



SBIOA *e*-BULLETIN

From

SBI OFFICERS' ASSOCIATION (CHENNAI CIRCLE)



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(For Internal Circulation only)

MARCH - 2025

From the desk of General Secretary

***“Leadership is the capacity to translate vision into reality.
Effective leaders translate their vision into reality.”***

- Ralph Nader

Dear Comrades,

I am deeply delighted to reach out to you all through this edition of our monthly e-Bulletin. The month of February was a militant one, as we have all gathered under the banner of AIBOC and UFBU to take the agitational path against various issues and seeking various demands.

It is for sure that this year is going to be a year of struggle. We have to stand united and fight for our legitimate demands and rights in the upcoming days. The path ahead is not going to be smooth. But this is not new to us. This Association has grown over many struggles and we will stand shoulder to shoulder to fight for our rights which no one can deny.

As you know the demand of 5 days week is close to the hearts of all Bankers. The need for recruitment is at an alarming situation and various other issues like: Increase in the gratuity ceiling, appointment of Officer/Workman director in PSB boards, stopping the micromanagement of PSBs by DFS etc. are need of the hour. One of the major challenges that we are facing today is manhandling of bankers by the public. This is not at all acceptable to us. When the bankers are toiling hard in the branches with acute staff shortage and mounting targets, the physical assault and verbal abuse is not at all acceptable, that too against the dedicated workforce, who stood strong during testing times like Covid Pandemic, Demonetization and Jan Dhan Yojana to name a few. Each victory has been a testament to the unity, courage, and undying spirit of the banking fraternity—a force that has always stood as a pillar of integrity and strength in safeguarding the nation's financial backbone.

It is needless to mention that the militancy of our comrades was visible during the demonstrations on



14th and 21st February and during the social media Campaign on 23rd February and badge wearing on 28th February. We have few more programs scheduled and ultimately culminating in Two-day strike on 24th and 25th March 2025. We have to carry the same spirit till our demands are achieved and participate in all the agitational programs in large numbers and make it a grand success.

In the months of February, we have witnessed lot of activities in our circle Association like Executive Committee Meeting of AISBOF, Executive Committee Meeting of our Association, Regional Negotiation Committee meeting across modules, Module level Sports events, Members meet, etc which keeps our circle always member centric and vibrant.

Comrades, let us march forward with confidence, undeterred by adversities and united. Together, we shall secure our legitimate rights and emerge victorious!

Revolutionary
greetings to all.

**A. SENTHIL RAMESH
GENERAL SECRETARY**

SBIOA (CC) ZINDABAD! OUR UNITY ZINDABAD!

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SBI Quarter 3 - FY 2025 results

Q3FY25 Results: Press Release

- Net Profit for Q3FY25 is ₹16,891 crores, an 84.32% YoY increase.
- Credit growth is up 13.49% YoY, with Gross Advances exceeding ₹40 Lakh crores.
- Gross NPA ratio improved to 2.07%, a 35 bps YoY improvement.

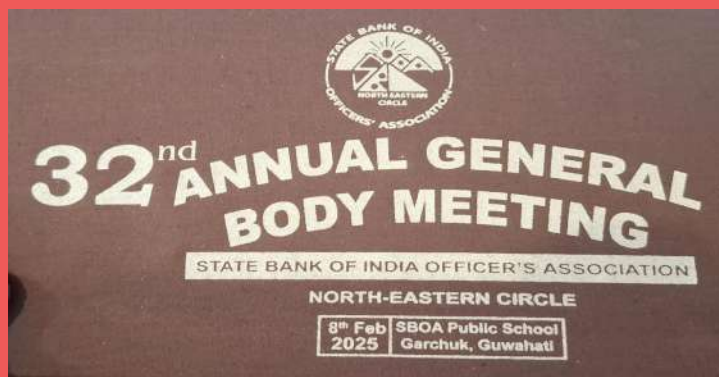
Key Summary of Q3FY25 Results

- Net Interest Income for Q3FY25 increased by 4.09% YoY to ₹41,446 crores.
- Operating Profit for Q3FY25 grew by 15.81% YoY to ₹23,551 crores.
- Whole Bank Deposits grew at 9.81% YoY

OPENING OF NEW BRANCHES IN CHENNAI CIRCLE DURING FEBRUARY 2025



32nd ANNUAL GENERAL BODY MEETING OF NORTH-EAST CIRCLE



On 08/02/2025 our President Com. Nithish Singh and our beloved GS Com. Senthil Ramesh participated in the 32nd Annual General Body meeting of North East Circle.

SPORTS MEET AT VARIOUS MODULES



AISBOF EC HELD AT AHMEDABAD



SBIOA (CC) EXECUTIVE COMMITTEE HELD AT CHENNAI



UNITED FORUM OF BANK UNIONS
(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOD-MOBW-NOBO)

**290K+ VOICES
ONE REVOLUTION**

Our  Campaign is a grand success with 2,90,000+ powerful posts. Every shared post is a step forward in our collective struggle. Let's keep the momentum alive -

LOUDER, STRONGER, UNSTOPPABLE

2,90,000+

**MODERNIZATION
OF SBIOACC
GUEST HOUSE
BOOKING &
WEBSITE ON
07-02-2025**

 **BOOK AT EASE!**

Visit our revamped site for transit house booking



www.sbioacc.com/member_logins

UFBU DEMONSTRATIONS ON 14 - 02 - 2025



UFBU DEMONSTRATIONS ON 21 - 02 - 2025



UFBU DEMONSTRATION - BADGE WEARING ON 28-02-2025



- இந்தாபாத் இந்தாபாத்
- தொழிலாளர் ஒற்றுமை
- வங்கித் தொழிலாளர் ஒற்றுமை
- வாரத்திற்கு 5 வேலை நாட்கள்
- அமல்படுத்து அமல்படுத்து
- காலிப் பணி இடங்களை
- நிரப்பிடு நிரப்பிடு
- தற்காலிக கடைநிலை ஊழியர்களை
- நிரந்தரம் செய் நிரந்தரம் செய்
- பொதுமக்களுக்கு போதுமான சேவையை
- உறுதி செய் உறுதி செய்
- போதுமான ஊழியர்களை
- பணியமர்த்து பணியமர்த்து
- 12 வது ஊதிய ஒப்பந்த நிலுவை கோரிக்கைகளை -
- நிறைவேற்று நிறைவேற்று
- அலுவலகத்தில் ஊழியர்கள் பாதுகாப்பை
- உறுதி செய் உறுதி செய்
- வங்கிகளை ஏமாற்றும் பெருமுதலாளிகள் வாரக் கடனை
- வதல் செய் வதல் செய்
- பணிகொடை சட்டத்தை
- திருத்திடு திருத்திடு
- ஐயுறு வங்கியில் அரசின் பங்குகளை
- குறைக்காதே குறைக்காதே
- நிரந்தர பணிகளில் ஒப்பந்த முறைமையை
- புகுத்தாதே புகுத்தாதே
- மார்ச் 24, 25 வேலை நிறுத்தப் போராட்டம்
- வெல்லட்டும் வெல்லட்டும்
- போராடுவோம் போராடுவோம்
- வெற்றி பெறும் வெற்றி பெறும்
- இறுதி வெற்றி
- நமதே
- இந்தாபாத் இந்தாபாத்



TRICHY MODULE- 4TH QUARTERLY REGIONAL NEGOTIATING COUNCIL MEETING

The fourth quarterly RNC meeting for the FY 2024-25 was presided over by respected DGM (B&O) Shri. Atul Priyadarshi and attended by respective Regional Managers, CM (HR), HR Managers, along with Trichy Module office bearers of SBIOA(CC) Trichy under the leadership of Com. K.Gurunathan on 18.02.2025 at the Administrative Office, Trichy. Various issues of our member were discussed and settled.



