



STATE BANK OF INDIA OFFICERS' ASSOCIATION

(NORTH EASTERN CIRCLE)

(AFFILIATED TO ALL INDIA STATE BANK OFFICERS' FEDERATION)

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TO ALL MEMBERS/UNITS

We reproduce the circular no 70 issued by the Federation on 19/07/2018 , the content of which is self-explicit, for the benefits of our members.

With Greetings

(General Secretary)



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration
No: 727/MDS)

State Bank Buildings, St. Mark's Road, Bangalore - 560 001



CIRCULAR NO.70

DATE: 19.07.2018

TO ALL OUR AFFILIATES/MEMBERS:

MAJOR ISSUES CONCERNING BANK OFFICERS

We have today sent a communication to the Hon'ble Prime Minister of India/ Hon'ble Finance Minister and Hon'ble Minister of State for Finance on the captioned subject. A copy of the same is enclosed for information.

2. All our members/affiliates are requested to await further developments in this regard.

With greetings,

**(Y.SUDARSHAN)
GENERAL SECRETARY**



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration
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State Bank Buildings, St. Mark's Road, Bangalore - 560 001



No.6466/33/18

DATE: 19.07.2018

**The Prime Minister of India
Government India
New Delhi**

No.6466/31/18

DATE: 19.07.2018

**Shri.Arun Jaitley,
Hon'ble Minister for Finance
Government of India,
NEW DELHI.**

No.6466/32/18

DATE: 19.07.2018

**Shri.Shiv Pratap Shukla
Hon'ble Minister of State for Finance
Government of India,
NEW DELHI.**

Dear Sir,

MAJOR ISSUES CONCERNING BANK OFFICERS

The All India State Bank Officers' Federation is the accredited representative of over one lac Officers working in the State Bank of India, taking care of the cause of the common man as well as the welfare of the Officers' fraternity in the Bank. We are affiliated to the AIBOC with a membership of over 3,20,000 officers. The Federation has recently completed its golden Jubilee of its formation.

2. The Federation along with the AIBOC has been continuously espousing the cause of the welfare of the people of the country and is committed to implement all the programmes designed by the Government for the benefit of the people of the country. We appreciate the role of the Government which has very effectively tackled the issue of infrastructure development, by construction of roads continuously, the introduction of comprehensive health care insurance for the common man, the National Health Protection Scheme, cap on medical implants and lifesaving drugs, providing sanitary facilities to each and every house in the interior parts through swachh bharat programme, ensuring supply of potable water to the rural population, enabling them to lead dignified lives through making available credit facilities in the form of various schemes, ensuring last mile connectivity in the area of Rural electrification, distribution of LPG subsidy to the poor etc. The Government has also implemented several bold schemes including the demonetization Jandhan, Pension & insurance schemes etc.

3. In all these activities, the banks were behind its success through its wide branch network and the whole hearted participation in the activity by our Officers brethren working in various parts of the country. Public Sector Banks have been catalysts, growth engines, and the nerve centre of all economic development and growth of the economy since Bank Nationalisation. Today, we feel proud for having been the part of this wonderful success story. The banks are the lifeline of the economic programmes of the Government. Our Officers are responsible for its effective implementation.

4. But our officers feel let down and sad because when it comes to settling their long pending issues, all their selfless contribution is forgotten. Our issues which needs the immediate attention of the Government and help from the Ministry in resolving them are furnished below:-

- a) Salary Revision** - One of the important issues is our salary revision which is due from 1.11.2017. The IBA commenced negotiations in a half-hearted manner and there is a stalemate in the negotiations. The Managements have given truncated mandate restricting our negotiations only upto scale III. The Banking Industry has signed over 10 bipartite settlements covering all the officers from Scale I to Scale VII. The present reservation on the part of the Managements has created a serious industrial unrest and hence the Government should advise IBA to collect the mandate from their member banks for all scales so that the issue could be sorted out at the earliest and come up with a decent offer commensurate to the revision that has been given to the 7th Pay Commission.
- b) 5 Days Week – Holidays on all Saturdays** – You were kind enough to introduce the 2nd and 4th Saturdays holidays in the 10th Bipartite settlement. It was promised to us that all four Saturday's off would be introduced in the present wage settlement. The concept of week end holidays is a universal, worldwide concept. In India also the RBI, the treasury, various departments etc., are closed for the week end. Today with availability of Internet Banking, Mobile Banking, ATM's etc., introduction of the holidays on 3rd and 4th Saturdays will not affect the business. On the contrary, will provide the much needed relief and rejuvenate the productivity of the Banking Industry. Please look into this demand positively.
- c) Superannuation benefits** - The Revision of the Family Pension is pending for a long time. The Bank officers get a meager family pension of only 15% compared to the 30% family pension drawn by the Central Government Employees. It is very low and the families of the deceased employees are finding it extremely difficult to have a decent living in the event of the death of the bread winner. This needs correction and the matter is under correspondence for a long time.
- d) The issue of 100% Dearness Allowance** benefit which has been denied to the retirees earlier to 1.11.2002 needs to be sorted with the intervention of the Government.
- e) Gratuity revision** - The revision in the Gratuity ceiling has been extended to the Government employees with effect from 1.1.2016 whereas it has been extended to the employees in the banking industry with effect from

