the process of getting the sale confirmation from the Principal and opinion from the Law Department, as it involves transaction of POA, for the property offered as collateral. However, it is observed that the matter was referred to Law Department whereas the disbursements were commenced in the account, before compliance of the undertaking given in the proposal and before referring the matter to the Law officer.
- You have failed to compile Annexure-E – checklist for scrutiny of TIR.
- You have failed to meaningfully compile the Annexure E for the TIR.

RETIREMENTS DURING NOVEMBER 2024, DECEMBER 2024 AND JANUARY 2025

Name of the Comrade	Designation	Branch/ Establishment
Vellayampillai A K A	Deputy Manager	Centralised Clearing Proc
MARISWAMY S	Assistant Manager	SHIFT 1 (INWARD)
Amutha R	Manager	LHO CHENNAI
Godha Devi N C	Deputy Manager	CPPC Chennai
Sreenivasulu Rachakonda	Dy. Gen. Manager	Local head Office Chennai
Raman Vedomurthy	Asst. Gen. Manager	DGM & CCO
Satheesh	Asst. Gen. Manager	Circle Credit Review Department
Syam Sundar Prasad B	Asst. Gen. Manager	DGM & CDO
Mathiarasan T	Chief Manager	RACPC TIRUNELVELI
M.K.Srinivasan	Deputy Manager	AMCC RBO TRICHY
Muthuraman M	Deputy Manager	AMCC TIRUVARUR
Nirmala Devi Robert	Deputy Manager	CAC TAMBARAM
JAYALAKSHMI K S	CHIEF MANAGER	CAO
VISWANATHAN S	AGM	CCGRO

BEREAVEMENT

1. Mr.R.Venkatasubramanian, Retired Manager, aged 73, Former Treasurer of SBIOA(CC) and SBIPA(CC) passed away on 04.01.2025 at Anna Nagar, Chennai after his prolonged illness.



2. We lost Com. Krishnakumar Navaneethan, Nangavalli branch, Salem zone 2 due to bone marrow cancer on 25.01.2025.
3. Son of Com. Alka John (Field Officer, Kovilpatti branch), Tuticorin zone, lost his life due to an unfortunate accident at his home on 16.01.2025.



4. Com. Jayabarathy, RBO-I Trichy, passed away on 25.12.2024.

5. We lost Com. Azhagumuthu, Corporate Center, due to a massive heart attack at Jaslok Hospital Mumbai on 23.01.2025.
6. We lost Mr. V. S. Mariappan, father of Com. Elanchezhian (DRS, Chennai-II) on 09.12.2024.
7. Mother of Com. Pathmavathi P K, Manager (Operations), Vinayaganagar Branch died on 13.12.2024 at Madurai.
8. Father of Com. Pathmavathi P K, Manager (Operations), Vinayaganagar Branch passed away on 17.12.2024 at Madurai.
9. Mother of Com. Sathish Kumar, Branch Manager, Thadikkaranakonam Branch, passed away on 29.12.2024.
10. Mother of Com. Manikala (Manager Sanctions, AMCC Nagercoil) passed away on 21.01.2025.

WEDDING BELLS



1. Com. Prem Ananth K, Assistant Manager, Triplicane Branch, married Smt. R. Monica on 14.11.2024.
2. Com. Dinesh Kumar, RACPC Trichy
3. Com. Vinothini R, Asst Manager, Tallakulam branch got married on 15.12.2024.
4. Mrs. Sneha (daughter of Com. Muralidharan, RS Chennai – II) married Mr. Abhishek on 24.01.2025.
5. Wedding of Daughter of Com. S. Hariharan, DGM (B&O) Coimbatore Module Daughter's on 28.11.2024.
6. Mrs. Jaishnu (daughter of Com. Micheal Raj, Deputy Manager, Commercial branch Salem) married Mr. Vimal Kumar on 10.11.2024.





UNIFIED PENSION SCHEME

HISTORY OF PENSION IN INDIA:

The word Pension (derived from Latin pensiō 'payment') is a fund into which amounts are paid regularly during an individual's working career, and from which periodic payments are made to support the person's retirement from work.

Earlier, The Old pension scheme was in act provided a guaranteed pension amount for government employees with at least ten years of service based on the last basic salary they received and the years of service. Under OPS, government employees receive a pension amount after retirement with the benefit of Dearness Allowance (DA) revision twice a year. In case of the pensioner's death, his/her family will receive pension benefits.

The government introduced the National Pension Scheme (NPS) in 2004 for all government employees after the discontinuance of the Old Pension Scheme (OPS). In 2009, the government extended the NPS scope to cover all individuals, including NRIs, self-employed and unorganised workers. The NPS offers various market-linked annuity schemes, where employees or individuals can regularly invest and receive an annuity after retirement. The NPS subscribers can withdraw 60% of the accumulated NPS corpus as a lump sum and invest the remaining 40% in any of the NPS professional fund managers to receive pension annuities. Under NPS, there is no assured pension amount. The pension amount that an individual receives depends on the market performance and the NPS investment schemes.

INTRODUCTION OF UPS:

On 24th August 2024, The Union Cabinet, chaired by our honourable Prime Minister Shri Narendra Modi, approved the Unified Pension Scheme (UPS). While announcing the details of the scheme, Union Minister Shri. Ashwini Vaishnaw, Minister of Information and Broadcasting, said that the Centre constituted a committee that held 100 meetings with several top organizations, including the RBI and the World Bank, to make decisions on this scheme, which will benefit 23 lakh central Government employees. The scheme will be effective from 1st April, 2025 and the Central government employees will be able to choose between the National Pension Scheme (NPS) and the Unified Pension Scheme (UPS). Moreover, existing central government NPS subscribers will also have the option to switch to the UPS.

THE SALIENT FEATURES OF UPS:

Assured pension: 50% of the average basic pay drawn over the last 12 months prior to superannuation for a minimum qualifying service of 25 years. This pay is to be proportionate for lesser service period up to a minimum of 10 years of service.

Assured family pension: @60% of pension of the employee immediately before her/his demise.

Assured minimum pension: @10,000 per month on superannuation after minimum 10 years of service.

Inflation indexation: on assured pension, on assured family pension and assured minimum pension (Dearness Relief based on All India Consumer Price Index for Industrial Workers (AICPI-IW) as in case of service employees)

lump sum payment at superannuation in addition to gratuity (1/10th of monthly emoluments (pay + DA) as on the date of superannuation for every completed six months of service. This payment will not reduce the quantum of assured pension)

COVERAGE OF THE SCHEME:

The Scheme initially set to cover the

central government employees and The State governments will also have the option to adopt the Unified Pension Scheme to their respective states. The Maharashtra cabinet has officially approved the implementation of the Unified Pension Scheme (UPS) for its state government employees and which is likely to be followed up many other state governments. The Employers will contribute 18.5% of the basic salary + dearness allowance, while employees will contribute 10% of the basic salary + dearness allowance every month under the scheme.

CONCLUSION:

The UPS aims to balance the fiscal cost with employee aspirations. It addresses the uncertainty of the National Pension Scheme (NPS) and the high fiscal burden of reverting to the Old Pension Scheme (OPS). UPS combines elements of both OPS (defined benefit) and NPS (contributory), providing a defined return on the pension pool and reducing market risk. With assured returns and inflation protection, the UPS is expected to increase the overall pension fund, mitigating some risks associated with debt burden. The UPS provides inflation protection, with pensions adjusted based on the AICPI-IW. Whereas, there is no provision in NPS for automatic DA increments for inflation protection

Let us hope, the day of implementation of the UPS in the Indian Banking Sector is not too far away with the efforts taken by our Federation and our Mighty Association SBIOA(CC).

Com. Subhash Karthick,
ACB Devakottai Branch



LESSONS LEARNED FROM SAMSUNG STRIKE

The recent strike by Samsung employees was just an ordinary news for the common man. But for trade unions and associations involved in protection of labour rights, it is a wake up call.

Samsung workers in Chennai have been on strike since September 9, 2024 demanding wage hikes, regulated working hours and most importantly non-registration of Samsung India workers union (SIWU) under Trade Union Act 1926 by the Registrar of Trade union. SAMSUNG management was supporting a puppet “workmen committee” formed by them. The majority union was SIWU has 80% of the workers under their membership. Law of the land states that within 45 days of submission of request / bye laws by any association, the registration process should be completed. It's an universal fact that only a recognised trade union can negotiate with the management for which you need registration under Trade Union act 1926. *Article 19 (1) (c) of the Constitution of India* guarantees the freedom to form lawful associations and unions. This fundamental right encompasses starting or joining associations, with reasonable restrictions for national integrity, public order, and morality. But the so called pro-labour State Government did not accept their request in the pretext of globalisation and unionisation will affect FDI which is factually incorrect.

Though the strike started with little focus, day by day it intensified drawing the attention of both the State as well as the Central Government. The Samsung management termed the strike illegal under sections 23 and 24 of the Industrial Dispute Act, 1947 and wanted to withhold workers' salaries for the duration of the strike. Though the management came down for accepting their other demands, the workers continued their strike since the demand for union recognition remained unresolved. They were arrested by the Police but that did not deter the determination of the workers.

The issue sparked off support from various quarters and workers of nearby industrial units like JK Tyres, Apollo Tyres, Hyundai, Yamaha, and BMW held

gate meetings in solidarity. The strike finally ended on October 29th after 38 days of protracted battle for restoring Industrial democracy and the issue of recognition has been referred to the Judiciary. The Honourable High Court of Madras directed the TN Govt on December 5th, 2024 to take a decision within 6 weeks' time. Finally, the Tamilnadu Labour Department on 27th January 2025 approved the registration process.

Comrades as we all know; Globalisation has started to erode the labour rights in India. The banking trade unions are also facing similar backlash from the Governments. The turnaround success story of public sector banks have been astounding, with a record net profit of 1.41 lac crores in 2023 -24 with 61,077 crores i.e 43% coming from SBI. Gross NPA has come down from 14.58% in 2018 to 3.12% in 2023-24. This has forced the Government to move from Disinvestment mode to Dividend mode. We have postponed privatisation by our performance. But despite our best efforts, our dream of 5-day banking, adequate recruitment, Scrapping of New pension scheme are eluding the attention of the ruling government.

Under such circumstances there are few lessons we should learn from the SIWU strike.

1. Hostile nature of the ruling governments towards trade unions and labour rights
2. The resilience with which they fought relentlessly for their fundamental right
3. Revival of gate meeting and lunch time demonstration to impart the new generation officers about the legacy of the trade unions and their rights.
4. Agitation path to achieve our rights

If 1700 workers can turn back the attention of both the Central and the State Government, with 7.5 lac employees under UFBU umbrella., we can work miracles.

Dr. P. Nithish. A.R. Singh

President, SBIOA(CC)



COMMUNICATION FROM OUR END

ORG/50 /2024 02.11.2024
The Deputy General Manager & CDO
State Bank of India
Local Head Office, Chennai-600006
Dear Sir,

PROMOTION YEAR 2024-25: EXAMINATION CENTERS IN ALL MODULES

We are writing to bring to your attention a concern regarding the upcoming promotion exams for our bank's officials, scheduled as per the September 2024 announcement. Last year, our colleagues faced significant hardships due to examination centres not being arranged in all modules, forcing them to travel to distant, unfamiliar locations.

This caused undue physical fatigue and mental stress, hindering their ability to perform optimally on exam day. As the promotion exam is a once-a-year opportunity, our officials must be mentally and physically prepared.

We kindly request that examination centres be arranged in all modules to alleviate this issue. This would reduce our officers' agony and minimise travelling expenses incurred by the bank.

We urge you to instruct the concerned authorities to make necessary arrangements for examination centres in all modules.

Thanking You
Yours Faithfully
Sd/-

A. SENTHIL RAMESH
General Secretary

ORG/52/2024 04.11.2024
The Chief General Manager
State Bank of India
Local Head Office,
Chennai-600006

Dear Sir,

PROMOTION YEAR 2025-26: DECLARATION OF VACANCIES

You will join me in agreeing that promotion is a form of recognition for officers who make significant and effective work contributions. It is viewed as desirable by officers because of the impact a promotion has on pay, authority, responsibility, and the ability to influence broader organizational decision-making. It raises the status of those who receive a promotion which is a visible sign of esteem from the employer. It is a powerful communication tool about what is valued within an organization. You will appreciate that every officer is discharging their duties with commitment, due diligence and devotion. The elevation in their banking career to higher scales not only increases their responsibilities and responsiveness but also boosts their morale and increases their self-esteem.

In the past, Our Chennai circle declared vacancies before the promotion exercise. We urge you to revive this practice, ensuring transparency and adequate time for officials to prepare.

Timely declaration of vacancies will:

1. Enhance clarity and fairness
2. Allow officials to plan and prepare
3. Boost morale and motivation

We request your intervention to declare vacancies well in advance of the promotion exercise, as per the September 2024 schedule.

Thanking You
Yours Faithfully
Sd/-

A. SENTHIL RAMESH
General Secretary

ORG/52 A/ 2024 12.11.2024
To
The President
State Bank of India,
Circle Welfare Committee, Local Head Office,
No 16 College Road, Chennai-600006.

Dear Sir

We are happy to inform that we are nominating Com M Muralidharan Pf No 2974827 for the post of Vice President of Circle Welfare Committee of our circle

Thanking You
Yours Faithfully
Sd/-

A. SENTHIL RAMESH
General Secretary

ORG/1/2025 03.01.2025
The General Secretary
All India State Bank Officers' Federation
O/o. SBIOA (North East Circle)
SBI LHO Dispur Guwahati,
Assam – 781006

Dear Comrade,

IHLS-MODIFICATION IN EMI: NMI RATIO

It gives us immense pleasure to congratulate you for taking over as the General Secretary of our Federation and we look forward to your leadership to have a great time ahead regarding various member welfare measures and in organisational actions. In addition to the above we would like to place on record our sincere appreciation to your leadership as the General Secretary of AIBOC for signing the joint note for the revision of our Salary & Allowances with improvement in all areas without a single day strike. It endorses the quality of your leadership and we are rest assured that AISBOF and AIBOC are in safe hands.