CHENNAI MODULE II – 3RD QUARTERLY REGIONAL NEGOTIATING COUNCIL MEETING

The third quarterly RNC meeting for the FY 2024-25 was presided over by respected DGM (B&O) and attended by respective Regional Managers, CM (HR), HR Managers, along with Chennai Module II office bearers of SBIOA(CC) Chennai II under the leadership of Com. Muralidharan on 09.10.2024 at the Administrative Office, Chennai. Various issues of our member were discussed and settled.



AREA MEETING AT TIRUPUR

An area meeting was held at Tirupur on 20.02.2025 on behalf of our SBIOACC. Our beloved General Secretary Com. Senthil Ramesh honored the meeting with his august presence along with our Regional Secretary Com. Murugesan M and other module office bearers.

Com. Karthick. E, Zonal Secretary, Tirupur, welcomed the gathering.

Com. Sankara Subramanian, Regional Manager, RBO 4 Tirupur, delivered his special address.

Our beloved General Secretary patiently heard the members and clarified all the members' queries. He advised the members to go through the SBIOA e- BULLETIN. He reiterated the importance of Code of Conduct in the Social media, explaining the various escalations and functioning at Federation and Confederation level. He also advised members to go through our revamped site of SBIOACC and make use of it. The meeting was concluded with a palatable dinner.



RETIREMENTS FEBRUARY- 2025

Name of the Comrade	Designation	Branch/ Establishment
1. Ramachandran V	Asst. Gen. Manager	LHO2
2. Venkita Krishnan N	Asst. Gen. Manager	LHO3
3. Rajan L	Chief Manager	LHO4
4. Ramkumar T S	Chief Manager	LHO5
5. Ravindran Bhava. Narasimman	Chief Manager	AO MADURAI6
6. Annaparvathy V	Deputy Manager	CHENNAI NORTH7
7. Gunasekaran D	Deputy Manager	LHO8
8. Shanthi B	Deputy Manager	SALEM9
9. K Shanmugam	Assistant Manager	COIMBATORE10
10. N. Jayarajan	Chief Manager	COIMBATORE
11. Venkatakrishna S	Manager	CCGRO
12. Kennady V	Chief Manager	CB Chennai
13. Prabhu S	Chief Manager	CAO

BEREAVEMENT

1. We lost Mr. S. Moorthi, father of Com. Ambethkar (Palacode branch) on 27-02-2025.
2. We lost the mother of our Com. Veeran Veluthambi. T (Assistant Manager HLC Theni Branch) on 23.02.2025.

WEDDING BELLS



1. Com. S. Logeshwaran (Assistant Manager, SMEC Salem) married Com. M. Vidyasri (Assistant Manager, Mohan Nagar TS Branch), at Coimbatore on 03.02.2025.



2. Com. P. Dharanidharan (Probationary Officer, Omalur Branch) wed Com. P. Sumashree (Probationary Officer, Taramangalam Branch) at Coimbatore on 02.02.2025



3. Mr. Ashwin Jawahar (brother of Com. Vighnesh Srinivasan, Zonal Secretary Chennai-I Zone 2) married Smt. G. Hari Priya at Chennai on 02.03.2025.



7. Mr. Mahashwin (son of Com. Rajalakshmi Kalayanasundaram RM, RBO-III Ambattur) got married on 16.02.2025



8. Com. Ravindran B (Deputy Manager, Mayiladuthurai Branch) married Smt. Nivetha G on 10.02.2025.



4. Com. Ishwarya (Deputy manager, HLC Tambaram) married Mr. Naveen at Chennai on 02.03.2025.



5. Com. Mukesh Tamilarasan (Manager, RBO I Coimbatore) married Com. Vinodhini (Brindhavan Nagar Branch, Chennai-II) at Chennai on 16.02.2025.



6. G V Daarshinee (daughter of Com. G Venkatesan Deputy Manager, Siruseri branch) married R Mr. Praveen Kumar on 23.02.2025.



9. Com. Manoj K (Assistant Manager, Nagapattinam Branch) married Smt. Santhiya S on 16.02.2025

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 fifth chapter of Wisdom bytes series. So far, we have covered:

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

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: To all employees/ Officers of State Bank of India

[Social media policy of the Bank and the care and diligence to be ensured by the employees of the Bank:](#)

We refer to the components of the codes of Conduct and other relevant instructions stipulated by the Bank vide the

following Circulars:

- ✓ Circular no. CDO/P&HRD-PM/21/2014-15 dated 27.06.2014 regarding expressing views in social media.
 - ✓ Circular no. CDO/P&HRD-PM/91/2017-18 dated 03.02.2018 regarding social media usage policy.
 - ✓ Circular no. CDO/E&BC/SM/1/2018-19 dated 08.06.2019 regarding expressing views on social media.
 - ✓ Circular No. IT/GLOBALIT-PE-1/13/2019-20 dated 24.06.2019 regarding WhatsApp.
 - ✓ Circular no. CDO/P&HRD-PM/47/2020-21 dated 06.11.2020 regarding unauthorized forwarding official documents on WhatsApp.
- I. No employee of the Bank shall establish/ form/ promote any group/ community on any internet site which uses the name or logo of State Bank of India/SBI or shall become member of any such group or community unless such group is expressly created or permitted by the Bank.
 - II. If any employee of the Bank is creating any social network profile, he/ she should create such profile in his/ her real name and shall neither create any profile by using any ID otherwise than his/ her real name nor use the business email address on personal blogs or public social networking sites.
 - III. No employee shall write/ express anything in any internet site or social media that may damage the reputation of the Bank or any of its employees as regards such employees work in State Bank of India.
 - IV. No employee shall post, forward, upload or express any remarks/ views on any internet site or social media or share a link of any content on social media which may be defamatory, indecent, abusive, discriminatory or derogatory to the Bank or its officials/ employees in their official capacity.
 - V. No employee should criticize the management of the Bank or the business processes or strategies of the Bank or policies of the Bank on any internet site or social media.