29.3.2018 though there was continuous correspondence and meeting with the officials of the Ministry as well as IBA for the extension of the benefit from the same date as it was extended to the civil servants with effect from 1.1.2016.

- f) The commutation formula in State Bank of India** is extremely inferior in comparison to the one available at the Industry level. The other Banks surrender 180 months of Pension and get a commuted amount of 119 months of pension. But in SBI we surrender 180 months of Pension and get only 79 months of Pension as commuted amount. This is not fair as it is our own money. There is no outlay of funds from the Bank of the IBA or the Government. This inferior discount factor on our own money should be rectified and we should also get an equal commuted amount of 119 months like the other Banks.
- g) The Pension formula in SBI is inferior.** We are paid 40% of the last drawn pay beyond a particular basic whereas it is 50% of the last drawn Basic Pay elsewhere in the Industry. This anomaly needs to be corrected. Pension updation at the Industry level from is an issue which the IBA has been avoiding. Pensioners of the yesteryears are drawing very pathetic and low pension which needs your immediate attention.
- h) The appointment of Board of Directors**, which is mandatory has been pending since the last three years. Officer-Employee Board of Director plays a very positive role in the Boards of Banks and are an integral part of the HR Policies of the Bank. They also play the role of a watchdog in respect of sanction of very high value advances.
- i) The issue of Compassionate Appointment** is still hanging fire. The Government and other departments have revived the earlier scheme of the Compassionate Appointment Scheme whereas the same is denied to the employees working in the banks. The Railways have also retained the old scheme of the Compassionate Appointment but it is denied to the bank employees despite our repeated efforts. It needs to be resolved immediately through the intervention of the Ministry of Finance so that a large number of the families of the deceased employees are able to eke out their living.
- j) Attack on the Officers of the Banks** - There have been a spate of attacks on the officers working in the banks while discharging their duties in a

legitimate manner. There were attacks in the State of Uttar Pradesh, State of Maharashtra by the political organisations, customers and our officers were physically manhandled. There were instances where the Collectors have filed FIR against the Bank Officers for not fulfilling the State Budget on various schemes which has created a lot of tension amongst the officers' fraternity. They are governed by the Service Condition of their respective banks and there are sufficient measures for taking action by the Management in case of non-fulfillment of budgets by them and hence the Government officials should be prevented from such action in order to create a healthy atmosphere in the banks in the interior parts of the country.

k) The arrest of innocent officers by the Police at the instance of the CBI/Police and taking them into custody has sent shock waves amongst the officers. The reason is the huge NPA's. The NPA's mount on account of various reasons. The large advances are the Corporate advances. The executives of the Banks under IBA have also expressed their displeasure against these moves. There is a need to provide protection from such actions on the part of the Police/CBI authorities and we seek your intervention and action for appropriate provision and alteration in the Prevention of Corruption Act (PCA) and other similar acts to provide protection to officers and to have a clear distinction between **bonafide** and **malafide** decisions and transactions.

l) FRDI Bill covering the resolution of the financial crisis in Banks and the Deposit Insurance has created a lot of heartburn amongst the depositors in the country. The bill seeks to provide for the utilization of the Depositors monies over and above Rs.1 lac for the purpose of bailing out the banks' and conversion of the same into equity. We thank the Government for taking steps to withdraw the bill from the Parliament.

5. We also have a number of other issues requiring your immediate intervention. We therefore request you to kindly look into some of the major issues highlighted above and take necessary steps to provide solution to these burning issues at the earliest and provide us an opportunity to meet you personally to provide more details.

Please treat the matter as urgent and seeking your kind intervention.

Thanking you,

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Y. Sudarshan', written in a cursive style with a long horizontal stroke extending to the right.

Y.SUDARSHAN
GENERAL SECRETARY