We refer to Circular No.: CDO/P&HRD-IR/28/2024-25 dated 15.07.2024 and congratulate the leadership for pursuing the revision of Loan Limit and EMI: NMI Ratio for Conveyance Loan to our Officers. It is yet another milestone achieved by our Federation.

With reference to the captioned subject, we would like to highlight the necessity to take up the above captioned subject for review.

Our bank has enhanced the Staff Housing Loan Limit vide Circular No: CDO/P&HRD-IR/44/2020-21 dated 23.10.2020. Though bank has revised the Loan Limit, there was no Change in EMI/NMI ratio. As you know, NPS was implemented in our bank from 01.08.2010 and lot of young officers have joined our bank after that. Those officers who are



covered under NPS are finding it tough to utilise the full limit due to the restriction in the EMI/NMI ratio of 60% of Gross Salary. Out of the 60% deductions permitted in the Gross Salary, the Mandatory deductions like NPS, PF and Income tax form a major part and thereby reducing the Loan eligibility. The above scenario has been depicted below through an example in which we are considering an officer drawing a Gross Salary of Rs.15.00Lakhs per annum.

SL	NO	DEDUCTION TYPE	PERCENTAGE
1.		NPS-Employee Contribution	10
2.		PF-Employee Contribution	10
3.		Income Tax	15*
		TOTAL	35*

*Roughly-Considering Investment under Section 80C of Rs.1.50Lakhs

The Officers covered under NPS is only having a cushion of 25% of Gross salary, which is a deterrent to avail various Staff Loans extended by the bank. There is an urgent need for revision in the EMI/NMI ratio, so that our Officers can avail the enhanced loan limits.

2. Bank has issued Conveyance Loan Circular vide No: CDO/P&HRD-IR/28/2024-25 dated 15.07.2024 revising the Loan Limit and EMI: NMI ratio to 70:30 which is a welcome move. In light of the above, we urge upon the leadership to take up the issue with the top management and sensitise them for change in the EMI: NMI Ratio for IHLS also in these lines.

3. We look forward your early action in this regard for the Member's interest.

Thanking You

Yours Comradely,

Sd/-

A.Senthil Ramesh

General Secretary

ORG / 2 / 2025

03.01.2025

The General Secretary

All India State Bank Officers' Federation

O/o. SBIOA (North East Circle)

SBI LHO Dispur Guwahati, Assam – 781006

Dear Comrade,

TRANSFER/ REPATRIATION OF SCALE IV/V GENERALIST OFFICERS

Please refer our earlier letter Nos: ORG/33/2021 dated 12.05.2021 and ORG/36/2021 dated 21.05.2021 regarding the captioned subject. For the past few years our circle is witnessing posting of Officers in SMGS IV/V Grade from other Circles on Administrative grounds. When we take up the issue with the Circle Management, the reason cited is that our Circle is a deficit circle.

02. The Management had issued various guidelines for the above officers for repatriation to their Parent Circle from time to time. The latest guideline is that, they have to complete 5 years in the circle to be eligible for applying in the Online Portal for Repatriation. The officers reporting here are finding it difficult in many aspects as they have to relocate to a new place and they are requesting us to take up the issue of repatriation to their parent Circle with the appropriate authority.

We have analysed the issues and put forth our suggestions to the leadership as under

- Transfer of Officials whose Spouse is employed/Officer of our Bank in that Circle may be avoided.
- Repatriate the officers who have completed 3 Years in the transferred circle.

- The request of officers seeking ICT on medical grounds and spouse cases should be dealt with separately.

03. We therefore urge upon the leadership to take up this matter with the management to repatriate the Officers transferred to other circles on administrative grounds who have completed 3 years to their respective parent circles.

Thanking You

Yours Comradely,

Sd/-

A.SENTHIL RAMESH

GENERAL SECRETARY

ORG / 3 / 2025

03.01.2025

The General Secretary

All India State Bank Officers' Federation

O/o. SBIOA (North East Circle)

SBI LHO Dispur Guwahati, Assam – 781006

Dear Comrade,

REVISION / UPDATION OF OUT-OF-POCKET EXPENSES AND LODGING EXPENSES

Please refer our earlier letter Nos: ORG/24/2021 dated 17.04.2021 and ORG/18/2021 dated 30.03.2021 regarding the captioned subject. As you are aware our officials are being called to work on holidays for one or the other reason. Though it is our resolve to stop working on holidays, we cannot avoid working in the case of extreme exigencies. Hence, we feel that our officers should be adequately compensated for working on holidays. As per Circular No: CDO/P&HRD-PM/96/2020-21 dt 26.03.21a compensation of Rs.2000/- (Taxable) is paid to officers working on Sundays/holidays. All officers irrespective of scale are paid this amount. It is a very meagre amount comparing the responsibility and responsiveness. The dignity and right of our members have to be protected. Further, we bring to your attention that an Associate who is called for cash loading in ATM on holidays is given around Rs.5500. If an associate is called for working on a holiday, he will be getting Rs.12500 as Overtime allowance. A Scale -1 Officer is drawing a starting gross salary of Rs.78000.00 which translates to Rs.2600.00 per day. Considering the loss of a hard-earned holiday which is supposed to be spent for his rest and rejuvenation and to maintain work life balance, the official has to be adequately compensated. Hence it would be rational to increase the compensation to at least Rs.6000.00 for working on holidays.

02. The lodging expenses for our officers who are required to stay at Lodges when they are proceeding on Official works was last revised on 08.02.2012 as per Circular No: CDO/P&HRD-PM/97/2011-12 and the rates effective from 01.06.2016 are being paid to our officers now. As you know, due to various reasons like inflation, Tourism development and economic growth of our country, the lodging rates have sky rocketed and our officers are finding it difficult to get good accommodations at these rates. This issue has to be sorted out as it speaks badly about our bank also, as the officials are compelled to arrange accommodation in cheap hotels while on official visits.

03. In light of the above, we urge upon the leadership to take up the issue with the top management and sensitise them for upward revision of the ceiling of various monetary benefits including the Out-of-Pocket Expenses and Lodging expenses. We look forward your early action in this regard for our member's welfare.

Thanking You

Yours Comradely

Sd/-

A. SENTHIL RAMESH

General Secretary



ORG/6/2025

30.01.2025

The General Secretary
All India State Bank Officers' Federation
O/o. SBIOA (North East Circle)
SBI LHO Dispur Guwahati,
Assam – 781006

Dear Comrade,

ENHANCEMENT IN PERSONAL LOAN

Please refer to Circular No.: CDO/P&HRD-IR/50/2020-21 dated 13.11.2020 wherein the personal Loan Limit for our Officers was last enhanced.

As you know, our officers are availing personal loans to meet exigencies and to cater to their personal expenses. Our bank has lastly revised the personal loan limit in the year 2020 after repeated requests from our Federation and Various circle associations.

2. As you know the Prices of consumer goods have increased, standard of living has improved and the repayment capacity of our members has gone up after the implementation of last two bipartite settlements in the years 2020 and 2024. There was substantial improvement in the repayment capacity of our officials due to the wage revisions.

3. In light of the above, we urge upon the leadership to take up the issue with the top management to enhance the personal Loan limit from Rs.15.00Lakhs to Rs.25.00Lakhs to meet the personal needs and to improve the lifestyle of our Officials.

4. We look forward your early action in this regard for the Member's interest.

Thanking You

Yours Comradely,

Sd/-

A.Senthil Ramesh
General Secretary

COMMUNICATION FROM THE FEDERATION

CIRCULAR NO. 51

Date: 30.10.2024

TO ALL OUR AFFILIATES

**ACUTE SHORTAGE OF SUBORDINATE STAFF AND
 ADDITIONAL WORKLOAD ON OFFICERS**

We have sent a communication to the Deputy Managing Director (HR) & Corporate Development Officer, Corporate Center, State Bank of India, Mumbai, on the captioned subject.

A copy is enclosed for your information.

Our Unity Long Live

With greetings

Yours comradely,

Sd/-

(Deepak Kumar Sharma)

General Secretary

No.6514/53/24**Date: 29.10.2024**

The Dy. Managing Director (HR) &
 Corporate Development Officer
 State Bank Bhavan, Nariman Point
 Mumbai-400 021

Dear Sir,

**ACUTE SHORTAGE OF SUBORDINATE STAFF AND
 ADDITIONAL WORKLOAD ON OFFICERS**

We wish to bring to your attention the severe operational challenges faced by our officers due to acute shortage of subordinate staff across our branches and offices.

As outlined in the duty list for Record Keeper-Cum-Cashiers and subordinate staff, numerous critical responsibilities such as maintenance of records, handling sensitive documents, and managing essential administrative tasks have been entrusted to these roles. Yet, despite these extensive duties, our bank, with 22,704 branches nationwide, is supported by only 575 record keepers (including senior/special record keepers) and 10,488 messengers (including head/senior head messengers), the

majority of whom are posted at administrative offices. This stark shortfall means that over 90% of branches operate without the dedicated support of record keepers and messengers, forcing officers to assume these additional responsibilities. The diversion to tasks like record maintenance and document handling imposes a significant and time-consuming burden on officers, detracting from their primary functions and impacting branch efficiency.

Furthermore, in the absence of permanent subordinate staff, branches sometimes have no choice but to rely on temporary housekeeping personnel for various tasks, including handling documents or deliveries. This reliance creates significant security concerns, as temporary staff may lack the necessary training and trustworthiness to manage sensitive materials safely, increasing the risk of data breaches and potential fraud.

To address this pressing issue, we propose the following solutions:

- 1. Immediate Recruitment of Subordinate Staff:** Immediate recruitment of dedicated subordinate personnel is essential. Filling these roles would alleviate the undue burden currently placed on officers, ensuring tasks are managed by dedicated personnel rather than officers or temporary staff.
- 2. Clarification of Responsibilities:** We recommend issuance of clear guidelines to delineate tasks exclusively for subordinate staff, thus safeguarding our branches from risks associated with unauthorized access to sensitive areas and confidential information.
- 3. Interim Support Measures:** Until permanent staff can be recruited, we request temporary support solutions, such as deploying additional contract personnel under stringent guidelines, to minimize the extra workload on officers.

We trust that your esteemed office will treat this matter with urgency and take the necessary steps to address the operational strain currently placed on our officers due to the shortage of subordinate staff. Timely action on this issue will greatly



enhance the operational efficiency of our branches and contribute to the well-being and morale of our officers.

Thank you for your consideration.

Yours sincerely,

Sd/-

(Deepak K Sharma)

General Secretary

Circular No. 51

Date: 30.10.2024

TO ALL OUR AFFILIATES

**ACUTE SHORTAGE OF SUBORDINATE STAFF AND
ADDITIONAL WORKLOAD ON OFFICERS**

We have sent a communication to the Deputy Managing Director (HR) & Corporate Development Officer, Corporate Center, State Bank of India, Mumbai, on the captioned subject.

A copy is enclosed for your information.

Our Unity Long Live

With greetings

Yours comradely,

Sd/-

(Deepak Kumar Sharma)

General Secretary

No. 6514/53/24

Date: 29.10.2024

The Dy. Managing Director (HR) &

Corporate Development Officer

State Bank Bhavan, Nariman Point

Mumbai-400 021

Dear Sir,

**ACUTE SHORTAGE OF SUBORDINATE STAFF AND
ADDITIONAL WORKLOAD ON OFFICERS**

We wish to bring to your attention the severe operational challenges faced by our officers due to acute shortage of subordinate staff across our branches and offices.

As outlined in the duty list for Record Keeper-Cum-Cashiers and subordinate staff, numerous critical responsibilities such as maintenance of records, handling sensitive documents, and managing essential administrative tasks have been entrusted to these roles. Yet, despite these extensive duties, our bank, with 22,704 branches nationwide, is supported by only 575 record keepers (including senior/special record keepers) and 10,488 messengers (including head/senior head messengers), the majority of whom are posted at administrative offices. This stark shortfall means that over 90% of branches operate without the dedicated support of record keepers and messengers, forcing officers to assume these additional responsibilities. The diversion to tasks like record maintenance and document handling imposes a significant and time-consuming burden on officers, detracting from their primary functions and impacting branch efficiency.

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Thank you for your consideration.

Yours sincerely,

Sd/-

(Deepak K Sharma)

General Secretary

Circular No. 53

Date: 04.11.2024

TO ALL OUR AFFILIATES

**DEARNESS ALLOWANCE – NOVEMBER 2024 TO
JANUARY 2025**

The Index Numbers for the quarter ended upto September 2024 are as under:

DA Payable for the months - Nov 24 to Jan 25

Index for Months:	Index as per 2016 series
Jul.24	142.70
Aug.24	142.60
Sep.24	143.30
Average	142.87
New DA Rate (over 123.03)	19.83%
DA Rate for Previous Quarter	17.20%
Increase	2.63%

Accordingly, Dearness Allowance is payable to Officers is **19.83%** slabs with effect from 01.11.2024. The rates of Dearness Allowance at various stages of basic pay are furnished overleaf. The rates worked out are as per the industry level scales up to Scale VII including SBI.

Our Unity Long Live

With greetings

Yours comradely,

Sd/-

(Deepak Kumar Sharma)

General Secretary

CIRCULAR NO. 54

DATE: 05.11.2024

TO ALL OUR AFFILIATES

SBIOA (KERALA CIRCLE): SILVER JUBILEE CELEBRATIONS

The State Bank of India Officers' Association (Kerala Circle), a representative body for over 5,500 officers across branches and offices in Kerala, Mahe, and the Lakshadweep Islands, has been a steadfast pillar of support, solidarity, and service since its establishment on October 25, 2000. As it celebrates its Silver Jubilee year, marking 25 years of dedication to its members, the Association launched a year-long commemoration on November 2, 2024, with a series of four captivating and vibrant programs.

1. Foundation Stone Laying Ceremony of SBIOA (KC) Headquarters and Guest House at Thiruvananthapuram

The foundation stone-laying ceremony for the Association Headquarters and Guest House in Thiruvananthapuram was successfully conducted on November 2, 2024, with the honors performed by Com. Deepak Kumar Sharma, General Secretary, AISBOF, and Circle CGM Smt. Bhuvaneswari A. This landmark occasion was further elevated by the presence of distinguished dignitaries, including President Com. Rupam Roy; Ward Councilor Smt. Rakhi Ravi Kumar; SBSU President Com. Rajath H.C.; and Pensioners' Association General Secretary Com. Jayakumar. The enthusiastic participation of members exemplified the unity, strength, and solidarity that define the Circle Association.