SBIOA(CC) e - BULLETIN

- VI. No employee shall discuss, disclose, post, forward, upload or share any content related to any colleagues, competitors, customers, suppliers or other third parties including their personal details on any internet site or social media without their prior consent.
- VII. No employee shall post, forward, upload or share any such information on social media which may result into breach of intellectual property rights.
- VIII. No employee shall without express authority use the name State Bank of India or SBI while expressing any views in any of the internet sites/ social media.
- IX. No employee shall engage in collusive behavior on any internet site or social media, with Bank's competitors or employees.
- X. No employee shall canvass for any donation, lottery or third-party marketing/ business promotional activities/ affairs on any internet site or social media.
- XI. No employee of the Bank without obtaining prior written approval from his / her controller:
 - a) Shall express/ forward any view on any internet site or social media about the working of State Bank of India or the business of State Bank of India or generally about State Bank of India or any of its officials.
 - b) Shall express/ forward any views or opinion on behalf of the Bank or by using his/ her official position in the Bank.
 - c) Shall publish/ forward any official information/ circulars/ memorandum/ documents etc. which are of the record of the Bank.
- XII. No employee shall link from personal sites to any State Bank-hosted websites, blogs, or social media sites, including business sites written by employees.
- XIII. No employees shall write about, comment on, or answer questions regarding any legal matter, litigation, or party to a lawsuit involving State Bank of India.
- XIV. No employee shall forward, upload, post or share any link to chain mail or junk mail on social media.
- XV. Employees shall use the social media sites

judiciously in personal capacity. Use of social media & internet websites during office hours should complement/ support the current role assigned and not interfere with office duties/ commitments.

- XVI. Every employee shall be personally responsible for the content he or she publishes/forwards in any form on social media.
- XVII. No employee shall have the expectation of privacy while using the State Bank's blogs, social media sites or Internet system.

The Bank had also, vide e-Circular No. IT/GLOBALIT-PE-1/13/2019-20 dated 24.06.2019 conveyed in explicit terms that Whatsapp is not a secure channel and should not be used as an official mode of communication.

We reiterate that Bank related information and statements ought not to be shared by our members in the social media. The Policy prohibits publishing any official information/ circulars/ memorandum/ documents etc, which are of the record of State Bank, without prior approval. Such comments sometimes contain sensitive data and information about our internal policies, systems and procedures and such information, even when shared innocuously, at times can have potentially adverse implications for the Bank's reputation or business. This situation is not at all desirable as the social media is accessible to the public at large and such information, which is not for public consumption, can be misleading and damaging to the Bank's interests.

Please note that the Code will be applicable to all permanent employees as well as contractual employees of the Bank.

In the event of any employee of the Bank found violating the above Code of Conduct, the Bank can take disciplinary proceedings against the erring employee(s), as deemed fit, under the provisions of appropriate Service Rules (SBIOSR in respect of Officers and Bipartite Settlement in respect of Award Staff) and penalties will be imposed upon such employees accordingly.

We request all our Comrades to go through these instructions in detail and meticulously follow these instructions in letter and spirit.

COMMUNICATION FROM OUR END

ORG/7/2025

04.02.2025

The Chief General Manager
State Bank of India
Local Head Office,
Chennai

Dear Sir,

ADEQUATE RECRUITMENT OF OFFICERS AND CLERKS

Our Chennai Circle is one of the most vibrant circles and has excelled in all business parameters set by the bank. It has been repeatedly ranked No: 1 circle and it is possible only with the support of the dedicated workforce of our circle.

As you know, Human Resource is the most important resource of any organisation and it is important to keep the workforce motivated by proper manpower management and adequate recruitments. We would like to highlight a pressing issue that needs your immediate attention. Our members are deeply worried that adequate recruitment in proportion to the business figures of our circle are not happening nowadays and it is putting extra burden on our members to work for extra hours and on holidays also to complete the routine works itself. Though the business has grown manifold the staff strength has been coming down drastically. It is contradicting to understand that when a circle is doing exceptionally well in all business parameters, the staff strength is not improving vis a vis business improvement. The officers and employees are putting in extra efforts to meet the growing business needs and to deliver expected Customer service. Though they are shouldering extra responsibilities, the recent advertisement from the bank calling for recruitment has not reflected the required numbers.

2. We have attached the business position of all circles as on 31.01.2025 and the recruitment details for the past 7 years which will speak in length and breadth about this grave issue. It is very well visible from the data attached that the recruitment figures are in no way connected to the business figures.

For example, let's analyse a few circles

Sl No	Circle	Business	No of Officers	No of Clerks	Junior Associates Vacancy Notified (17.12.2024)
1.	Chennai	Rs.4,55,235.00Cr (Dep: Rs.2,47,851.00Cr Adv: Rs.2,07,474.00Cr)	6171	6157	340
2.	Chandigarh	Rs.4,64,836.00Cr (Dep:Rs.3,28,916.00Cr Adv: Rs.1,35,920.00Cr)	7971	6908	1250
3.	Patna	Rs.3,97,957.00Cr (Dep:Rs.2,86,316.00Cr Adv: Rs.1,11,641.00Cr)	7558	5970	1787
4.	Bhopal	Rs.4,27,577.00Cr (Dep:Rs.2,85,662Cr Adv: Rs.1,41,915.00Cr)	7290	5839	1800
5.	Lucknow	Rs.3,79,148.00Cr (Dep:Rs.2,82,404.00Cr Adv: Rs.96,744.00Cr)	6671	5754	1894

If we compare each and every circle it is evident that existing number of Officers and Clerks are not matching to the business figures or not even comparable to the strength of other circles. The recent vacancy declared was also not scientific and our officers are not able to control the mounting pressure to run the day-to-day activities in the branches.

3. As customer service holds key to our business development and to protect the image of the bank, it is high time we recruit sufficient number of officers and clerks in Chennai Circle to retain the glory of the circle, otherwise a day will come when the staff will feel demoralised and hard-pressed it will reflect on the performance of the circle itself.

4. In light of the above, we request you to take up the issue with the Corporate Centre to make adequate recruitment of Officers and Award Staff to commensurate with the business figures of our circle.

5. We request you to treat the matter as MOST URGENT ONE and use your good office to do the needful in this regard to give a booster to their demoralized morale and to enable them to perform better.

Thanking You

Yours Faithfully,

S/D

A.Senthil Ramesh

General Secretary

COMMUNICATION FROM THE FEDERATION

CIRCULAR NO. 06
TO ALL OUR AFFILIATES

DATE: 01.02.2025

STATE BANK OF INDIA OFFICERS ASSOCIATION, BENGAL CIRCLE REPORT ON 59TH ANNUAL GENERAL MEETING

The 59th Annual General Meeting (AGM) of the State Bank of India Officers' Association Bengal Circle scripted a historic chapter in the pages of the circle on January 11, 2025, at Nazrul Mancha, Kolkata where around 4,900 officers from all across the circle agglomerated to witness one of the grand organisational extravaganzas.

2. The dais and the hall beckoned hailing two great souls of the soil Shri Birsa Munda and Shri Salil Chowdhury on their 150th and 100th birth anniversaries, respectively where the theme christened as, "Where the Mind is Without Fear," drawing inspiration from Viswa Kabi Rabindranath Tagore's ideals.

3. The event kickstarted with hoisting of association and floral tributes paid to Kabi Kazi Nazrul Islam, Shri Birsa Munda, and Shri Salil Chowdhury, led by dignitaries including Shri Satyendra Kumar Singh (CGM, Kolkata Circle), Comrade V K Bhalla (Chairman,



AISBOF), Comrade Arun Kumar Bishoyi (President, AISBOF), and Comrade Ranga Nath Sanyal (President, Circle Association).



