

(For Internal Circulation only)

SUP-POWER

APRIL - JUNE 2020



LET US FEAR GOD & WE SHALL CEASE TO FEAR MEN

Nation First, Organization Next, Individual Last

**S.B.I. OFFICERS' ASSOCIATION
(PATNA CIRCLE)**

भारतीय स्टेट बैंक अधिकारी संघ पटना मण्डल

महासचिव का संदेश



साथियों,

आज सम्पूर्ण विश्व जिस परिस्थिति से गुजर रहा है, वो हरेक के कल्पना से परे है। इंसान ने जहाँ एक तरफ अन्तरिक्ष में नित नए कीर्तिमान स्थापित किए हैं, वहीं, दूसरी तरफ एक अत्यंत सूक्ष्म जीवाणु के आगे घुटने टेक कर खड़ा है। विश्वशक्ति अमेरिका और चीन जैसे देश भी आज **COVID 19** के आगे मजबूर और लाचार खड़े हैं। यह इस बात का परिचायक है की प्रकृति के मार से सिर्फ प्रकृति ही बचा सकती है।

मित्रों, यह समय चुनौतियों भरा है। परंतु इतिहास भी गवाह है कि जब-जब इस भारतभूमि पर इस प्रकार का संकट आया है, भारत के संतानों ने उसका डट कर सामना किया है एवं उसे परास्त किया है। बस आवश्यकता है तो सिर्फ मनोबल की, आत्मसंयम की, धर्य की एवं मनोयोग की। मुझे ज्ञात है कि सम्पूर्ण विश्व के साथ-साथ हम सभी साथी भी इस संकट से घिरे हुये हैं और पूरी कर्तव्यनिष्ठता के साथ इसका सामना कर रहे हैं। माननीय प्रधानमंत्री महोदय ने भी अपने सम्बोधन में हम बैंकर साथियों के कार्यों की भूरी-भूरी प्रशंसा की है। इसके लिए मैं आप सबको तहे दिल से बधाई देता हूँ। इस कठिन परिस्थिति में आप सभी साथी, विशेष कर जो हमारे सुदूर के शाखाओं में पदस्थापित है, प्रशंसा के पात्र हैं जो अपने परिवार से दूर रहकर देश की सेवा में लगे हुये हैं एवं इस महान संस्थान के ग्राहकों को निर्वाध सेवा प्रदान कर रहे हैं। मुझे पूर्ण विश्वास है कि आपका यह मेहनत हमारी संस्थान को बहुत आगे ले जाएगा एवं अधिकारी संघ इसके लिए आपका आजीवन आभारी रहेगा।

मेरी आपसबों से विनती है कि इस मुश्किल घड़ी में आप सभी संयम से काम करें एवं **Social distancing** का अवश्य पालन करें। साथ ही साथ भारत सरकार द्वारा समय-समय पर दिये गए निर्देशों का सतर्कता पूर्वक पालन करें। आज के समय में सबसे आवश्यक है कि आप अपना ख्याल रखे।

साथियों मुझे गर्व है कि मुसीबत कि इस घड़ी में **SBIOA** पटना अंचल द्वारा **साथी हाथ बढ़ाना** नाम एक टीम के गठन का प्रस्ताव आया है जिसका उद्देश्य है अपने वैसे साथियों को सहायता पहुंचाना जो अपने परिवार को पटना में रखे हुए हैं एवं स्वयं परिवार से दूर देश की सेवा में कार्यरत है। इस टीम द्वारा पटना में रह रहे अपने साथियों के परिवार-जनों को आवश्यकता पड़ने पर सहायता उपलब्ध कराई जाएगी। पटना टीम का संचालन मुख्य रूप से पटना अंचल के अध्यक्ष श्री विजय कुमार भारती एवं सहायक महासचिव श्री रजनीश कुमार श्रीवास्तव द्वारा अन्य मित्रों के सहयोग से किया जाएगा। टीम का अन्य विवरण **Back Cover Inside** में निम्न प्रकार से हैं -

Editorial



Friends,

First issue of Sup-Power in 2020 is in your hand in a different form with a little bit delay. The new avatar of Sup-Power is its digital avatar which is definitely better in the sense of reach. In this digital era, when everything is becoming digital, your mouth piece should also be digital. We were thinking of it for a long period, but due to non-consensus of stake holders, it could not be done. Though, it is the best mode to reach each one of you, the reason behind this digital sup-power is very cruel that is Covid 19 effect. Due to Covid 19 & lock-down thereon, everything is changed. No printing press, No courier service.... So many things changed Actually this pandemic has changed our life thoroughly. Many a things, which we never imagined, are now part of our lives. *Covid 19* is a great threat to the human life. Entire world is facing this badly. Lakhs of human has been lost due to this pandemic . It never happened in the history of entire globe. The human being is compelled to think & revisit its success story since the start. Countries like China, America, USSR, Germany, France (all having Veto Power in U.N) are loosing their countrymen like anything. It is the time to think over the achievements of successful countries. Yes, we are registering our success in space, we are having command over atoms & nucleus, we can forecast the weather, but we are still very small before the Mother Nature.