2. "Empowering leaders": Leadership Development Training Program

An exclusive leadership training program for the Executive Committee members of SBIOA (KC) was inaugurated by Com. Deepak Sharma, General Secretary, AISBOF, on November 2, 2024. This program featured insightful sessions on key aspects of leadership and strategies to empower organizational leaders, led by a distinguished panel of experts: Com. Rupam Roy, General Secretary of AIBOC and President of AISBOF; Com. Franco D.T., former General Secretary of AIBOC and AISBOF; and Com. V.K. Prasad, former State Secretary, AIBOC and former General Secretary of the Federal Bank Officers' Association.



The distinguished leaders conducted comprehensive sessions aimed at empowering Executive Committee members with vital insights into their rights, responsibilities, and role clarity, alongside essential leadership skills. Through a series of interactive discussions and real examples, participants delved into key areas such as negotiation tactics, effective communication strategies, and the principles of organizational leadership. These sessions were designed not only to enhance theoretical understanding but also to provide practical tools that members can apply in real-world scenarios. By exploring case studies and engaging in role-playing exercises, participants gained hands-on experience that equipped them to tackle both banking and association challenges with greater competence and confidence. This initiative promises to significantly enhance members' professional acumen and leadership capabilities, refining a new generation of leaders who are well-prepared to advocate for the interests of their colleagues and drive positive change within the organization.

3. Felicitation programme for Com. Deepak K. Sharma, General Secretary, AISBOF

On the evening of November 2, 2024, SBIOA (Kerala Circle) hosted a farewell program at Travancore Hall, Thiruvananthapuram, to honour Com. Deepak K. Sharma, General Secretary of the All India State Bank Officers' Federation (AISBOF), as he approaches superannuation at the end of this month. The event saw a large turnout of leaders, members, well-wishers, and enthusiastic comrades, who joined in with slogans to celebrate his contributions.

The event began with a warm welcome address by Com. Rajesh S., General Secretary, SBIOA (Kerala Circle), who highlighted Com. Sharma's significant contributions, leadership qualities, and adept negotiation skills. This was followed by a Presidential address from Com. Biju T., President, SBIOA (Kerala Circle), who detailed Com. Sharma's unity-building initiatives and dedication to the collective cause.

Com. Franco D.T., former President of AISBOF and General Secretary of AIBOC, shared heartfelt reflections on his long-standing association with Com. Deepak, highlighting his humble and courteous demeanor, along with his firm resolve when the situation demanded. He emphasized the power of collective bargaining, illustrating it through personal experiences that underscored the strength of unity and solidarity.

The keynote address by Com. Rupam Roy, President of AISBOF and General Secretary of AIBOC, highlighted Com. Deepak Sharma's unwavering dedication to officer welfare. Com. Roy provided an in-depth overview of various aspects and provisions of the Joint Note, emphasizing the pivotal role Com. Sharma played in the 9th Joint Note settlement at the industry level and in securing Special Pay at the bank level. He assured the audience of ongoing efforts to implement the 5-day banking clause—a significant achievement for all. Additionally, he underscored the importance of workplace happiness, emphasizing it as



essential to officer well-being and productivity.

As a mark of deep appreciation, the Circle Association presented Com. Deepak Sharma with a shawl and a memento, honouring his invaluable contributions to officer welfare.

In his response, Com. Sharma expressed heartfelt gratitude, reflecting on his journey while encouraging younger officers to uphold the legacy of unity and advocacy. He commended the Circle Association for its unwavering commitment to the well-being of its members and for its diligent efforts to address their concerns with care and dedication. Com. Sharma shared his profound appreciation for the immeasurable love and support he has received from this part of the country. He also highlighted the deep connection he feels between Shimla, his hometown in Devbhoomi Himachal—a land where divinity is woven into every breath and stone—and God's own land, Kerala. Both regions are blessed with divine grace, ancient wisdom, and vibrant culture, forming a unique bond that enriches his experience and perspective.

He also expressed a deep sense of satisfaction and fulfillment as he prepares for superannuation, confident that the Federation is in capable hands under the strong and dynamic leadership of Comrade Rupam, who is steering it toward a bright future. He is supported by a talented team of promising leaders, including Comrades Rajesh, Biju, Priyvrat, Amresh, and many others. Their energy, vision, and commitment inspire great confidence in him as they are more capable, vibrant, tech-savvy, and knowledgeable than he ever was, which brings him immense satisfaction.

The program concluded with a Vote of Thanks by Ganesh P., Deputy General Secretary, Thiruvananthapuram.

4. Inauguration and Logo Launch of Silver Jubilee Celebrations of SBIOA (KC)

Com. Rupam Roy, General Secretary of AIBOC and President of AISBOF, inaugurated the Silver Jubilee Celebrations of SBIOA (KC) and unveiled the official logo, which symbolizes the organization's growth, unity, and the dedication of the Circle Association over the past 25 years. He congratulated the team on this significant achievement and underscored the importance of this milestone.

By organizing a series of engaging programs as part of the Silver Jubilee celebrations, SBIOA Kerala Circle has showcased an exceptional display of unity and solidarity. This collective effort not only highlights the strength of the organization but also reinforces the commitment to the welfare of its members. We extend our heartfelt appreciation to the team, led by Com. Biju and Com. Rajesh, for their outstanding performance in coordinating these events. Their dedication and hard work have made



this milestone celebration truly memorable. Kudos to Team SBIOA (KC) for exemplifying the spirit of camaraderie and commitment to service!

Our Unity Long Live

With greetings

Yours comradely,

Sd/-

(Deepak Kumar Sharma)

General Secretary

CIRCULAR NO. 55

DATE: 06.11.2024

TO ALL OUR AFFILIATES

INAUGURATION OF THE RENOVATED FEDERATION OFFICE

It is with immense pride and joy that we celebrate a historic milestone as AISBOF enters its 60th year of dedicated service within our esteemed organization, the State Bank of India. This remarkable journey, shaped by the commitment and resilience of our members, has been a testament to our unwavering dedication to protecting and advancing officers' rights and welfare. We are pleased to inform our members of the inauguration of the newly renovated AISBOF Office at the SBI LHO Campus, #65 St. Marks' Road, Bengaluru, held on the auspicious occasion of Bhai Dooj on November 3, 2024. This extensively upgraded office space is a symbol of our Federation's growth and a renewed commitment to our members' welfare. Designed to provide greater comfort and convenience, the new office offers a welcoming and efficient environment, ensuring better support and accessibility for all members and affiliates.

2. Since its inception in 1965, the All India State Bank Officers' Federation (AISBOF) has resolutely championed the rights, dignity, and welfare of officers across the State Bank of India. Under the pioneering leadership of Com. L.V. Subramanyam as the first General Secretary and Com. S.K. Mishra as the founding President, AISBOF laid a strong foundation for collective empowerment. Com. R.N. Godbole, the Federation's longest-serving General Secretary, propelled AISBOF to new heights with his visionary initiatives. Notably, in 1980, he relocated the Federation Office from Chennai to Bengaluru, ahead of the formation of the New Bangalore Circle in 1983. Initially, a modest space within the Circle Association Office served as the headquarters for AISBOF's activities. However, as the Federation's presence and responsibilities expanded, the Bank Management allocated a dedicated office within the Local Head Office campus in Bengaluru, underscoring AISBOF's vital role and the Bank's acknowledgment of its contributions.



3. Today, AISBOF stands as a beacon of solidarity, growth, and steadfast commitment, continuing to advocate for officers with the same zeal as our founding stalwarts. This milestone, on the 60th year of AISBOF's establishment, is a testament to our Federation's enduring legacy and the harmonious partnership we share with our Bank.



4. The inauguration ceremony was graced by Shri Binod Kumar Mishra, Deputy Managing Director (HR) & CDO, Corporate Centre, Mumbai, who performed the ribbon-cutting and inauguration honors in the

presence of the Federation's leadership and esteemed dignitaries. The event was attended by Shri Sushil Kumar Singh, General Manager, Network I; Shri Shantharam Pai, General Manager, CAO Bengaluru; and Shri Rajesh Chowrey, DGM & CDO, Bengaluru Circle, along with officials from the HR, Premises, OAD, ITS, and Security Departments. This simple yet elegant ceremony, organized by the Federation, reflected the warmth and solidarity shared among all present.



5. Following the inauguration, a brief session was held for sharing thoughts, seamlessly compered by Com. Giriraja K N, General Secretary of SBIOA(K) & Joint General Secretary of AISBOF.

6. Com. Deepak Kumar Sharma, General Secretary of AISBOF, extended a warm welcome to all attendees. In his address, he emphasized the Federation's steadfast dedication to nurturing growth, unity, and collaboration between AISBOF and the State Bank of India. His words resonated with the collective commitment to furthering the welfare of officers and strengthening the bond between the Federation and the Bank.



5. Shri Binod Kumar Mishra, DMD (HR) & CDO, then addressed the gathering, candidly sharing the Bank's current perspectives and priorities. He expressed appreciation for the Federation's proactive stance and the constructive approach of the present leadership, acknowledging their pivotal role in supporting the Bank's vision for sustained growth and development.

6. The session was presided over by Com. Rupam Roy, President of AISBOF, who delivered the keynote address, setting the tone for the event with words that underscored the Federation's commitment to excellence and solidarity. He also highlighted the urgent need to confront the challenges facing the Bank, particularly in the areas of CASA and other critical sectors, to ensure that it maintains its premier position within the industry.



7. We were privileged to have our esteemed faculty from NATURE, AISBOF's learning and development wing "National



Academy of Trade Union Research and Education", who were felicitated for their invaluable contributions: Com. G D Nadaf, former General Secretary AISBOF & AIBOC; Com. A Sai Prasad, Former Chairman AISBOF; and Com. D Shyam Sunder Rao, former President SBIOA(K).

8. The session concluded with a heartfelt vote of thanks by Shri Vinay Kumar Bhalla, Chairman of AISBOF, who expressed gratitude to all dignitaries, guests, and members for their presence and support in making this occasion memorable.



9. This renovation, made possible by the generous support of Bank Management, strengthens the spirit of collaboration between AISBOF and SBI. It symbolizes our mutual commitment to advancing the welfare of all stakeholders, underpinned by our guiding principles: **Nation First, Organization Next, and Individual Last**. We extend our heartfelt gratitude to the Corporate Centre and the Bengaluru Circle Management for this valuable gesture, which strengthens our collective journey towards a prosperous future.

10. As we commemorate this momentous day, let us carry forward the values of unity, dedication, and shared vision. Together, we will continue striving for the betterment of our Bank and our fraternity, scaling new heights in the years to come.

Please find some glimpses of this historic event attached.

Our Unity Long Live

With fraternal greetings

Yours comradely,

Sd/-

(Deepak Kumar Sharma)

General Secretary



SBI Officers' Association (Chennai Circle)



CIRCULAR NO. 56

DATE: 14.11.2024

TO ALL OUR AFFILIATES

**AIBOC WORKING COMMITTEE RESOLVES-
STRUGGLE IS THE ONLY WAY FORWARD**

The AIBOC Working Committee was convened on November 12, 2024, in Mumbai to address the urgent challenges including severe staff shortages, the pending implementation of a 5-day work week and the increasing attacks on bank employees. We reproduce below the AIBOC circular no. 2024/24 dated 13.11.2024.

In the face of mounting challenges, the All India Bank Officers' Confederation (AIBOC) stands poised for a decisive and united struggle to secure our rightful demands. Many of these issues have been unresolved for an extended period, testing the patience and resilience of our members. We call upon every affiliate/member of our esteemed Federation to remain prepared for a sustained and unwavering movement, fully committed to confronting the critical issues that affect our members and the banking sector at large.

With Revolutionary greetings

Yours comradely,

(Deepak Kumar Sharma)

General Secretary

TEXT OF AIBOC CIRCULAR NO. 2024/24

DATED 13/11/2024

**AIBOC WORKING COMMITTEE RESOLVES-
STRUGGLE IS THE ONLY WAY FORWARD**

The Working Committee of AIBOC met on November 12, 2024, in Mumbai to confront the pressing challenges affecting our members and the banking sector as a whole. As you know, several urgent and critical issues have emerged in recent months, including acute staff shortages at the branch level, the pending implementation of a 5-day work week across all banks, and escalating attacks on bankers. These issues have not only intensified the stress on bank officers but have also compromised the quality and security of banking operations.

Following thorough deliberations, we have resolved to embark on a determined and sustained campaign to address these concerns. We urge our affiliates to be in a state of preparedness for a sustained agitation until our demands are fulfilled. Below is a detailed summary of the issues and the decisions taken by the Working Committee in this regard.

**1. ACUTE SHORTAGE OF MANPOWER-
RECRUITMENT OF REGULAR EMPLOYEES IN
PSBS**

Despite strong financial health, Public Sector Banks (PSBs) are struggling under an escalating workload, exacerbated by significant employee attrition and limited recruitment. PSBs currently operate with a much higher customer-to-employee ratio than private banks, which impacts service quality and heightens staff stress. Regular recruitment is critical to maintain service standards, especially in underserved rural and semi-urban areas, and to equip the workforce to manage the complexities of modern banking. The acute shortage of clerical and subordinate staff compels officers to undertake tasks outside their primary duties. Officers are increasingly burdened with record-keeping and voucher management—tasks that are time-consuming and detract from their core responsibilities,

negatively impacting productivity and service quality.

The lack of permanent subordinate staff has led branches to rely on temporary housekeeping personnel for essential, sensitive tasks, such as handling documents and managing restricted areas like currency chests. This dependency creates significant security risks, as temporary staff may inadvertently access sensitive information, increasing the potential for fraud and breaches. The high customer-to-employee ratio intensifies pressure on staff, leading to burnout and affecting both their mental and physical health.

Recently, bank employees have been subjected to violent attacks, often instigated by politically connected individuals, both within branches and in public spaces. This distressing trend is compounded by a severe shortage of officers and staff, who are further weighed down by the demands of popular welfare schemes requiring extensive public outreach. The shortage of manpower, combined with increased workload, has placed officers in precarious situations where they are expected to perform beyond reasonable limits, frequently facing aggression from misinformed or impatient individuals.