4. A warm welcome, marked by enthusiastic applause from the participants, made the whole atmosphere electrifying followed by which the welcome videos showcasing the theme and various achievements of the circle set to tune, turning the inaugural session of the event even more enlightening and informative. The melodious rendition of 'Srijan', the cultural wing of the circle then just added more colour to a kaleidoscopic start of the 59th Annual General Meeting of the Circle.

5. Comrades Samrat Kundu and Reshma Shrestha anchored the Open Session of the meeting, where Comrade Ranga Nath Sanyal presented "uttariyos" and bouquets to



dignitaries marking gesture of a warm welcome. The lamp lighting ceremony was followed by felicitations to few outstanding contributors in different fields of their activities : - Comrade Dipak Kumar Basu - Pensioners' Rights; Comrade Asit Sinha- support for Specially-Abled Children; Comrade Pronab Sarkar- Cooperative society diary compilation; Comrade Anjanava Ray and the Circle Medical Team for extending 24/7 medical support; Comrade Amal Kumar Chakrabarty and Comrade Gautam Kumar Dutta for their services in the Defence Cell; Editorial team for publication of Empowerment Series. A special edition of the association's magazine, SUP-VOICE, was also released during the occasion.



6. Comrade Shubhajyoti Chattopadhyay, the General Secretary, SBIOA Bengal Circle then welcomed all the participants and acknowledged the Circle Management Committee's compassionate leadership. He highlighted transformative initiatives like Byatikramee Pathakram, Empowerment Series, Face-to-Face program, Daktaar Babu Online, talent showcase table calendars, and photography exhibitions as few of the activities that the circle has undertaken during the period under report. He talked high on conduct of the HR Synergy Meetings and where meaningful discussion on manpower shortages, special compensation for critical assignments, and the Circle Transfer Policy took place. He concluded with the AGM's tagline and expressed hope for a positive 2025.

7. Shri Satyendra Kumar Singh the CGM, SBI Kolkata Circle commended the Circle Association's initiatives, including blood donation camps, training programs, and various publications. He



acknowledged members' dedication to the Circle's strong performance and urged them to focus on credit and deposit growth, customer relationships, and asset quality among many other priorities of the Bank. He paid special emphasis on innovation, technology adoption, and prompt grievance resolution. Calling the workforce, a "powerhouse" he urged everyone to embrace the three C's - Courage, Commitment, and Care.

8. The undersigned congratulated SBIOA, Bengal Circle on the momentous occasion with special mention of the Circle's welfare initiatives, citing them as examples and a matter of emulation for other circles. He highlighted the 17% wage hike, DA merger, load factor addition, stagnation increments, enhanced superannuation benefits, and CAIIB incentives among many other key achievements of the 9th joint note and the roadways travelled in pursuit to clinch them. He reiterated opposition to the NPS and thanked former Chairman Shri Dinesh Khara for the Kolkata Synergy Meet. He stressed on work-life balance, employee well-being, constructive feedback, and responsible social media use. He raised concerns about workload, Sunday/holiday work, and urged support for AIBOC's proposed strike with prominent demands like- 5-day work-week, recruitment, protection for Bankers and many other issues of greater significance.



9. Comrade Vinay Kr Bhalla (Chairman, AISBOF) lauded the Circle leadership for the high turnout and reaffirmed the Federation's commitment to members' safety and well-



being. He commended the achievement came through the 9th Joint Note and emphasized work-life balance of the officers.

10. Comrade Arun Kumar Bishoyi (President, AISBOF) thanked members for their unity and commended pension enhancements and special pay implementation. He highlighted manpower shortages and their impact on employee happiness. He further urged the members to escalate concerns being encountered by them on a regular basis



for redressal. He stressed adherence to procedures along with the importance of maintaining a good health.

11. Comrade Sudip Dutta, General Secretary, SBISA Bengal Circle, in his deliberation, expressed satisfaction with the joint efforts of both organizations. He commended SBIOA Bengal Circle's consistency in terms of regularly organising the AGM since 1965. He noted the Bank's focus on core business but raised concerns about rising NPAs. He addressed NPS abolition and a five-day workweek, while applauding the Federations' role in preventing privatization move of the Government.

12. Comrade Dipak Kumar Basu, the General Secretary, Federation of SBIPA and SBIPA Bengal Circle praised the presentation of the cultural program and expressed



gratitude for the leadership's recognition for his assigned responsibility. He urged prioritizing retiree concerns and highlighted the issues connected with increase of pension. He appealed for support from fraternal organisation during the upcoming coordination meeting with Bank management.

13. Comrade Krishnendu Mukherjee, President, AIBOC West Bengal State Unit in his deliberation highlighted the State Unit's initiatives and termed the recent DFS guidelines unjust, urging protest by the members.

14. Comrade Ranga Nath Sanyal concluded the Open Session with a vote of thanks, reaffirming SBIOA Bengal Circle's commitment to unity, integrity, and excellence. The event emphasized direct engagement with members, strengthening trade union rights and benefiting the officers' fraternity, the working class, and the Bank as a whole.

The 59th Annual General Meeting of the Circle, thus marked its culmination scripting a huge and all-around success story that shall remain fresh for long.

Our Unity Long Live

With Greetings.

Yours Comradely,

Sd/-

(Rupam Roy)

General Secretary

CIRCULAR NO. 07

DATE: 04.02.2025

TO ALL OUR AFFILIATES

APPEAL TO EXEMPT BANK EMPLOYEES FROM PERQUISITE TAX LIABILITY UNDER THE INCOME TAX ACT

We reproduce below the text of AIBOC Circular No. 2025/03, dated 04.02.2025 on the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With Greetings.

Yours Comradely,

Sd/-

(Rupam Roy)

General Secretary

Dear Comrade,

We are attaching below a communication sent to the Hon'ble Finance Minister, Union of India, content of which is self-explicit.

With revolutionary greetings,

Sd/-

(Rupam Roy)

General Secretary

Text of Letter No. AIBOC/2025/01

dated 04.02.2025

Smt. Nirmala Sitharaman Ji

Hon'ble Finance Minister

Government of India, New Delhi

Respected Madam,

APPEAL TO EXEMPT BANK EMPLOYEES FROM PERQUISITE TAX LIABILITY UNDER THE INCOME TAX ACT

We, representing the officers of Public Sector Banks, write to you with great concern regarding the taxation of various perquisites extended to bank employees, such as loans at concessional interest rates, rent-free accommodation incidental to transfers, reimbursement of fuel expenses for official vehicle use, and other fringe benefits essential for discharging our official duties. The provisions under Section 17(2) and Rule 3(7)(i) of the Income Tax Act are causing severe financial distress among bank employees and are perceived as discriminatory compared to other sectors.

Madam, we would like to emphasize that bank employees—the backbone of economic growth—are diligent taxpayers and responsible citizens of this country. Almost all Public Sector Bank officers fall under the 30% income tax bracket, contributing significantly to

national revenue. In addition to income tax, we are subjected to GST, professional tax, house tax, water tax, property tax, education cess, toll tax, vehicle tax, etc. It is also pertinent to mention that our expenditure directly fuels economic growth, as our salaries are largely spent within the domestic economy. However, despite our commitment to nation-building, our earnings and benefits are steadily eroding due to unfair taxation policies on account of imposition of the Tax on perquisites.