**2. IMPLEMENTATION OF 5-DAY WORK WEEK IN
BANKING INDUSTRY**

The banking community continues to endure rising stress due to an unmanageable workload, severe understaffing, and constant demands from multiple controllers and regulators. The relentless pressure to meet ambitious targets with zero tolerance for compliance issues, compounded by long working hours and shifting business priorities, has severely compromised both the efficiency and well-being of our workforce. This environment has led to widespread frustration and an alarming increase in anxiety, depression, and serious health conditions such as diabetes, high blood pressure, cardiac problems, and mental health challenges. Officers are also subjected to continuous calls and messages via meetings (both physical and virtual), SMS, and WhatsApp, intruding on their personal and social lives.

It seems the system has lost sight of the fact that bank officers are not just employees but also spouses, parents, and vital members of their communities. Many officers feel trapped, with no relief even at home. This reality has become intolerable, pushing some of our members to feelings of hopelessness and despair.

In today's high-stress environment, a balance between work and personal life is essential. Leading organizations worldwide have acknowledged this and implemented solutions like a 5-day or even 4-day work week to help employees recharge while maintaining productivity. Unfortunately, for bank officers, the reality is one of chronic stress and burnout, fueled by continuous directives outside office hours, inadequate staffing, and, in some cases, overbearing supervision. Distressingly, this lack of balance has even led to suicides within the banking sector.

The strain on our members also results in negative social media exposure, tarnishing the industry's reputation as a good employer and hindering its ability to attract and retain talent. Unfilled vacancies and high attrition among young employees reflect the extent of the problem.

A 5-day work week is already an industry standard across various sectors, promoting work-life balance and enhancing productivity. Following this, an agreement was reached between the IBA and Employee Unions and Officers' Associations on March 8, 2024, during the 12th Bipartite Settlement and 9th Joint Note. The IBA has recommended to the government that all



Saturdays be declared holidays for the banking industry. However, the implementation is pending formal notification from the government.

With increasing pressures, dwindling recruitment, and unregulated working hours, our members' well-being is at risk. We urgently demand the immediate implementation of a 5-day work week as an essential first step toward achieving work-life balance for bank employees. Further delays in addressing this issue will compel us to consider immediate collective organizational action.

3. PROTECTIVE MEASURES FOR BANKERS AGAINST ASSAULTS

Bank employees are increasingly facing verbal and physical assaults while performing their duties, often at the hands of unruly elements, sometimes even backed by political forces. These incidents not only compromise their safety but also disrupt essential banking services. Reports of physical attacks on bankers have been on the rise, with staff frequently threatened while on duty. The reduced workforce further exacerbates this, as fewer officers are left to manage large volumes of customers, amplifying both vulnerability and stress.

Despite advisories from the Department of Financial Services, Government of India, urging strong action against such behavior, these incidents persist nationwide. In several cases, officers are coerced into avoiding recovery actions or sanctioning loans without the required compliance from borrowers. Recent violent episodes in Maharashtra, Uttar Pradesh, Chhattisgarh, Punjab, and other states have escalated, leaving bank officers feeling helpless and demotivated, severely impacting their ability to fulfill their duties.

Bank officers are bound by the loan sanction and recovery policies of their institutions, with no discretionary power to deviate without formal directives. Failure to comply with these policies risks disciplinary action. Yet, there are alarming instances of political and administrative pressure on officers to bypass regulations, making them vulnerable to unwarranted attacks. Additionally, police harassment against officers, often without determining intent or involvement, has intensified, with officers being threatened with arrest under the guise of investigating suspected frauds or actions of willful defaulters.

AIBOC strongly urges the government to implement robust protective measures for bank employees, extending BNS/ IPC protections similar to those for government employees, and strictly enforcing penalties for assault and harassment. Safeguarding the working environment for bankers is essential to uphold the integrity of banking operations and ensure the security of employees.

4. SCRAPPING NPS, INTRODUCING DEFINED PENSION SCHEME IN BANKING INDUSTRY

The All India Bank Officers Confederation (AIBOC) strongly urges the Government and Bank Management to restore the Defined Benefit Pension Scheme for employees and officers who joined banks on or after April 1, 2010. These post-2010 employees and officers are currently enrolled in the Defined Contributory National Pension System (NPS), which starkly contrasts with the inflation-linked, guaranteed pension benefits provided under the traditional pension scheme available to employees who joined prior to 2010.

Pension is not merely a retirement benefit; it is an essential social security measure designed to provide financial stability and

dignity in post-retirement years. The NPS, being a market-driven scheme, has shown inconsistent returns subject to market fluctuations, leading to unpredictability and financial vulnerability for retirees. With inflation and living costs continuing to rise unabated, a pension scheme unlinked to inflation severely impacts the quality of life for retired bank employees, who deserve stability and security in their retirement.

Several state governments have recognized these challenges and have already reinstated the old pension scheme for their employees, with others considering similar moves. This growing acknowledgment underlines the need for a secure, predictable, and inflation-linked pension scheme to protect the livelihood of retired employees. AIBOC calls upon the Government and Management to address this justified demand and restore the Defined Benefit Pension Scheme for post-2010 bank employees and officers, thereby ensuring a dignified retirement for all bank employees in line with the practices followed before April 2010.

5. OPPOSITION TO DFS DIRECTIVES ON EMPLOYEE PERFORMANCE REVIEWS AND PREMATURE RETIREMENT

The All India Bank Officers' Confederation (AIBOC) vehemently opposes the recent directive from the Department of Financial Services (DFS) mandating periodic performance reviews of Public Sector Bank (PSB) employees upon reaching a certain age, leading to potential premature retirements. This policy not only infringes upon the operational autonomy of banks but also undermines the morale and job security of dedicated Bank Officers across the country. AIBOC stands firm against any initiative that jeopardizes the career stability of our members and signals our readiness to take collective action to safeguard their rights.

With PSBs already facing severe staffing shortages, exacerbated by the lack of recruitment in clerical and sub-staff cadres, this DFS directive threatens the very sustainability of the industry. Adding further stress to an overstretched workforce, the policy requires banks to undertake monthly reviews and submit reports detailing the number of employees reviewed and retired prematurely, a step that detracts from core banking operations.

The directive also undermines established mechanisms, including the Bipartite Settlements and Officers' Service Regulations, which provide comprehensive provisions to address performance-related concerns without resorting to arbitrary dismissals. Under the new mandate, officers face premature retirement with a three-month notice period (or pay in lieu), while clerks and sub-staff receive only a two-month notice. Such unilateral measures are both provocative and intimidating, disregarding existing processes for handling employee performance fairly.

AIBOC urges DFS to respect the internal governance and independence of PSBs in managing workforce issues. We also highlight the increasing stress on bank staff due to workload pressures and managerial targeting linked to target achievements and perceived performance deficits. As frontline staff call for measures like 5-day banking and enhanced work-life balance, AIBOC demands the immediate withdrawal of this intrusive directive, which further destabilizes PSBs' human resources at a critical time.

6. UNFAIR LABOUR PRACTICES

The Working Committee of the All India Bank Officers' Confederation (AIBOC) expresses its deep concern over the



increasing intervention by the Department of Financial Services (DFS) in the internal affairs of Public Sector Banks, leading to excessive micromanagement. Even the fundamental right to association under Article 19(1)(c) of the Indian Constitution, which guarantees employees the freedom to be a member of a union, is being compromised. This unwarranted interference extends to crucial matters, including the restriction of trade union rights and activities—rights that have been established through statutes, acts, and bipartite agreements.

Such infringements are creating escalating industrial relations (IR) issues, eroding the independence of bank management and undermining the role of employee representatives. We urge the DFS to issue a clear advisory that reaffirms its stance on labour practices within banks, ensuring that the autonomy of individual bank management and fair labour practices are respected. This advisory should reinforce the DFS's commitment to an impartial and balanced approach for all stakeholders.

7. APPOINTMENT OF EMPLOYEE DIRECTORS AND NON WORKMEN DIRECTORS ON THE BANKS' BOARDS

The appointments of Employee Directors and Non-Workmen Directors to the Boards of Banks remain pending, despite clear legal mandates and judicial directives. The State Bank of India Act and the Banking Companies (Acquisition and Transfer of Undertakings) Act of 1970/1980 mandate the inclusion of one Workman Director and one Officer Director on the boards of SBI and all nationalized banks. This provision is further reinforced in the Nationalized Banks (Management and Miscellaneous Provisions) Scheme, 1970, emphasizing the critical role of employee representation in fostering balanced decision-making and safeguarding employees' interests.

AIBOC urges the Department of Financial Services (DFS) to expedite the appointment process to ensure adherence to statutory and legal provisions, promoting an inclusive governance structure across public sector banks. The appointment of Workman Directors and Non-Workman Directors was originally introduced through the Bank Nationalization Acts and subsequently incorporated into the State Bank of India Act, embodying the concept of worker participation in management and providing a "watchdog" presence in the governance of public banks. From 1971 until 2014, public sector banks consistently appointed an Officer Director (Non-Workmen) representing the majority association and an Employee Director (Workman). However, since 2014, the Union Government has effectively halted appointments for both cadres, disregarding these statutory requirements.

In 2017, after exhausting all efforts to enforce these legal provisions, AIBOC sought judicial intervention, and the court directed that appointments be completed within six months. Over six years have passed, yet these appointments remain pending. The government's approach in the judicial process appears to be one of delay rather than action. Currently, the appointments of 7 Officer Directors and 7 Employee Directors are pending approval from the Appointments Committee of the Cabinet, while others are in various stages of review. We demand immediate action to fulfill these legal obligations and implement the required appointments without further delay.

In light of these critical issues, the All India Bank Officers' Confederation (AIBOC) is gearing up for a decisive, coordinated struggle. We call upon each state units to stand united and remain in a state of readiness for a sustained movement to secure our rightful demands.

We are reaching out to all constituents of the United Forum of Bank Unions with an appeal to unite in a collective struggle. An interim action plan has been prepared for the state committees and is included as **Annexure-I**.

Comrades, the road ahead may be challenging, but our solidarity, strength, and commitment will be the cornerstone of our success. Together, we will ensure our voices are heard and our rights protected.

In solidarity,

Sd/-

(Rupam Roy)

General Secretary

Annexure-I

ACTION PLAN FOR STATE COMMITTEES: PREPARATORY ACTIVITIES FOR AFFILIATES AND STATE UNITS

1. Urgent State Executive Meetings

Organize an immediate executive committee meeting at the state level to outline the action plan in alignment with AIBOC Working Committee decisions.

2. Member Meetings at State and Regional Levels

Conduct member meetings at the state and regional levels to communicate AIBOC's resolutions and emphasize the importance of collective action. Reinforce unity, clarify our stance on each issue, and inspire commitment to the upcoming initiatives.

3. Distribution of Communiques

Provide printed copies of AIBOC's communique to all members to ensure consistent and clear messaging. Minimize misinformation and ensure each member understands their role in the struggle.

4. District/Branch Level Meetings

Extend member engagement by conducting meetings at the district and branch levels, ensuring every region is informed and prepared. Promote grassroots-level awareness and cohesion.

5. Outreach to Media

Proactively engage with print and electronic media to raise public awareness about our campaign, highlighting the issues bank officers face.

6. Public Awareness

Raise awareness about the urgent need for large-scale, regular recruitment in public sector banks to expand financial outreach and ensure effective delivery of banking and social security schemes to the general public. The growing stress and workload among bank employees is hindering productivity, which in turn affects the efficient delivery of services. Gain public sympathy and create a transparent narrative around our demands.

7. Personal Responsibility Among Members

Encourage members to spread awareness within their networks, ensuring no member is uninformed or left out. Organize both online and offline campaigns to boost public awareness of the critical issues driving our struggle. Enhance solidarity and support within and beyond our membership.

8. Preparation for Statewide Demonstrations

Begin logistical arrangements for demonstrations, including identifying rally points, arranging banners, placards, and other essentials. Enable smooth and impactful protests at the appropriate time.



CIRCULAR NO. 57

DATE: 14.11.2024

TO ALL OUR AFFILIATES

**AIBOC WORKING COMMITTEE RESOLVES-
STRUGGLE IS THE ONLY WAY FORWARD**

We reproduce below the text of AIBOC Circular No. 2024/25, dated 13.11.2024 on

the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With Revolutionary Greetings

(Deepak Kumar Sharma)

General Secretary

Dear Comrades,

**We reproduce below the text of our letter no
AIBOC/2024/21 sent to all the State Secretaries of All
India Bank Officers' Confederation for your information :**

Dear Comrade,

**AIBOC WORKING COMMITTEE RESOLVES-
STRUGGLE IS THE ONLY WAY FORWARD**

The Working Committee of AIBOC met on November 12, 2024, in Mumbai to confront the pressing challenges affecting our members and the banking sector as a whole. As you know, several urgent and critical issues have emerged in recent months, including acute staff shortages at the branch level, the pending implementation of a 5-day work week across all banks, and escalating attacks on bankers. These issues have not only intensified the stress on bank officers but have also compromised the quality and security of banking operations.

Following thorough deliberations, we have resolved to embark on a determined and sustained campaign to address these concerns. We urge our affiliates to be in a state of preparedness for a sustained agitation until our demands are fulfilled. Below is a detailed summary of the issues and the decisions taken by the Working Committee in this regard.

**1. ACUTE SHORTAGE OF MANPOWER-
RECRUITMENT OF REGULAR EMPLOYEES IN
PSBS**

Despite strong financial health, Public Sector Banks (PSBs) are struggling under an escalating workload, exacerbated by significant employee attrition and limited recruitment. PSBs currently operate with a much higher customer-to-employee ratio than private banks, which impacts service quality and heightens staff stress. Regular recruitment is critical to maintain service standards, especially in underserved rural and semi-urban areas, and to equip the workforce to manage the complexities of modern banking. The acute shortage of clerical and subordinate staff compels officers to undertake tasks outside their primary duties. Officers are increasingly burdened with record-keeping and voucher management—tasks that are time-consuming and detract from their core responsibilities, negatively impacting productivity and service quality.

The lack of permanent subordinate staff has led branches to rely on temporary housekeeping personnel for essential, sensitive tasks, such as handling documents and managing restricted areas like currency chests. This dependency creates significant security risks, as temporary staff may inadvertently access sensitive information, increasing the potential for fraud and breaches. The high customer-to-employee ratio intensifies

pressure on staff, leading to burnout and affecting both their mental and physical health.

Recently, bank employees have been subjected to violent attacks, often instigated by politically connected individuals, both within branches and in public spaces. This distressing trend is compounded by a severe shortage of officers and staff, who are further weighed down by the demands of popular welfare schemes requiring extensive public outreach. The shortage of manpower, combined with increased workload, has placed officers in precarious situations where they are expected to perform beyond reasonable limits, frequently facing aggression from misinformed or impatient individuals.

**2. IMPLEMENTATION OF 5-DAY WORK WEEK IN
BANKING INDUSTRY**

The banking community continues to endure rising stress due to an unmanageable workload, severe understaffing, and constant demands from multiple controllers and regulators. The relentless pressure to meet ambitious targets with zero tolerance for compliance issues, compounded by long working hours and shifting business priorities, has severely compromised both the efficiency and well-being of our workforce. This environment has led to widespread frustration and an alarming increase in anxiety, depression, and serious health conditions such as diabetes, high blood pressure, cardiac problems, and mental health challenges. Officers are also subjected to continuous calls and messages via meetings (both physical and virtual), SMS, and WhatsApp, intruding on their personal and social lives.

It seems the system has lost sight of the fact that bank officers are not just employees but also spouses, parents, and vital members of their communities. Many officers feel trapped, with no relief even at home. This reality has become intolerable, pushing some of our members to feelings of hopelessness and despair.

In today's high-stress environment, a balance between work and personal life is essential. Leading organizations worldwide have acknowledged this and implemented solutions like a 5-day or even 4-day work week to help employees recharge while maintaining productivity. Unfortunately, for bank officers, the reality is one of chronic stress and burnout, fueled by continuous directives outside office hours, inadequate staffing, and, in some cases, overbearing supervision. Distressingly, this lack of balance has even led to suicides within the banking sector.

The strain on our members also results in negative social media exposure, tarnishing the industry's reputation as a good employer and hindering its ability to attract and retain talent. Unfilled vacancies and high attrition among young employees reflect the extent of the problem.

A 5-day work week is already an industry standard across various sectors, promoting work-life balance and enhancing productivity. Following this, an agreement was reached between the IBA and Employee Unions and Officers' Associations on March 8, 2024, during the 12th Bipartite Settlement and 9th Joint Note. The IBA has recommended to the government that all Saturdays be declared holidays for the banking industry. However, the implementation is pending formal notification from the government.

With increasing pressures, dwindling recruitment, and unregulated working hours, our members' well-being is at risk. We urgently demand the immediate implementation of a 5-day work week as an essential first step toward achieving work-life balance for bank employees. Further delays in addressing this



issue will compel us to consider immediate collective organizational action.

3. PROTECTIVE MEASURES FOR BANKERS AGAINST ASSAULTS

Bank employees are increasingly facing verbal and physical assaults while performing their duties, often at the hands of unruly elements, sometimes even backed by political forces. These incidents not only compromise their safety but also disrupt essential banking services. Reports of physical attacks on bankers have been on the rise, with staff frequently threatened while on duty. The reduced workforce further exacerbates this, as fewer officers are left to manage large volumes of customers, amplifying both vulnerability and stress.

Despite advisories from the Department of Financial Services, Government of India, urging strong action against such behavior, these incidents persist nationwide. In several cases, officers are coerced into avoiding recovery actions or sanctioning loans without the required compliance from borrowers. Recent violent episodes in Maharashtra, Uttar Pradesh, Chhattisgarh, Punjab, and other states have escalated, leaving bank officers feeling helpless and demotivated, severely impacting their ability to fulfill their duties.

Bank officers are bound by the loan sanction and recovery policies of their institutions, with no discretionary power to deviate without formal directives. Failure to comply with these policies risks disciplinary action. Yet, there are alarming instances of political and administrative pressure on officers to bypass regulations, making them vulnerable to unwarranted attacks. Additionally, police harassment against officers, often without determining intent or involvement, has intensified, with officers being threatened with arrest under the guise of investigating suspected frauds or actions of willful defaulters.

AIBOC strongly urges the government to implement robust protective measures for bank employees, extending BNS/ IPC protections similar to those for government employees, and strictly enforcing penalties for assault and harassment. Safeguarding the working environment for bankers is essential to uphold the integrity of banking operations and ensure the security of employees.

4. SCRAPPING NPS, INTRODUCING DEFINED PENSION SCHEME IN BANKING INDUSTRY

The All India Bank Officers Confederation (AIBOC) strongly urges the Government and Bank Management to restore the Defined Benefit Pension Scheme for employees and officers who joined banks on or after April 1, 2010. These post-2010 employees and officers are currently enrolled in the Defined Contributory National Pension System (NPS), which starkly contrasts with the inflation-linked, guaranteed pension benefits provided under the traditional pension scheme available to employees who joined prior to 2010.

Pension is not merely a retirement benefit; it is an essential social security measure designed to provide financial stability and dignity in post-retirement years. The NPS, being a market-driven scheme, has shown inconsistent returns subject to market fluctuations, leading to unpredictability and financial vulnerability for retirees. With inflation and living costs continuing to rise unabated, a pension scheme unlinked to inflation severely impacts the quality of life for retired bank employees, who deserve stability and security in their retirement.

Several state governments have recognized these challenges and have already reinstated the old pension scheme for their employees, with others considering similar moves. This growing acknowledgment underlines the need for a secure, predictable, and inflation-linked pension scheme to protect the livelihood of retired employees. AIBOC calls upon the Government and Management to address this justified demand and restore the Defined Benefit Pension Scheme for post-2010 bank employees and officers, thereby ensuring a dignified retirement for all bank employees in line with the practices followed before April 2010.

5. OPPOSITION TO DFS DIRECTIVES ON EMPLOYEE PERFORMANCE REVIEWS AND PREMATURE RETIREMENT

The All India Bank Officers' Confederation (AIBOC) vehemently opposes the recent directive from the Department of Financial Services (DFS) mandating periodic performance reviews of Public Sector Bank (PSB) employees upon reaching a certain age, leading to potential premature retirements. This policy not only infringes upon the operational autonomy of banks but also undermines the morale and job security of dedicated Bank Officers across the country. AIBOC stands firm against any initiative that jeopardizes the career stability of our members and signals our readiness to take collective action to safeguard their rights.

With PSBs already facing severe staffing shortages, exacerbated by the lack of recruitment in clerical and sub-staff cadres, this DFS directive threatens the very sustainability of the industry. Adding further stress to an overstretched workforce, the policy requires banks to undertake monthly reviews and submit reports detailing the number of employees reviewed and retired prematurely, a step that detracts from core banking operations.

The directive also undermines established mechanisms, including the Bipartite Settlements and Officers' Service Regulations, which provide comprehensive provisions to address performance-related concerns without resorting to arbitrary dismissals. Under the new mandate, officers face premature retirement with a three-month notice period (or pay in lieu), while clerks and sub-staff receive only a two-month notice. Such unilateral measures are both provocative and intimidating, disregarding existing processes for handling employee performance fairly.

AIBOC urges DFS to respect the internal governance and independence of PSBs in managing workforce issues. We also highlight the increasing stress on bank staff due to workload pressures and managerial targeting linked to target achievements and perceived performance deficits. As frontline staff call for measures like 5-day banking and enhanced work-life balance, AIBOC demands the immediate withdrawal of this intrusive directive, which further destabilizes PSBs' human resources at a critical time.

6. UNFAIR LABOUR PRACTICES

The Working Committee of the All India Bank Officers' Confederation (AIBOC) expresses its deep concern over the increasing intervention by the Department of Financial Services (DFS) in the internal affairs of Public Sector Banks, leading to excessive micromanagement. Even the fundamental right to association under Article 19(1)(c) of the Indian Constitution, which guarantees employees the freedom to be a member of a union, is being compromised. This unwarranted interference extends to crucial matters, including the restriction of trade



union rights and activities—rights that have been established through statutes, acts, and bipartite agreements.

Such infringements are creating escalating industrial relations (IR) issues, eroding the independence of bank management and undermining the role of employee representatives. We urge the DFS to issue a clear advisory that reaffirms its stance on labour practices within banks, ensuring that the autonomy of individual bank management and fair labour practices are respected. This advisory should reinforce the DFS's commitment to an impartial and balanced approach for all stakeholders.

7. APPOINTMENT OF EMPLOYEE DIRECTORS AND NON WORKMEN DIRECTORS ON THE BANKS' BOARDS

The appointments of Employee Directors and Non-Workmen Directors to the Boards of Banks remain pending, despite clear legal mandates and judicial directives. The State Bank of India Act and the Banking Companies (Acquisition and Transfer of Undertakings) Act of 1970/1980 mandate the inclusion of one Workman Director and one Officer Director on the boards of SBI and all nationalized banks. This provision is further reinforced in the Nationalized Banks (Management and Miscellaneous Provisions) Scheme, 1970, emphasizing the critical role of employee representation in fostering balanced decision-making and safeguarding employees' interests.

AIBOC urges the Department of Financial Services (DFS) to expedite the appointment process to ensure adherence to statutory and legal provisions, promoting an inclusive governance structure across public sector banks. The appointment of Workman Directors and Non-Workman Directors was originally introduced through the Bank Nationalization Acts and subsequently incorporated into the State Bank of India Act, embodying the concept of worker participation in management and providing a "watchdog" presence in the governance of public banks. From 1971 until 2014, public sector banks consistently appointed an Officer Director (Non-Workmen) representing the majority association and an Employee Director (Workman). However, since 2014, the Union Government has effectively halted appointments for both cadres, disregarding these statutory requirements.

In 2017, after exhausting all efforts to enforce these legal provisions, AIBOC sought judicial intervention, and the court directed that appointments be completed within six months. Over six years have passed, yet these appointments remain pending. The government's approach in the judicial process appears to be one of delay rather than action. Currently, the appointments of 7 Officer Directors and 7 Employee Directors are pending approval from the Appointments Committee of the Cabinet, while others are in various stages of review. We demand immediate action to fulfill these legal obligations and implement the required appointments without further delay.

In light of these critical issues, the All India Bank Officers' Confederation (AIBOC) is gearing up for a decisive, coordinated struggle. We call upon each state units to stand united and remain in a state of readiness for a sustained movement to secure our rightful demands.

We are reaching out to all constituents of the United Forum of Bank Unions with an appeal to unite in a collective struggle. An interim action plan has been prepared for the state committees and is included as **Annexure-I**.

Comrades, the road ahead may be challenging, but our solidarity,

strength, and commitment will be the cornerstone of our success. Together, we will ensure our voices are heard and our rights protected.

In solidarity,

Sd/-

(Rupam Roy)

General Secretary

All India Bank Officers' Confederation (AIBOC)

CIRCULAR NO. 58

DATE: 14.11.2024

TO ALL OUR AFFILIATES

IMPENDING COLLECTIVE STRUGGLE

We reproduce below the text of AIBOC Circular No. 2024/26, dated 13.11.2024 on the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With Greetings,

Yours Comradely,

(Deepak Kumar Sharma)

General Secretary

Dear Comrades,

We reproduce below the text of our letter no AIBOC/2024/20 sent to the constituents of United Forum of Bank Unions

Dear Comrade,

IMPENDING COLLECTIVE STRUGGLE

We write to you following a crucial decision taken by the Working Committee of AIBOC during its meeting on 12th November 2024 in Mumbai. After detailed deliberations on the pressing issues affecting the welfare of our members and the future of the banking industry, the Working Committee has resolved to take determined action for the immediate redressal of several outstanding concerns.

As you are aware, there are significant issues that remain unresolved, despite persistent efforts and discussions by UFBU and its constituents with concerned authorities. The primary issues identified include the urgent recruitment in Public Sector Banks (PSBs), implementation of a 5-day work week for bank employees, restoring old pension scheme and protective measures for bank employees against assaults, among others. These issues have reached a point where further delay in resolution could severely impact the well-being and morale of our members.

The AIBOC Working Committee has decided to embark on a coordinated struggle to achieve resolution of our demands. The following key issues are central to this struggle:

- Urgent Need for Recruitment of Regular Employees in PSBs
- Implementation of 5-Day Work Week in Banking Industry
- Protective Measures for Bankers Against Assaults
- Scrapping NPS, Introducing Defined Pension Scheme in Banking Industry
- Opposition to DFS Directives on Employee Performance Reviews and Premature retirement



- Unfair labour practices
- Appointment of Employee Directors and Non Workmen Directors on the Banks' Boards

These issues have been persistently raised by UFBU and its constituents before the IBA and the Government, emphasizing the need for immediate intervention. Yet, the lack of concrete responses has left us no option but to intensify our agitation.

We are therefore reaching out to you being a constituent of the United Forum of Bank Unions (UFBU) to join hands in this fight for justice. Together, let us stand firm for the justice and well-being of our fraternity.

Comradely Yours,

Sd/-

(Rupam Roy)

General Secretary

CIRCULAR NO. 59

DATE: 14.11.2024

TO ALL OUR AFFILIATES

**IMMEDIATE PROTECTION OF BANKERS FROM
THREATS, ATTACKS, AND WORKPLACE
MISBEHAVIOUR BY INSCRUPULOUS
BORROWERS AND OTHERS**

We reproduce below the text of AIBOC Circular No. 2024/27, dated 13.11.2024 on the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With Greetings,

Yours Comradely,

(Deepak Kumar Sharma)

General Secretary

Dear Comrades,

**We reproduce below the text of our letter no
AIBOC/2024/22 sent to the Secretary, Department of
Financial Services**

The Secretary

Department of Financial Services

Ministry of Finance, Government of India

New Delhi – 110001

Dear Sir,

**IMMEDIATE PROTECTION OF BANKERS FROM
THREATS, ATTACKS, AND WORKPLACE
MISBEHAVIOUR BY INSCRUPULOUS
BORROWERS AND OTHERS**

On behalf of the All India Bank Officers' Confederation (AIBOC), we write to express our deep concern over the alarming rise in incidents of physical attacks, intimidation, and harassment faced by bank officers within and outside branch premises. These incidents are not isolated but have become increasingly frequent, fuelled by various factors including political influences and pressure tactics by local administration to bypass established norms for loan sanctions. Despite our relentless efforts to provide quality service to the public, our

officers find themselves in situations that endanger their safety, create undue mental pressure, and destabilize the work environment.