Madam, it is important to highlight that, until 1979, bank officers' salaries were higher than those of Class I Government Officers due to the inherent risks and responsibilities in banking. Over time, successive Pay Commissions for government officers and restrictive wage settlements in banks have resulted in our salaries falling significantly behind. The wage load toward superannuation has been restricted to 2-3%, reducing our basic pay substantially. Unlike Central Government employees, our benefits have been curtailed despite rising inflation and increasing work pressure. As a result, perquisites have served as partial compensation for our lower salaries. However, with the recent taxation on these perquisites, we feel unfairly penalized.

We also wish to draw your kind attention to similar facilities provided to employees/officers in other sectors that are not subject to tax. For instance, railway employees receive free tickets/passes for themselves and their family members, employees of the telecommunications sector receive free call units or zero meter rent, electricity company employees receive subsidized/free electricity, educational institutions offer free education to employees' children, and the healthcare sector provides medical treatment at reduced costs.

Since we are part of the financial sector, it is only fair that we receive financial products at a lower cost. It is important to note that the cost of any financial product includes delivery costs and risk coverage. In the case of staff loans, the cost of delivery is negligible as they require no publicity or marketing and are fully secured—either by a lien on our superannuation benefits or by insurance. These loans bear no cost of recovery, as repayments are directly deducted from employees' salaries. On one hand, loans are being extended to other sectors at highly concessional interest rates despite the risk of non-repayment, while on the other hand, bank employees are being taxed on concessional loans that are fully secured.

Banks have given numerous high-value loans at interest rates of 5 percent or lower after conducting due diligence and deeming them profitable despite the associated credit risks. Meanwhile, bank employees—who face no risk of default—bear the burden of additional taxation. We have received feedback from grassroots-level employees who feel demoralized by this discriminatory taxation system.

Madam, it is a well-accepted practice across industries to provide job-specific incentives to retain talent and recognize contributions. Any perquisite provided to bank officers/employees is incidental to their job, as they frequently relocate due to the transferable nature of their work. Since the Income Tax Act is currently under review, and several reforms are being implemented under your leadership, we believe that these provisions will also be reconsidered.

In light of the above, we earnestly request an amendment to the definition of "salary" under the Income Tax Act and a revision of Section 17(2) and Rule 3(7)(i) to provide relief to bankers. Bankers have served the nation with utmost dedication—whether during demonetization, COVID-19 relief efforts, or the implementation of government schemes. This unfair taxation not only lowers morale but also discourages new talent from joining the banking sector. We remain hopeful that, under your leadership, justice will prevail and this undue tax burden will be reconsidered.

With sincere regards,

Sd/-

(Rupam Roy)

General Secretary

CIRCULAR NO. 08

DATE: 07.02.2025

TO ALL OUR AFFILIATES

UFBU'S CLARION CALL FOR AGITATION AND STRIKE DEMANDING RECRUITMENTS, 5 DAY BANKING AND ON OTHER DEMANDS

March on to 2 days continuous strike on 24th and 25th march, 2025

We reproduce below the text of AIBOC Circular No. 2025/04, dated 07.02.2025 on the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With Greetings.

Yours Comradely,

Sd/-

(Rupam Roy)

General Secretary

Dear Comrades,



REPRODUCTION OF UFBU CIRCULAR NO: UFBU/2025/1 DATED 07-02-2025 UFBU'S CLARION CALL FOR AGITATION AND STRIKE DEMANDING RECRUITMENTS, 5 DAY BANKING AND ON OTHER DEMANDS

March on to 2 Days Continuous Strike on 24th and 25th March, 2025

All our Unions and members are aware that on the one hand, our important demands remain pending and on the other hand, new attacks are emerging. Hence after due discussions and deliberations, it has been decided to launch our agitational programme culminating in 2 Days Continuous Strike for 48 Hours on 24th and 25th March, 2025 on the following issues and demands.

DEMANDING:

- Adequate recruitment in all cadres, regularise all temporary employees
- Implementation of 5 Day work week in Banking Industry
- Immediate withdrawal of the recent DFS directives on performance review and PLI, which threaten job security, create division and discrimination amongst employees and officers, violate the 8th Joint Note, and undermine PSB's autonomy
- Safety of Bank Officers/ Staff against the assault/ abuses by unruly banking public.
- Fill up the post of Workmen/ Officer Directors in PSBs.
- Resolution of residual issues pending with IBA
- Amend Gratuity Act to increase the ceiling to Rs 25 lacs on the lines of Scheme for government employees along with exemption from income tax
- Do not recover income tax on staff welfare benefits given to employees and officers on concessional terms. Managements to bear the same.
- Maintain a minimum of 51% of Equity Capital in IDBI Bank by Government

OPPOSING:

- Micromanagement of PSBs by DFS on policy matters affecting service conditions of employees and officers and undermining bilateralism .
- Outsourcing permanent jobs in Banks
- Unfair Labour Practices in Banking Industry.

Agitational programme

7-2-2025	UFBU Circular – announcing Agitational programmes
14-2-2025	Evening time demonstration at all major centres and district headquarters
From 16-2-2025	Poster campaign at all branches/offices/Rly.stn/Bus stand/ public places
21-2-2025	Evening time demonstration at all major centres and district headquarters
23-2-2025	Social media campaign
28-2-2025	Badge Wearing
3-3-2025	Dharna before Parliament at Delhi and submission of Memorandum to Finance Minister/DFS
5-3-2025	Serving strike notice on IBA, DFS and CLC
7-3-2025	Evening time demonstration at centres
11-3-2025	Demonstration at all Corporate/ Head Office/ Zonal/Regional offices by respective affiliates
17-3-2025	Press Conference at all State Headquarters
21-3-2025	Rally at evening time at all centres
22-3-2025	Social Media Campaign including X handle
24/25-3-2025	TWO DAYS STRIKE FOR CONTINUOUS 48 HOURS

Comrades, the importance of the issues and demands are well-known to all our unions and members. We urge upon all our unions to move together and implement the programmes successfully.

With revolutionary greetings,

Sd/-

(Rupam Roy)
General Secretary

CIRCULAR NO. 09
TO ALL OUR AFFILIATES
UFBU'S CALL FOR AGITATION & STRIKE AIBOC's Agitation Program and Revised

DATE: 07.02.2025

Strike Dates

We reproduce below the text of AIBOC Circular No. 2025/05, dated 07.02.2025 on the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live

With greetings,

Sd/-

(Rupam Roy)
General Secretary
Dear Comrades,

UFBU's Call for Agitation & Strike

AIBOC's Agitation Program and Revised Strike Dates

Please refer to our circular no. 2025/02 dated 09.01.2025, in which we proposed an agitation program, including a two-day strike in February, to address critical issues affecting the banking sector and its employees. We had communicated this decision to all UFBU constituents to facilitate a united course of action.