In recent times, bankers have been subjected to violent attacks, often at the behest of politically connected individuals, both within branches and in public spaces. This unfortunate trend is aggravated by a severe shortage of officers and staff, who are further burdened by the introduction of popular welfare schemes of Central and State Governments requiring significant outreach and engagement with the public. The lack of manpower, coupled with increased workload, has placed our officers in precarious positions where they are expected to deliver beyond reasonable limits, often facing aggression from misinformed or impatient elements.

Moreover, there are frequent instances where administrative authorities pressure bank officers to approve loans without adhering to regulatory norms. Such interference compromises the integrity of our banking institutions and puts our officers at risk of disciplinary action if such loans turn non-performing. This challenging work environment has further deteriorated due to cases of misbehaviour and misconduct from superiors within the workplace, creating an atmosphere that can only be described as toxic.

In light of these grave concerns, we earnestly request the following measures:

1. Enactment of a Stringent Legal Framework: There should be a dedicated Act safeguarding bankers from physical harm and undue pressure related to their professional duties encompassing the coverage of the provisions under Bhartiya Nyaya Sanhita (BNS) that protects Public Servants from similar abuse and threats, as listed below:
 - I. BNS Section 332 - Voluntarily causing hurt to deter public servant from his duty.
 - II. BNS Section 121(2) - Assault While Performing Official Duty.
 - III. BNS Section 132 - Assault or criminal force to deter a public servant from discharging their duty.
 - IV. BNS Section 219 - Obstructing sale of property offered by authority of public servant for sale.
 - V. BNS Section 221 - Obstructing public servant in discharge of public functions, Interrupting Government Work by Insult or Misbehaviour
 - VI. BNS Section 224 - Threat of injury to public servant

We strongly recommend extending these protections to the bankers and enforcing the implementation of these measures culminating into enactment of an Act that should encompass protections against both physical violence and coercion for unlawful actions.

2. Instructions to State Governments & District Collectors: The Department of Financial Services should issue directives to state governments, the Chief secretaries and District Collectors, to take pre-emptive measures for the safety of bankers. Any incidents of violence or harassment should be met with strict punitive actions against the perpetrators, with no concessions for political affiliations or influence.

3. Preventive Measures and Supportive Environment: We urge the Ministry to ensure that bankers are not subjected to undue pressure by the administration in matters of loan sanctions. Clear guidelines and support mechanisms should be implemented to



prevent misbehaviour from superiors and promote a respectful, positive work culture within the banking sector.

The members of the AIBOC, alongside all bank employees in India, are dedicated to fulfilling their responsibilities with integrity and commitment. However, the current environment of physical risk, coercion, and internal toxicity has become a serious deterrent. We look forward to your prompt attention to this matter and an affirmative response that reassures our officers of the Ministry's commitment to their safety and well-being.

Thanking you,

Yours sincerely,

Sd/-

(Rupam Roy)

General Secretary

CIRCULAR NO. 60

DATE: 14.11.2024

TO ALL OUR AFFILIATES

CONCERNS REGARDING THE ARREST OF BANK OFFICERS UNDER THE PMLA ACT FOR ACCOUNTS USED IN MONEY LAUNDERING ACTIVITIES

We reproduce below the text of AIBOC Circular No. 2024/28, dated 13.11.2024 on the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With Greetings,

Yours Comradely,

(Deepak Kumar Sharma)

General Secretary

Dear Comrades,

We reproduce below the text of our letter no AIBOC/2024/23 sent to the Secretary, Department of Financial Services

The Secretary

Department of Financial Services

Ministry of Finance

Government of India, New Delhi – 110001

Dear Sir,

CONCERNS REGARDING THE ARREST OF BANK OFFICERS UNDER THE PMLA ACT FOR ACCOUNTS USED IN MONEY LAUNDERING ACTIVITIES

On behalf of the All India Bank Officers Confederation (AIBOC), we wish to draw your attention to a pressing concern that has caused considerable anxiety within the banking community. Recent instances have come to light where bank officers have been arrested under the Prevention of Money Laundering Act (PMLA) for accounts that were allegedly misused for money laundering activities. This has raised significant apprehensions among bankers, especially when such accounts had otherwise met all prescribed KYC norms at the time of opening.

While we unequivocally support the government's mission to combat money laundering and financial crime, we believe it is essential to underscore the challenges faced by bankers in

detecting instances of fraudulent activity when KYC documentation is complete and appears in order. Bank officers are committed to ensuring adherence to all regulatory guidelines, and in cases where KYC documents are properly furnished, the subsequent misuse of an account may not be reasonably foreseeable by the officer processing the account. Given the large volume of accounts handled daily, bankers rely on established documentation requirements, which, when met, typically indicate compliance.

In this context, we respectfully urge the Department of Financial Services to consider implementing safeguards for bankers who have acted in good faith and in compliance with prescribed norms. This may involve a fair and transparent review process before subjecting officers to criminal procedures under PMLA, especially where there is no evident malafide intent.

Given the complexities of financial crime, we also suggest a stronger collaboration between banking institutions, regulatory bodies, and law enforcement agencies to protect the interests of genuine employees while preventing the misuse of banking channels for illicit purposes. The reliance on Branch officials, who lack the necessary technical tools, for detecting and monitoring money laundering activities should be minimized. Instead, detection and monitoring should be carried out using advanced technical tools and centralized mechanism.

The well-being and morale of bank officers are crucial for the smooth functioning of our financial system. We are committed to upholding the highest ethical standards in banking and will continue supporting the government's anti-money laundering objectives. However, measures to protect honest officers from punitive actions will go a long way in maintaining their dedication and trust in the system.

We request an opportunity to discuss this matter further and explore solutions that safeguard the interests of both the banking sector and our nation's financial integrity.

Thank you for your attention to this important matter. We look forward to your support and necessary actions.

Yours sincerely,

Sd/-

(Rupam Roy)

General Secretary

CIRCULAR NO. 61

DATE: 14.11.2024

TO ALL OUR AFFILIATES

URGENT REQUEST FOR IMPLEMENTATION OF CHOICE OF FUND OPTION FOR DEFINED CONTRIBUTORY NATIONAL PENSION SYSTEM (NPS) FOR BANK EMPLOYEES AND OFFICERS

We reproduce below the text of AIBOC Circular No. 2024/29, dated 13.11.2024 on

the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With Greetings,

Yours Comradely,

(Deepak Kumar Sharma)

General Secretary



Dear Comrades,

We reproduce below the text of our letter no AIBOC/2024/24 sent to the Chief Executive, Indian Banks Association

To
Chief Executive,
Indian Banks' Association,
World Trade Centre Complex, Centre 1, 6th Floor,
Cuffe Parade, Mumbai - 400 005.

Dear Sir,

**URGENT REQUEST FOR IMPLEMENTATION OF
CHOICE OF FUND OPTION FOR DEFINED
CONTRIBUTORY NATIONAL PENSION SYSTEM
(NPS) FOR BANK EMPLOYEES AND OFFICERS**

We wish bring to your immediate attention an issue that affects the financial well-being and superannuation benefit accruing to officers and employees under the Defined Contributory National Pension System (NPS).

The PFRDA Act, 2013, provides for a “choice of multiple pension funds and multiple schemes” for subscribers of NPS, allowing them the flexibility to select asset allocations based on their individual risk tolerance and financial goals. Since January 31, 2019, this option has been made available to Central Government employees. Such flexibility and enhancements are instrumental in helping employees/ officers to take control of their financial futures.

As a regulator, PFRDA has acknowledged the grievances received from bank employees and has formally advised IBA to review the current arrangements. Accordingly, IBA have been advised by the Pension Fund Regulatory and Development Authority (PFRDA) to provide NPS subscribers the option to choose their preferred fund manager and investment scheme.

However, the implementation of this option has yet to take effect, leading to substantial losses in the accumulated returns on contributions made by our officers and employees.

Moreover, it has been observed that there are often delays in crediting the NPS subscriptions deducted from officers' and employees' salaries. These delays cause significant financial disadvantage as contributions remain uninvested for extended periods, resulting in lost growth opportunities for the subscribers. We request that an advisory be issued to ensure the timely credit of all NPS deductions with value dating. By backdating the credits to the actual deduction date, we can mitigate the impact of these delays and prevent our employees from incurring financial losses due to administrative lag.

We kindly urge you to address these concerns by facilitating the prompt implementation of fund choice options as advised by PFRDA. Furthermore, we request your support in issuing directives to all banks under IBA's purview to arrange for real-time crediting or value-dated crediting of NPS deductions without delay.

We trust that the IBA will prioritize this matter and take prompt action to ensure the best financial outcomes for our NPS opted officers and employees.

Yours sincerely,

Sd/-
(Rupam Roy)
General Secretary

CIRCULAR NO. 62

DATE: 14.11.2024

TO ALL OUR AFFILIATES

**1. REQUEST FOR ANOTHER OPTION OF
PENSION FOR 835 PROVIDENT FUND OPTTEES**
**2. EXTENSION OF FAMILY PENSION TO
DECEASED OFFICERS' FAMILIES**

We reproduce below the text of AIBOC Circular No. 2024/30, dated 13.11.2024 on the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With Greetings,

Yours Comradely,

(Deepak Kumar Sharma)

General Secretary

Dear Comrades,

We reproduce below the text of our letter no AIBOC/2024/25 sent to the Chief Executive, Indian Banks Association

To
Chief Executive,
Indian Banks' Association,
World Trade Centre Complex, Centre 1, 6th Floor,
Cuffe Parade, Mumbai - 400 005.

Dear Sir,

**1. REQUEST FOR ANOTHER OPTION OF PENSION
FOR 835 PROVIDENT FUND OPTTEES**
**2. EXTENSION OF FAMILY PENSION TO
DECEASED OFFICERS' FAMILIES**

On behalf of the All India Bank Officers Confederation (AIBOC), we respectfully request your kind consideration in providing an additional pension option for a specific group of 835 Provident Fund (PF) optees, comprising 321 officers and 514 workmen employees. During the relevant period, these employees, due to various compelling reasons—including family health crises, overseas postings, and in some cases, lack of awareness or guidance due to their young age either missed or could not make an informed choice regarding the pension option. This unintentional oversight is now causing them substantial financial loss and a lack of social security post-retirement, despite their eligibility for pension. A compassionate stance from the IBA in addressing this matter would greatly alleviate their impending financial hardship and sense of insecurity, allowing them to attain parity with their peers. Given the relatively small number of individuals spread across different banks, the financial impact on banks would be minimal. (List enclosed.)

Furthermore, we appeal for an additional option of family pension for the families of officers who, unfortunately, passed away prior to the implementation of the second pension option. These officers had each completed at least 20 years of pensionable service. Extending this benefit would honour their contributions and offer essential support to their dependents.

We trust that the IBA, under your esteemed leadership, will consider this request with the urgency it deserves, bringing much-needed relief to these individuals and their families. We look forward to a favourable response and are available to



discuss this matter further at your convenience.

Yours sincerely,

Sd/-

(Rupam Roy)

General Secretary

Annexure-I

Sr. No.	Name of Bank	No. of Officer	No. of Workmen	Total
1	PNB	102	109	211
2	Punjab & Sindh Bank	05	03	08
3	Indian Bank	37	61	98
4	Canara Bank	26	50	76
5	Union Bank	24	42	66
6	IOB	07	14	21
7	BoB	62	110	172
8	UCO	10	45	55
9	BoM	03	05	08
10	BoI	25	36	71
11	Central Bank	20	39	59
	Total	321	514	835

CIRCULAR NO. 63

DATE: 22.11.2024

TO ALL OUR AFFILIATES

PERFORMANCE LINKED INCENTIVE FOR WHOLE TIME DIRECTORS AND SENIOR EXECUTIVES OF PUBLIC SECTOR BANKS- REVISED SCHEME

We reproduce below the text of AIBOC Circular No. 2024/31, dated 22.11.2024 on the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With Greetings

Yours Comradely,

(Deepak Kumar Sharma)

General Secretary

Dear Comrades,

We reproduce below the text of our letter no AIBOC/2024/26 dated 22.11.2024 sent to the Secretary, Department of Financial Services on the Proposed PLI to Senior Executives and Board Members of PSBs for your information.

Sd/-

(Rupam Roy)

General Secretary

The Secretary

Department of Financial Services

Ministry of Finance

Government of India, New Delhi – 110001

Dear Sir,

PERFORMANCE LINKED INCENTIVE FOR WHOLE TIME DIRECTORS AND SENIOR EXECUTIVES OF PUBLIC SECTOR BANKS- REVISED SCHEME

We refer to your Notification No. eF. No. 15/6/2024-BO.I dated 19th November 2024 regarding the revised scheme for Performance Linked Incentives (PLI) for Whole Time

Directors, which also extends to officers from Scale IV to Scale VIII. The directive to the State Bank of India and the Nationalized Banks, to formulate board-approved policies under the framework of this scheme has raised significant concerns.

The Performance Linked Incentive for officers up to Scale VII has already been determined through bilateral agreements between the Indian Banks' Association (IBA) and officers' associations at the industry level. These agreements, based on mandates provided by member banks' boards, also encompass officers in Scale VIII. The DFS directive undermines this well-established framework, violating the sanctity of collective bargaining and the bilateral settlements.

This selective approach to incentivise only officers from Scale IV to VIII (counting less than 5% of the total workforce), while excluding over 95% of employees who primarily drive business at the field level, is inequitable. It risks fragmentation of the workforce and impairing the collective growth and harmony, which is paramount and essential for any organizational growth and sustainable success.

During the Gyan Sangam held at Pune on 2nd and 3rd January 2015 the Hon'ble Prime Minister of the country had said that "Banks would be run professionally, and there would be no interference". It was also decided that the Bank's Board should be given full autonomy on HR decisions such as on recruitment, Consequence management and Compensation.

This was extensively covered by the Print and electronic media and the decision was welcomed across the board.

The department of financial services vide its office memorandum no F.No.4/9/I/2014-IR (Pt.) dated 13th January 2015 has also emphasised on the same and below is the brief extract of the communication:

"The undersigned is directed to refer to the subject cited above and to say that Gyan Sangam was recently held on 2-3 January, 2015 at Pune where the Hon'ble Prime Minister interacted with the Chief Executives of Public Sector Banks and Financial Institutions (PSBs/ Fis). During the discussion, it was conveyed from the highest level in very clear terms that the Government will not interfere in the working of the Banks/ FIs."

The current directive, which prescribes how senior officers should perform and prioritize their work to earn incentives, surely infringes upon the autonomy of public sector banks. It disregards their governance structures and imposes centralized control, which could stifle strategic decision-making aligned with individual banks' unique challenges. Such micro-management by the government sets a dangerous precedence, undermining the independence of functions of the boards of the public sector banks.

CMDs of PSBs and SBI have performed better than their private bank peers despite being paid comparatively less. It is evident that money or incentives are not the motivators. When Yes Bank collapsed, it was the State Bank of India that bailed it out, with senior executives of SBI taking charge to steer the bank out of troubled waters. It is governance and orientation, not pay scales, that drive success.

There are already policies in place to reward and reprimand, motivate and counsel, and nurture and channelize the workforce in line with organizational goals. The board is capable of looking into governance issues and improving based on periodic reviews and should be allowed to perform independently with full



autonomy.

The proposed PLI scheme is nothing but the Bell Curve method of performance evaluation, once popular for ranking employee performance, is now widely criticized as an outdated and inequitable tool that undermines employee morale. Its flaws include a one-dimensional focus on scores, force-fitting employees into arbitrary distributions, and difficulties ranking individuals with similar scores. Bell curves fail to account for employees' competencies and potential, focusing narrowly on review scores. This approach overlooks individuals with untapped potential hindered by constraints, making rankings inadequate. It limits the organization's ability to identify capabilities and provide effective training for long-term growth. No matter how well employees perform, the bell curve forces them into predetermined ratings, often misrepresenting their actual performance. Even if an entire team excels, members are compelled to fit the curve, leading to unjust adjustments and depriving them of fair recognition. If multiple employees achieve the same score, the bell curve fails to rank them fairly, often forcing artificial adjustments to fit its structure. The question arises: why manipulate scores instead of assigning equal ranks? This highlights why critics deem the bell curve outdated and unjust in modern performance management.

While this approach promotes individual development, it has limitations, such as reliance on potentially biased or flawed system. To overcome these challenges, organizations should standardize competency assessments, delink competency and performance evaluations, and emphasize frequent, constructive feedback. To encourage growth and collaboration, companies are encouraged to implement regular check-ins, provide a platform for open discussions, and focus on continuous employee development rather than rigid rankings. This shift transforms performance management from punitive rankings to developmental milestones, aligning individual progress with organizational goals.

Sir, Individual Incentives, a version of what psychologists call extrinsic motivators, do not alter the attitudes that underlie our behaviours. They do not create an enduring *commitment* to any value or action. Rewards do not create a lasting commitment. They merely, and temporarily, change what we do.

Public Sector Banks are the backbone of the Banking System which thrives for qualitative improvement in human lives not mere for achieving numbers. There are different intermediaries to achieve short term goals. If the individual incentive is promoted or introduced for performing our duties, it will be assumed that what we use bribes to accomplish may have changed, but the reliance on bribes, on behaviourist doctrine, has not.

Over the long haul, however, the potential cost to any organization of trying to fine-tune reward-driven compensation systems may be considerable. The fundamental flaws of behaviourism itself doom the prospects of affecting long-term behaviour change or performance improvement through the use of rewards.

Rewards have a punitive effect too, because they, like outright punishment, are manipulative. "Do this and you'll get that" is not really very different from "Do

this or here's what will happen to you." In the case of incentives, the reward itself may be highly desired; but by making that bonus contingent on certain behaviours, the superiors manipulate their

subordinates, and that experience of being controlled is likely to assume a punitive quality over time. **Punishment and rewards are actually two sides of the same coin. Both have a punitive effect because they are manipulative.**

Further, not receiving a reward one had expected to receive is also indistinguishable from being punished. Whether the incentive is withheld or withdrawn deliberately, or simply not received by someone who had hoped to get it, the effect is identical. And the more desirable the reward, the more demoralizing it is to miss out.

Introduction of Individual incentive shall result into everyone pressuring the system for individual gain. No one is improving the system for collective gain. The system will inevitably crash. Without teamwork, in other words, there can be no quality. The surest way to destroy cooperation and, therefore, organizational excellence, is to force people to compete for rewards or recognition or to rank them against each other. For each person who wins, there are many others who carry with them the feeling of having lost. People will do precisely what they are asked to do if the reward is significant, in a word, the number one casualty of rewards is creativity.

Excellence pulls in one direction; rewards pull in another. If our goal is excellence, no artificial incentive can ever match the power of intrinsic motivation. People who do exceptional work may be glad to be paid and even more glad to be well paid, but they do not work to collect a pay check. They work because they love what they do. The more employees experience being controlled, the more they will tend to lose interest in what they are doing. If the organisation has to bribe employees to do it, it must be something they may not want to do.

We therefore, urge the Department of Financial Services to respect the autonomy of public sector banks and entrust the Indian Banks' Association, along with bank managements, with the responsibility to design compensation mechanisms taking the Unions/ Associations along as hitherto.

These mechanisms should align with the collective growth of the banks and their workforce, ensuring fairness and sustainability.

Thank you for your consideration.

Yours sincerely,

Sd/-

(Rupam Roy)

General Secretary

CIRCULAR NO. 64

DATE: 23.11.2024

TO ALL OUR AFFILIATES

**CONCERNS OF PERMANENT PART-TIME
MEDICAL OFFICERS (PPMOs) AND SENIOR
MEDICAL OFFICERS (PPSMOs)**

We have sent a communication to the Chief General Manager (HR), Corporate Center, State Bank of India, Mumbai, on the captioned subject.

A copy is enclosed for your information.

Our Unity Long Live

With greetings

Yours comradely,

(Deepak Kumar Sharma)

General Secretary



No.6524/57/24

Date: 23.11.2024

The Chief General Manager (HR),
State Bank of India, Corporate Centre,
Madame Cama Road, Mumbai - 400021.

Respected Sir,

**CONCERNS OF PERMANENT PART-TIME
MEDICAL OFFICERS (PPMOs) AND SENIOR
MEDICAL OFFICERS (PPSMOs)**

We refer to our earlier discussions on the vital role played by Permanent Part-time Medical Officers (PPMOs) and Permanent Part-time Senior Medical Officers (PPSMOs) in safeguarding the health and well-being of SBI staff and their families. These officers, as key members of our medical team, ensure high-quality healthcare and provide expert guidance that enables employees to make informed decisions about treatments at no additional cost. Their exemplary services during the COVID-19 pandemic, coupled with the growing workload from increased medical reimbursement cases and newly added reimbursable ailments, highlight their unwavering commitment. In dispensaries solely managed by PPMOs, their responsibilities often mirror those of Full-Time Medical Officers.

To retain these highly skilled professionals—many of whom manage thriving private practices alongside their SBI commitments—their concerns need immediate attention.

A. Equitable House Rent Allowance (HRA)

PPMOs, despite holding "Permanent" employment status, are unjustly denied the House Rent Allowance (HRA) component in their salaries, unlike other permanent employees of the Bank. Notably, HRA is extended to all cadres, including sub-staff and even part-time sub-staff in Associate Banks, and PPMOs in financial institutions like RBI and IDBI are entitled to this allowance. Given these precedents and the principles outlined in the Uniform Terms and Conditions of Service (UTCS), it is imperative to extend HRA to PPMOs to ensure equity and adherence to established norms for permanent employees.

B. Performance Evolution and Incentive

The current exclusion of PPMOs for Performance Linked Incentive in the Career Development System (CDS) appears to stem from a misclassification caused by the erroneous nomenclature of their cadre as "Part-Time Permanent Medical Officer" instead of the correct "Permanent Part-Time Medical Officer." This misrepresentation in CDS undermines their permanent status and unfairly excludes them from entitlements like the Performance Linked Incentives (PLI). Adding to this disparity, pharmacists—many of whom work under the supervision of PPMOs—are included in the CDS grading system and are eligible for PLI. This creates an untenable situation where the supervisory cadre (PPMOs) is unjustly excluded while their subordinates reap the benefits.

We firmly believe that machines cannot effectively evaluate the performance of employees, especially in roles requiring human judgment and expertise. The performance evaluation of medical officers should be based on structured feedback from their respective controllers, ensuring a more accurate and fair assessment. Furthermore, their performance grades should align with the bank's broader compensation framework, allowing medical officers to receive annual incentives similar to those provided to other officers and employees. This will ensure equity, recognising their valuable contributions to the

organization.

C. Consideration for Vacant Contractual Medical Officer Posts

Several dispensaries face vacancies due to a shortage of Contractual Medical Officers (CMOs), while PPMOs, through their exemplary performance and conduct, have proven to be a dependable workforce to address this gap. It is proposed that a local committee be constituted to evaluate the suitability of PPMOs for vacant CMO posts on a temporary or interim basis. For dispensaries under AO, the committee could include DGM (B&O), CM (HR), and representatives from SBIOA and SBISA. For dispensaries under LHO/CC, the committee could comprise DGM (CDO), CM (IR), and the respective association representatives.

Sir, as per the HRMS dashboard, there are approximately 67 Permanent Part-Time Medical Officers (PPMOs/PPSMOs) within SBI's vast workforce. Offering these few employees the requested facilities would serve as a meaningful incentive for their sincerity and hard work, aligning with benefits already extended to all permanent employees of the Bank. To acknowledge the vital contributions of PPMOs and PPSMOs, we propose extending the facilities of Furniture & Fixtures, Cleaning Materials, and House Rent Allowance (HRA) to them. These measures would address their genuine concerns while serving as a token of appreciation for their invaluable service. Providing these benefits would not only demonstrate our commitment to their well-being but also enhance retention and attract new talent to this cadre. We trust these proposals will receive favourable consideration, enabling our Bank to continue leveraging the expertise and dedication of our medical officers.

Thanking you.

Yours sincerely,

Sd/-

(Deepak K Sharma)

General Secretary

CIRCULAR NO. 65

DATE: 30.11.2024

TO ALL OUR AFFILIATES

**COM. RUPAM ROY TO ASSUME OFFICE AS
GENERAL SECRETARY, AISBOF**

W.E.F. 1st DECEMBER 2024

The time has come for me to bid an emotional farewell as I pass the baton of leadership in our esteemed Federation to Com. Rupam Roy, President, AISBOF. This moment of transition, following the decision of the 6th Executive Committee Meeting held on November 26th and 27th, 2024, in Chandigarh, fills me with immense gratitude and pride. Serving this Federation has been the greatest honour of my life, and as I step aside, I do so with confidence, knowing that the future is in the most capable hands.

Chandigarh, a city nestled in the foothills of the Shivalik ranges, is a testament to visionary planning and modernism. Its iconic Open Hand sculpture, symbolizing openness to give and receive, mirrors the inclusive and progressive spirit





of our Federation. In entrusting Com. Roy with the leadership of this Federation in such a remarkable place, I am assured that his unwavering commitment and passion for our officers' fraternity will guide us to new heights. He is the ideal successor to carry forward the legacy of this great Federation with unwavering dedication, foresight, and strength.

Com. Rupam Roy began his career in the State Bank of India in 2001 as a clerk-cum-cashier, initially posted at a remote branch in Roing, Arunachal Pradesh. In 2006, he was selected as a Trainee Officer, and during his probation, he served in different states within the North East Circle. After being confirmed as an Assistant Manager in 2008, he was assigned to the HRMS cell at LHO Guwahati, where he performed outstandingly, winning recognition both from the Association and the Management for his remarkable work in resolving complicated issues. His contributions during this period brought him into the limelight, establishing him as a formidable force within the officers' fraternity.

My journey with this prodigy began in 2015 when, at the young age of 38, he assumed the prestigious role of General Secretary of the SBIOA North-East Circle and became a member of the Federation's Executive Committee. He succeeded one of the most Galactic leaders of the circle, Comrade Samir Kumar Mukherjee, who had also served as Officer Director in the Central Board of SBI. The task ahead, was monumental, with no room for hesitation or misstep and above all to carry along a bunch of talented contingent of SBIOA North-East Circle. Not only did he have to live up to the legacy of such an iconic predecessor, but he also had to establish his own identity as the new face of the circle.

Remarkably, with sheer zeal and untiring energy, this young craftsman soon made his mark—not just within his circle but on the national stage. It was only a matter of time before he rose through the ranks, first as Chairman and later as the youngest-ever President of the Federation. This, however, was merely the beginning of his extraordinary journey. The journey though just had made a start and the day comrade Soumya Datta attained his superannuation, it was none other than Comrade Rupam Roy that illumined bright in every one's mind to find a perfect fit in the position of the General Secretary of the Confederation. Neither I have any modicum of doubt nor any apprehensions that when I hang my hat, we shall find a suitable successor to hand over my baton to.

Comrade Roy has proved that the age is just a number, amassing wisdom and insight that often surpass even the most experienced octogenarians. Through his remarkable acumen, he has established himself as a towering figure in every prestigious position within the banking sector trade union movement. When it comes to leadership and excellence, the name that stands out is unequivocally, Comrade Rupam Roy. It is a true blessing to have such a compatriot, one who exemplifies humility by generously giving credit to others—even when the success is undeniably his own and stands as a monumental achievement.

This is what we call true dynamism—the hallmark of a young, energetic, and revolutionary luminary in today's galaxy of the trade union movement. Comrade Rupam Roy, the glittering sensation from the sky of North-East India, embodies a spirit that never falters in vindicating the invincible.

I am hopeful, rather sanguine that under his leadership the federation shall scale new heights and surpass all previous gloss of glory and the inroad to such galactic journey has already begun with his footprint in first of his wage negotiation efforts that earned him laurels all across the board. His selfless dedication and personal sacrifices, including missed family moments and standing firm even in times of personal loss, reflect his unparalleled devotion to our cause. His ability to strike a balance with the other constituents of UFBU, while never losing sight of the officers' interests, is commendable and speaks volumes about his leadership.