In a significant development, all UFBU constituents have now come together and decided to launch a more intensive and unified agitation—including a strike—on 24th and 25th March 2025. This collective approach will amplify our voice and strengthen the movement, as conveyed in our latest circular no. 2025/04 dated 07.02.2025.

In light of this, we have decided to align our agitation program with UFBU's. Consequently, the earlier tentative strike dates of 24th & 25th February 2025 have been revised to 24th & 25th March 2025.

We urge all affiliates, state units, and members to take note of this update and prepare for a united struggle. Your wholehearted participation is crucial in making the agitation a resounding success.

Additionally, we would like to clarify that there were some discrepancies in the previously communicated dates of the agitation programs. The revised schedule, with corrected dates, is as follows:

Agitational programme

7-2-2025	UFBU Circular – announcing Agitational programmes
14-2-2025	Evening time demonstration at all major centres and district headquarters
From 16-2-2025	Poster campaign at all branches/offices/Rly.stn/Bus stand/ public places
21-2-2025	Evening time demonstration at all major centres and district headquarters
23-2-2025	Social media campaign
28-2-2025	Badge Wearing
3-3-2025	Dharna before Parliament at Delhi and submission of Memorandum to Finance Minister/DFS
5-3-2025	Serving strike notice on IBA, DFS and CLC
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21-3-2025	Rally at evening time at all centres
22-3-2025	Social Media Campaign including X handle
24/25-3-2025	TWO DAYS STRIKE FOR CONTINUOUS 48 HOURS

With revolutionary greetings,

Sd/-

(Rupam Roy)
General Secretary

CIRCULAR NO. 10

DATE: 18.02.2025

TO ALL OUR AFFILIATES

STATE BANK OF INDIA OFFICERS' ASSOCIATION, JAIPUR CIRCLE- REPORT ON 4TH TRIENNIAL GENERAL COUNCIL

The 4th General Body Meeting of SBIOA Jaipur Circle held on 25th January 2025 at the Birla Auditorium, Jaipur, culminated with a resounding success, registering a conglomeration of more than 2000 officers showcasing a demonstrative manifestation of solidarity and strength. The grand event commemorated in the "Pink City" was attended by officers congregating from all across the length and breadth of the State reflecting the true legacy of the trade union movement that the circle is conspicuous for.

2. The event kickstarted with a devotional Ganesh Vandana, an eye-soothing dance performance, Kalbeliya with the blend of Ghoomer, the famous Classical dance of the



state of Rajasthan that notched international fame. Comrade Dharamveer Singh Bhatia a young activist of the Circle Association, who anchored the Opening Session, welcomed Comrade Ramavtar Singh Jakhar, President of the circle and Comrade Vinay Bhalla, the Chairman, All India State Bank Officers' Federation & General Secretary of the Circle Association, on the dais amidst sky rocketing slogans and huge applause from all around. Both the leaders welcomed the dignitaries on the dais with the traditional 'Safa', 'Uttorio', plant pot & memento juxtaposing warmth from core of their hearts.

3. The welcome ceremony followed by lighting of the lamp by the dignitaries on the dais and a brief felicitation of Returning Officers, former leaders, ex- office bearers of SBIOA Jaipur Circle & Office bearers of SBI Pensioners association.

4. Com. Vinay Bhalla, Chairman AISBOF & General Secretary SBIOA Jaipur Circle, in his opening address, welcomed all the Guests and leaders and spoke on various issues such as work-life balance, 5 days' work week, wage revision and residual issues of 9th Joint Note. He claimed the assembly being more than formal but also demonstrative in terms of solidarity and unity of the fraternity that vouch achieving the collective goals. Touching upon circle-based issues, Comrade Bhalla claimed the uniqueness of Circle Transfer Policy which has been fetching benefits to the officers as well as the bank. Emphasizing on the bank being paramount, he stressed on maintenance of professionalism & commitment at workplace with ethics at its core. He briefly touched upon the major activities and achievements of the Circle Association and highlighted the various issues taken up during the Circle Negotiating Committee meetings. He informed that there are many issues concerning officers, which he felt being the part of the business session and requested the members to actively participate and be interactive.

5. Com. Ramavtar Singh Jakhar, the president of the meeting emphasised on unity as a measure to consolidate our strength and go for clinching the best. He stressed to be resolute defying vagary of circumstances and uphold and further the perpetuity of our collective struggle.

6. Shri. Sandeep Bhatnagar, the Chief General Manager of the Circle & Chief Guest of the event



expressed his happiness on being part of the conglomeration. He, while delving on the issues confronted by the bank, touched upon, market share, CASA deposits, Customer Service, Technology, upgradation of knowledge, infrastructure in branches, and work-life balance while asserting that the bank is in safe hands and with collective effort, we can achieve uncharted laurels for the bank. He

exhorted before the gathering to fulfil customer expectations and ensure customers' trust to cruise ahead of the competition. He concluded with nurturing hope that happiness shall roam all around in employee's life while wishing an all-around success of the General Body meeting. His eloquent speech found mention highlighting the contribution of Comrade Vinay Bhalla for his dedication and commitment to the officer's fraternity. He expressed deep admiration on the power of pen and drafting capability of comrade Bhalla and applauded his contribution towards improving the lives of his members. He wished Comrade Bhalla a happy, healthy second inning of his life.

7. The undersigned started with extending a heartfelt congratulations to SBIOA Jaipur Circle for successfully organizing the General Body Meeting and for coming victorious in an unopposed election showcasing the confidence that the circle association commands over its members.

8. The undersigned spoke on the solidarity of Team Jaipur and also highlighted on the successful conclusion of the recent wage negotiation process. He assured the

members that AIBOC remains committed in addressing their aspirations while ensuring a positive and happy work environment. He elaborated on recent developments relating to deduction of TDS on perks and the crucial role played by the association in resolving such matters in an amicable way.

9. The undersigned emphasized that SBI, has always provided the best industry standards and cares for its employees reminiscent to a mother that takes care of her child and as our responsibility, we need to reciprocate the same in our pursuit to maintain professionalism and walk extra miles to avoid stain tarnishing the image of the bank especially in social media. He reiterated AIBOC's role in advocating for citizenry in general, public sector banks, and officers' rights. His speech covered key aspects of the 9th Joint Note,

including DA formula and stagnation increments, apart from a call of preparedness for the ensuing struggle demanding implementation of five-day work week in Banking industry. He reiterated on the importance of upholding the dignity and respect of every officer, advocating for a culture of mutual respect and collaboration.

10. While flashing light on the Journey of Comrade Vinay Bhalla, the undersigned pitched high on his leadership quality terming him as a visionary leader and applauded the contributions he made in steering the Circle association after evolution of a new circle towards greater heights along with ensuring sustained progress amidst uncharted challenges. He concluded by highlighting that Com Bhalla has all along been a sincere leader with inherent attribute of amiable charms while wishing him a happy, healthy and contended retired life ahead.

11. Comrade Arun Bishoyi, President of AISBOF conveyed sincere appreciation to the disciplined gathering and for their unconditional trust in the leadership of SBIOA, AISBOF, and AIBOC. He highlighted significant milestones achieved through the recent Joint Note, which encompassed crucial benefits like stagnation increments and improved work conditions. He emphasized that AISBOF and AIBOC will continue to lead the nation's transformation towards greater financial inclusion and digitization while firmly upholding the principles of fairness, equity, and professionalism, ensuring inclusive socio-economic growth.



12. Guest of Honour, Shri Madan L S, General Manager Network-II Jaipur addressed the gathering and shared his experience as DGM & Circle Development Officer at Guwahati Circle. He spoke on the need of cementing customer connect, to relate and to build a strong network with customers as customer satisfaction has been the long-standing motto of our bank. He urged upon the assembly to strive, retain and improve the reputation of our Bank. He concluded by wishing Comrade Vinay Bhalla on his retirement on 31st January 2025 and his altruistic contribution which will be cherished in the history of SBIOA as well in the Bank.

13. Guest of Honour, Shri Pradeep Kumar Sharma, General Manager, Circle Audit Office, Jaipur started with an excerpt from a poem of Shri Ravidas, highlighting the importance of unity. He stressed on the need to be united, as the core strength of the association comes from its members only. He congratulated Comrade Bhalla on his retirement on 31st January 2025 and considered it to be a matter of blessings to have a gem like Comrade Bhalla amidst.

14. Com. D P Verma, Sr. Vice President, SBIOA Jaipur Circle delivered the Vote of Thanks, expressing gratitude to the Circle Management, Presidents, and General Secretaries of other Circle Associations, guests, and all members for making the event a grand success.

15. The day-long extravaganza culminated with a resolution for greater unity, promising greater heights with a greater proclamation of camaraderie and solidarity forever.

Our Unity Long Live

With Greetings

Yours Comradely,

Sd/-

(Rupam Roy)

General Secretary

ACircular No. 11
TO ALL OUR AFFILIATES

Date: 19.02.2025

DEARNESS ALLOWANCE – FEBRUARY 2025 to APRIL 2025

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

DA Payable for the months - Feb 25 to Apr 25

Index for Months:	Index as per 2016 series
oct 24	144.50
Nov 24	144.50
Dec.24	143.70
Average	144.23
New DA Rate (over 123.03)	21.20%
DA Rate for Previous Quarter	19.83%
Increase	1.37%

Accordingly, Dearness Allowance is payable to Officers is 21.20% slabs with effect from 01.02.2025. 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. 12
TO ALL OUR AFFILIATES

DATE: 20.02.2025

STATE BANK OF INDIA OFFICERS' ASSOCIATION, NORTHEASTERN CIRCLE REPORT ON 32ND ANNUAL GENERAL MEETING

On the eventful day of February 8th, the vibrant city of Guwahati became the backdrop for a momentous 32nd Annual General Meeting of SBIOA (NE Circle) where more than 1500 officers from all across the seven North-Eastern states, popularly known as "Seven Sisters" converged at SBOA Public School, the condominium, just reminiscent to tributaries flowing from different sources merging into the mighty Brahmaputra.



2. The day-long event kickstarted with unfurling of the SBIOA (NE Circle) flag where the Circle President, General Secretary, dignitaries and leaders from different Circles shared hands and re-affirmed their allegiance to the organization as well as to the cause of Trade Union Movement. The atmosphere all around had been electrifying with sky rocketing slogans registering a promising start of the event. The leaders and dignitaries were then guided to the auditorium where thousands of enthusiastic members, found ready to welcome the guests and the leaderships alike. It was a majestic outfit that adorned the grace and solemnity of the North-Eastern India giving the hall a hue of emotional touch for being something own. The stage was named after one of its most galactic leaders, late Comrade Kashinath Hazarika the former President and General Secretary of the Circle.

3. The open session of the event commenced with an engaging and mesmerizing performance of chorus followed by a captivating dance by the students of SBOA Public School, Guwahati, that enthralled the entire audience and set out the tune of the mammoth commemoration.

It was the turn of the President and the General Secretary of the Circle then to shower their warmth and humble gesture while offering felicitation to the dignitaries, former office bearers of SBIOA (NE Circle), executives and guests, the rendition from two anchors just matched the chord followed by the ceremonious lighting of lamp invoking the sanctum of divinity which got its fulfillment through offering a floral tribute to the Noble Soul of Comrade Kashinath Hazarika. The welcome address was then delivered by Com Sanjib Sen, DGS (HQ), SBIOA (NE Circle) wherein he unfolded with the history of the Circle and extended a hearty welcome to all the dignitaries and guests assembled for the event. The presence of Comrade Vinay Bhalla the former chairman of the federation, wife of Late Comrade Hazarika and his son also added glitter to the grace of the occasion that with all



its hue and splendor promised to be a lasting memory for all.

5. The Hon'ble Chief General Manager of the Circle, Shri Sahadevan Radhakrishnan expressed regret for not being able to attend the meeting because of his official commitment necessitating him to go out of station. He shared his thoughts through a video clip where he addressed and greeted everyone on the very special occasion. The circle head elaborately delved on Bank's concerns for business growth and the importance of contribution from each and every employee for the Circle's growth. Requesting everyone to concentrate in improving the Bank's market share, he wound up wishing great success of the event.

6. Shri Dhruva Charan Bal, General Manager, NW-2, the Chief Guest for the meeting, spoke on the present banking scenario and the need for collective efforts to improve market share. He requested for ensuring compliance culture, avoid short cuts and remain vigilant to prevent frauds. Talking high on the demographic features and beauty of North-East, he concluded wishing the meeting a grand success.

7. Shri Arun Kumar Bishoyi, President (AISBOF) & General Secretary, SBIOA, Bhubaneswar Circle thanked and complemented the leaders and organizers of the NE Circle for the tremendous arrangement demonstrating the love and trust of the members towards the association. He delved upon the importance of unity in the Association and reminisced on the visions of the leaders of yesteryears and implored the gathering to remember their sacrifices and carry on the good work they have done.



He mentioned about the achievements of the 9th Joint Note and the challenges ahead on issues like 5-days work week, adequate recruitment and the biased PLI scheme. He emphasized the importance of workplace happiness as happy employees contribute more to the bank. He urged everyone to stand against injustice, follow the Bank's System & Procedure to avoid issues, and prioritize their health. He also expressed confidence in the young NE team, believing they will drive future progress for both the bank and the association, and extended his best wishes to them.

8. Shri Shyamanta Konwar, GS, SBISA (NE Circle) shared his thoughts on issues concerning the Bankers. He thanked SBIOA (NE Circle) for the continuous support provided to SBISA by conducting awareness camps in various centers across North East for recruitment of Junior Associates. He also congratulated the

organizers on the successful conduct of the meeting.

9. Com Nilesh Radia, Senior Vice President, AISBOF & President, SBIOA Ahmedabad Circle, thanked Com Rupam Roy for giving him the opportunity to address the gathering. Quoting the Valentine week, he invoked the blessing of Maa Kamakhya for all the members and their families. He highlighted the contribution of Com Rupam Roy, as a "leader of the leaders", for the historic 9th Joint Note and clinching the Special Pay for officers. He spelled optimism on the various pending issues and the proposed agitational programme. Complimenting the performance of the school students, he salutes the vision of the past leaders of the circle and appreciated the current leadership for carrying forward the legacy to greater heights.