Com. Rupam Roy is not just a leader who observes problems; he is a pragmatic thinker who offers solutions. His innovative ideas and resolute pursuit of goals are qualities that have always stood out during our discussions. His deep understanding of the officers' issues and his commitment to addressing them head-on make him an ideal successor to lead this Federation. He is intelligent, forthright, proactive, and intensely passionate about the welfare of our members. His negotiating skills, combined with his technological prowess and unwavering ethics, make him a force to reckon with in the trade union movement.

It has been my humble endeavour to highlight the immense contributions of Com. Rupam Roy to our Association, Federation, and Confederation. Yet, no words can truly capture the depth of his dedication and the magnitude of his achievements. Under Com. Rupam Roy's leadership, I am certain that our beloved Federation will continue to reach new heights, bringing greater glory to the trade union movement in our bank. As I pass on the baton, I do so with full confidence that the future of our Federation and the broader banking industry remains in capable hands.

On a personal note, I extend my heartfelt gratitude to Com. Rupam Roy for his support as President of the Federation throughout my tenure. I have no hesitation in acknowledging that the introduction of Special Pay for officers, which qualifies for DA, HRA, and superannuation benefits (PF, Pension/NPS, and Gratuity), was made possible through his exceptional negotiating skills and sincere, dedicated efforts. I am confident he will uphold and enrich the legacy of our cherished organization, steadfastly protecting the rights of our members while exemplifying the values we hold dear.

Though I am his senior in both the banking industry and the trade union movement, I humbly acknowledge the profound learning and growth I have experienced through my association with him. Our bond has been a source of immense joy, and the memories of this shared journey will remain etched in my heart forever.

May the sun shine ever brighter, and may countless lights illuminate the path ahead. Let a vibrant dawn break forth, celebrating Com. Rupam Roy as he assumes the esteemed position of General Secretary of AISBOF. With his unparalleled zeal, wisdom, and determination, he will inspire the ignited spirits of our Federation, overcoming any challenges with the brilliance of his sagacious leadership.

I extend my heartfelt best wishes to Com. Rupam Roy, confident that his leadership will be a beacon of progress and inspiration, not only for our bank but for the entire trade union movement.

This moment is filled with a mixture of profound emotions. After dedicating more than 39 years to the Bank and over 31 years to the Officers' Association—from my earliest days at the unit level to this cherished position—it is difficult to step away. Each role I have undertaken and every experience I have encountered has enriched my life immeasurably.

As I step down from the role of General Secretary, I am overcome with gratitude and humility, indebted to each one of you, the treasured members of this esteemed Federation, for the unflinching support, trust, and solidarity you have shown me throughout this journey. It has been a journey blessed by a divine hand, a path that the Almighty has lovingly carved. Every achievement and milestone, I have reached is a testament to his divine blessings, the values inculcated by my parents, the unwavering support of my family, the guidance of my seniors, and the steadfast encouragement from our members and friends. For all of this, I am deeply and extremely grateful.

I would like to express my sincere appreciation for the invaluable guidance and support of the former and current Chairmen of the Federation, Com. Sai Prasad and Com. Vinay Bhalla. I also wish to acknowledge the unwavering support of Com. Arun Kumar Bishoyi, Senior Vice President, who will assume the role of President of our

esteemed Federation effective December 1, 2024. My heartfelt gratitude extends to all General Secretaries, Presidents and EC members of our affiliates, as well as those from other AIBOC affiliates. Their leadership has been crucial in shaping our collective success. Every milestone we achieved is a testament to our united effort, working together as one cohesive unit in service of our members' best interests.

I extend my deepest gratitude to our senior leaders, whose wisdom and mentorship have been invaluable to me during both challenging and opportunistic moments. While the list of those who have guided and inspired me is extensive, and it is impossible to name everyone, my thanks would be incomplete without acknowledging the contributions of Comrades D.K. Sharma, G.D. Nadaf, D.T. Franco, Y. Sudershan, Ram Kumar Sabapathy, Soumya Dutta, Amar Pal, Vijay Magon, M K Virmani and Muthuswamy. Each of them has played a pivotal role in shaping my journey, and for that, I am indebted to all of them and to those whom I may have failed to mention with respect and gratitude.

I express my heartfelt appreciation and earnest thanks to every member of the Chandigarh Circle, including those who have since retired, as well as all members of the Central Committee of the Circle Association, currently led by Com. Priyvratt and Com. Sanjay Sharma. Your unwavering support has been invaluable throughout this journey. Each moment spent with the dynamic members of the Chandigarh Circle has been a cherished part of my trade union experience, marked by challenges faced, victories celebrated, and friendships that I will always treasure.

I extend my sincere gratitude to the Chandigarh Circle Management, the HR department at the Corporate Centre and the top management of the Bank for their understanding and responsiveness to the concerns we have deliberated over the years. Their recognition of our issues and their commitment to constructive dialogue have been instrumental in paving the way for meaningful resolutions. It is through their collaborative spirit and respect for the voices of our Federation that we have been able to achieve positive outcomes for our members. Their support and engagement have strengthened our collective efforts, and for this, I am deeply thankful.

I also owe my heartfelt gratitude to my friends who stood by me through every challenge in fulfilling my responsibilities, as well as to the Federation Secretariat and staff in Bangalore, Mumbai, and Chandigarh. I would like to especially acknowledge Mr. Mithun Dutta, Mr. C. Tadkal, Mr. Y. Gopalkrishnan, Mr. Sudhir Patil, Mr. Mahendra Vichare, Mr. Chetan Rathod, Mr. Johnson Tawmbing, Mr. Priyvratt, Mr. Manohar Devrukhkar, Mr. Mohan Gohil, Mr. Suresh Wali, Mr. Atulya Prakash, Mr. Anuj Aggarwal, Ms. Ankita, and Ms. Bharathi for their unwavering support and dedication, which made it possible for me to carry out my responsibilities. I am truly grateful to each of them for being an essential part of this incredible journey.

Lastly, I must express my deepest gratitude to my family, without the support of whom this journey would not have been possible. To my parents, whose wisdom and guidance shaped my path; my sisters, when the elder one had been all along a mentor, the younger had been a unyielding support all along unconditionally; and my brother, who selflessly took on the responsibility of caring for our parents, enabling me to dedicate myself fully to this cause. To my relatives, who have always been a steadfast source of support. And to my children, who have patiently endured my absence with understanding.

Above all, to my wife—her unwavering support has been my greatest source of strength. Despite battling severe health challenges, she has shouldered over family responsibilities with remarkable grace, selflessly sacrificing her own career to allow me the freedom to pursue my passion and other shared cause.

Amid the bittersweet emotions of parting, there is a profound sense of pride and fulfilment in witnessing our Federation in the hands of a

robust and capable leadership. Com. Rupam Roy, with his unwavering vision and steadfast commitment, stands at the helm, steering us toward a promising and dynamic future. He is supported by an exceptional team of emerging leaders like Comrades Priyvratt, Rajesh, Amresh, and many others who embody the spirit of innovation, boundless energy, and unwavering dedication. Their passion and drive serve as a beacon of inspiration, not only for me but for every member of our fraternity.

I am deeply confident that this formidable team, armed with knowledge, adaptability, and tech-savvy skills, will not only navigate today's complex challenges but also set new benchmarks of excellence. Their leadership will undoubtedly take our beloved Federation to unprecedented heights, ensuring that our collective aspirations are transformed into remarkable achievements.

Let us remain united in purpose, bound by our shared values, and committed to strengthening our Federation while propelling the State Bank of India to greater pinnacles of excellence. Together, we will script a future defined by progress, solidarity, and success.

**One Vision, One Mission;
Forward Together!**

**Our Unity, Our Power;
Our Progress, Our Pride!**

Empowering AISBOF, Elevating SBI!

In solidarity and gratitude

(Deepak Kumar Sharma)

General Secretary

CIRCULAR NO. 66

DATE: 01.12.2024

TO ALL OUR AFFILIATES

Dear Comrades,

THE FLAME CONTINUES ILLUMINATING!!!

With a heavy heart and a profound gratitude we bid adieu to a luminary who glittered bright in the horizon of trade union movement all along. A repository of dedication, value, perseverance and honesty at its core, Comrade Sharma had it all to cliff the hierarchy but the saint felt it pious to direct



his devotion towards welfare of his fellow colleagues. Deepak Sharma though has taken superannuation from active services of the bank shall thus be remembered as one of the Galactic leaders, a champion on his own right who lived his life king-size and ensured better life for his fellow colleagues. Our esteemed colleague, leader a philanthropist, Comrade Deepak Kumar Sharma glorified the position of the General Secretary of All India State Bank Officers' Federation for over a period of 2 years and scripted many uncharted success stories making his tenure as one of the golden phases of our mighty Federation. Under the leadership of Comrade Deepak Kumar Sharma, the federation has risen from strength to strength and earned laurels all along. With the eventual departure of this multi-talented personality the federation shall surely suffer a void that might be a herculean task for others to fill up.

The flame that illuminated in a humble family in the mystic month of November 1964, continued brightening the serene sojourn of Shogi, a small agglomerate but with promising attributes to chariot God's proposal transforming the lives of millions through a philanthropic passion, we call it, Comrade Deepak Kumar Sharma. Comrade

Sharma embarked on a journey of staunch dedication for the cause of trade union movement that preponed a resolve to extricate the pains of his fellow colleagues. The expedition though had never been so promising as he made it, the road that he crossed had never been free of thorns, the ocean that he sailed along, had never been as convincing and calm as it appeared to be. It had been the conviction that prevailed over predicaments making him emerge as the champion of the trade that the master sculpted with his artistic majesty. His career, spanning over three decades, has been marked by resilience, determination, and a steadfast commitment to justice, equality, and dignity. His journey in trade union started from very early days of his promotion to the officers' cadre and it had been a saga of long 31 years of commitment, dedication and perseverance to say a bit of its all.

Comrade Sharma's professional campaign commenced in 1993, as an officer committed to alleviating the struggles of his peers. From his early days Comrade Sharma displayed an innate understanding of the challenges faced by his fellow colleagues. He actively participated in the trade union movement, holding various leadership positions in SBIOA Chandigarh Circle, AISBOF, and AIBOC. His tireless efforts have significantly contributed to the welfare and rights of the officers' fraternity. Later, he assumed even greater responsibilities as a National Leader being in the chair of our mighty federation, first as President and then as the General Secretary from December the 1st, 2022. During all these days Comrade Sharma chased a dream culminating towards safeguarding the Dignity of officers and ensured its restoration and then for its perpetual sustenance. His journey thus has been a demonstration of resilience, a symphony of intellect and compassion juxtaposed with an indomitable human spirit unmatched and unscathed as ever.

A scholar, a poet and a sportsman Comrade Sharma's visionary leadership, coupled with his eloquent assertion and steadfast courage, clubbed with his intellectual acumen, athletic vigour and sportsmanship has steered AISBOF out from many crisis situations. From his initial role as Assistant Secretary at the Zonal Office in Haryana, to serving as President and later General Secretary, Comrade Sharma has contributed immensely towards fortification of trade union rights and its practices. His contributions to the federation have been invaluable and exemplary. To bring all these to his stride, the path he preached had been the path of Justice, fraternity and equality and thus with his radiant flame of philosophy illuminated the path of countless fraternal compatriot and shall continue inspiring million souls as well the future generations of leaders.

As Comrade Sharma embarks on a new chapter in his life, we extend our heartfelt gratitude and with heart brimming with admiration for all his exceptional services for the cause of the memberships. His tireless advocacy for officers' rights, his visionary leadership and above all his simplicity and honesty shall remain attributes to emulate and use it for the best purpose suited to the fraternity. We wish him a fulfilling retirement filled with joy, peace, and prosperity.

Let us honour Comrade Deepak Kumar Sharma's legacy by carrying forward the torch of unity, solidarity, and progress that he so dearly embraced and endured all through his journey with honesty being at its core.

With Comradely Regards,

With greetings,

(Vinaya Kumar Bhalla)
Chairman

(Rupam Roy)
General Secretary

CIRCULAR NO. 67

DATE: 01.12.2024

TO ALL OUR AFFILIATES

A NEW DAWN

We are pleased to announce the election of Comrade Arun Kumar Bishoyi as the new President of the All-India State Bank Officers' Federation (AISBOF). This momentous occasion marks a significant milestone in the history of our federation, as Comrade Bishoyi assumes the mantle of leadership, succeeding the esteemed Comrade Rupam Roy as the president of our mighty federation.



Born on the auspicious day of 31st December 1965, in the serene landscapes of Pattamundai, Kendrapara district, Odisha, Comrade Bishoyi's journey is a testament to his untiring dedication and commitment to the cause of trade union movement. His early days at BJB College, Bhubaneswar, kindled a passion for social justice that has fuelled his relentless pursuit of workers' rights.

Joining the State Bank of India in 1988, Comrade Bishoyi quickly emerged as a prominent figure in the trade union movement. His ascent through the ranks of SBIOA Bhubaneswar Circle, from Unit Secretary to General Secretary, is an evidence to his exceptional leadership qualities and staunch commitment to the welfare of his fellow officers.

Beyond his significant contributions to the Bhubaneswar Circle, Comrade Bishoyi has played a pivotal role in the broader trade union landscape. As the Convenor of UFBU, Odisha, and Vice President of the Central Committee of AIBOC, he has been instrumental in propagating unity and solidarity among trade unions.

Comrade Bishoyi's leadership is characterized by his firm commitment to protecting the interests and dignity of bank officers. He has been instrumental in resolving numerous issues, including transfers, medical emergencies, and workplace harassment. His dedication to nurturing young talent through cadre development programs and training sessions has ensured the continuity of strong leadership within the organization.

We are confident that under Comrade Bishoyi's visionary leadership, AISBOF will continue to be a powerful force for positive change in the banking industry. His unyielding commitment to justice, equality, and dignity will inspire us all to strive for a brighter future.

We extend our warmest congratulations to Comrade Arun Kumar Bishoyi on his election as President of AISBOF. We wish him all the best in his new role and assure him of our full support.

Let us join hands and work together to build a stronger and more prosperous future for all Bank Officers.

Our Unity Long Live

With greetings,

(Vinaya Kumar Bhalla)
Chairman

(Rupam Roy)
General Secretary