10. Com G. Kishore Kumar, Senior Vice President, AISBOF & General Secretary, SBIOA, Amravati circle in his address to the gathering, congratulated all for the humongous presence of members in the meeting coming from across the seven states of North East. He appreciated SBIOA (NE Circle) for the initiative taken for imparting knowledge and education to children through SBOA Public School. He mentioned about the attributes of Com Rupam Roy who according to him is a different type of leader who always fights for the benefit of the members. He stated that the struggle for our demands has begun and urged everyone to support the Association in achieving them. He also mentioned that, under Com Roy's leadership, we will succeed in meeting these goals as well.

11. The Guest of honor, Com Bhupen Kalita, General Secretary of the SBI Pensioners Association (NE Circle) extended his warm greetings and expressed his gratitude for the invitation extended to the SBI Pensioners' Association of NE Circle. He also shared his expectations from the current leaders of both the Officers' and Staff Associations, emphasizing that the demands of the pensioners can be met with through the efforts of these two organizations. He spoke at length about late Com RN Godbole Former GS of Officers' Federation and Com P Laxminarasiah, Former GS of Staff Federation who took initiative for joint forum which shaped UFBU. He also spoke on the challenges faced in the country and the need to protect our rights. He mourned the demise of Late Com Kashi Nath Hazarika and Late Com Shyamal Chakraborty and mentioned about their contributions and the contributions of other former and present leaders for making SBOA Public School one of the best schools in this part of the country. He wished that the Association under the able leadership of Com Rupam Roy shine brighter in the coming days and concluded with revolutionary slogans.

12. Com Vinay K Bhalla, former Chairman, AISBOF in his brief speech congratulated the Circle Association for the grand success of this 32nd Annual General Meeting and requested all to carry forward this positive vibe of togetherness in the days to come under the able leadership of Com Rupam Roy so that more laurels can be achieved.

13. The undersigned in his elaborated speech mentioned about the achievements of the last Joint Note and enlightened the house on various benefits clinched in the last salary revision. He discussed the latest industry-level developments and explained how we secured regulated working hours through the implementation of Half-Day CL. He also emphasized his commitment to ensuring that officers lead a dignified life and that the bank prioritizes adequate recruitment. He also stressed on various benefits including sick leave for medical treatment of spouse, duty relief for Defence Representatives (DR). He appreciated Chairman's thoughts on misbehavior on which Chairman has expressed that no misbehavior will be tolerated. He deliberated on Market Share and expressed his concerns on the challenges lying ahead comparing the market share with private banks and Non-Banking Finance Companies for which he earnestly requested everyone to work sincerely for the Bank to increase the market share. He stated about the demand of reinstating the Old Pension scheme instead of NPS and UPS which is in the agenda of our demands along with filling up the post of Workmen/ Officer Director. He also denounced the new incentive scheme of DFS for scale IV and above. Lastly, he thanked all the leaders coming from across the country for sharing their insights and the volunteers for working day and night to make this meeting a grand success. He concluded by adjuring everyone to participate in the upcoming Strike called by UFBU and to make it a historic success.

14. Com TAP Paul, President, SBIOA (NE Circle) offered his thanks to almighty God for the blessings bestowed on all present in this 32nd Annual General Meeting. He acknowledged the collective effort and dedication of the comrades of NE Circle for a mammoth gathering, paid respect and homage to the founders and past leaders of Circle Association for their vision, sacrifices and perseverance for which today the Association stands firm and compelled. He also acknowledged the sacrifices of the family members who stood by the leaders during tough times and reconciled hardships while assisting leaders render their duty for the welfare of the members. He also thanked the past leaders, SBOA public school team, media team, volunteers and all the members for the remarkable event.

15. The open session marked a befitting culmination with a promise to make the business session equally participative and captivating with members' issues at the core.

Our Unity Long Live
With Greetings
Yours Comradely,
Sd/-
(Rupam Roy)
General Secretary





GIST OF e-CIRCULARS

We are hereby presenting the gist of staff related e-circulars for the month of January 2025 and February 2025.

Equal Opportunity Policy for Persons with Disabilities 2024, vide Circular dated 01.01.2025

With the approval of the Central Board, the policy on Equal Opportunity Policy for persons with Disabilities has been reviewed and updated with the subsequent amendments introduced by the Government of India in RPwD Act, 2016.

Industrial Disputes Act, 1947 Declaration of Banking Industry as a Public Utility Service, vide Circular dated 02.01.2025

The Ministry of Labour and Employment, Government of India, vide its Gazette Notification has declared the 'Banking Industry' as a public utility service for the purpose of the Industrial Disputes Act, 1947 for a further period of six months with effect from 15th December 2024.

Staff: Supervising, Standardisation of Medical Charges Review/ Revision of Dental Reimbursement Policy, vide Circular dated 03.01.2025

In view of the foregoing, the existing Dental Reimbursement Policy has been reviewed taking in account the prevailing rates at different category of places. Accordingly, the rates for various dental treatments have been revised and placed along with this Circular.

Trade Finance Officers (Specialist) Regular in Scale II: Passing Powers During Probation Period, vide Circular dated 07.01.2025

Competent Authority has approved Passing Powers to Trade Finance Officers (TFO) who are laterally recruited and having minimum 2 years' experience in Trade Finance processing as an Executive in Supervisory Role in Scheduled Commercial Bank.

Staff: Miscellaneous Review / Revision of 'Vacation Policy' for FY. 2024-25, vide Circular dated 27.01.2025

The Central Board, in its meeting has approved revision of 'Vacation Policy' for the FY 2024-25. In terms of the RBI instructions issued, employees manning the identified 'Sensitive' positions under the 'Vacation Policy' are required to be away from their regular work / office for ten continuous (not less than 10 working days) in a single spell every year, without any prior intimation to these employees during a financial year to maintain an element of surprise.

Staff: Supervising, Promotion policy for Specialist cadre officers, vide Circular dated 13.02.2025

The Central Board, in its meeting dated 16.01.2025 has approved a revised promotion policy for Specialist cadre officers for promotion to all grades w.e.f. the current promotion year onwards, i.e. PY 2025-26.

Staff: Supervising, Specialist cadre officers in IT domain – End to End (Recruitment to retirement) policy, vide Circular dated 13.02.2025

The Central Board, in its meeting dated 16.01.2025 has approved a separate end to end (recruitment to retirement) policy for Specialist cadre officers in IT Domain.

Staff: Supervising, Specialist cadre officers – Modification in written examination pattern PY 2025-26 onwards, vide Circular dated 13.02.2025

The Competent authority has approved modification in the written examination pattern of SCOs for promotion from JMGS-I to MMGS-II and MMGS-II to MMGS-III.

Staff: Officers, Reimbursement of out-of-pocket expenses for journey completed on the same day, vide Circular dated 21.02.2025

It has been decided by the Competent authority to revise the Out-of-pocket expenses for the journey completed on the same day up to a ceiling of half of the Halting allowance payable or Rs. 1460/- per day, whichever is lower.