During this pandemic our Banking Industries has come out as a financial army of our country & it is receiving applaud from everywhere PSBs are serving the nation at its best. This is certainly a good thing, which has compelled the different entities to think over the value & importance of Public Sectors. One side where PSBs are making financial reliefs by government available to the last man, other side we are donating our salaries to PM cares fund. Each one of us , are serving people without any discrimination. *Honorable PM Shri Narendra Modi* had also appreciated the efforts of Bankers.

We are receiving so many applauds over Social Media also. SBIOA Patna also feel proud on its 7000 officer as well as our counterpart award & sub-ordinate employees, who are the real hero of financial system of this country. Our respected *Chief General Manager Shri Mahesh Goel* has also appreciated you all during this crisis.

Comrade, the Public Sector/Govt undertaking, be it is financial or Health or aviation and many others sector have once again demonstrated their commitment to the nation and people of India. The responsibilities carried out by the personals of Public Sector undertaking have proved that they are indispensable in the days of crisis. Hence the importance of Public Sector can't be undermined.

Friends, while working in Branches, we should be more cautions & must maintain social distancing. We must use hand sanitizer before touching our nose / eyes or mouth. We should not forget that our lives are most important thing. It is true that life before *Covid 19* & life after *Covid 19* have much difference. We have to adopt so many habits' which is must to protect ourselves from this cruel virus. I take this opportunity to remind you all about the seven points spelled out by *Honorable Prime Minister* :-

- 1) Take Care of elderly
- 2) Always wear mask,
- 3) Follow Ayush guidelines
- 4) Download Aarogya Setu App.
- 5) Retain employees
- 6) Help Poor's
- 7) Respect Carrona Warriors

I am quite confident that we together will overcome this pandemic. Entire team of SBIOA Patna circle is with you in this fight. "*Sathi Hath Badhana*" is an endeavor of SBIOA to serve you.

(Ajit Kumar Mishra)
General Secretary

ORGANIZATIONAL/CIRCLE LEVEL DEVELOPMENTS

Meetings of Central Committee

- Meetings of Central Committee were held on 19.01.2020, 23.02.2020 & 04.03.2020.
- Several issues were discussed in the meeting including preparation of strikes and agitation programme. Guest house at Deoghar Centre has been approved by committee.
- Co-option of members of different Zonal Committee was confirmed.

Meetings of Zonal Committee

- Reconstitution of Zonal Committee Muzaffarpur on account of transfer of committee members to other zone/retirement of Zonal president.
- Sri Prem Kumar was elected as new Assitant General Secretary of SBIOA Muzaffarpur & Sri R R Srivastava was elected as President of Muzaffarpur zonal Committee.

Promotions

- SBIOA Congratulates & welcomes 436 officers promoted as JMGS-I
- SBIOA congratulates 141 officers on their promotion to MMGS-II
- SBIOA congratulates 76 officers on their promotion to MMGS -III
- SBIOA congratulates 119 officers on their promotion to SMGS-IV
- SBIOA congratulates 34 officers on their promotion to SMGS-V

Congratulations

SBIOA Patna circle congratulates Sarvshree Sanjay Srivastava, DGM Patna on his elevation to General Manager. We congratulates our Ex-President Sri Kamlesh Kumar Singh on his well deserved promotion to DGM. We also congratulate Sri M.M. Bariar, Sri Ajit Poddar, Sri Sunil Pandey & many more who belongs to Patna Circle on their promotion to TEGS-I

Visit of office Bearers

- General Secretary, President and other office bearer visited RBO Bokaro & RBO/AO/ Branches of Dhanbad in January quarter
- General Secretary visited Delhi along with Secretary Finance to attend the General Council of SBIOA Delhi Circle
- General Secretary & President visited Lakhisarai Branch after Currency Chest incidence and guided the branch people.

Farewell to stalwarts

SBIOA Patna Circle pays tribute to **Sri Arun Kumar Verma**, Ex-President SBIOA Purnea Zonal Committee & **Sri Ajay Kumar**, President SBIOA Muzaffarpur Zonal Committee on their superannuation from the services of SBI. SBIOA will always remember them for their contributions for membership. We wish them a happy & healthy life ahead.

ISSUES DISCUSSED IN CNC MEETING DATED 04.03.2020 & RESPONSE OF CMC

1. Review of ceiling of Medical Charges (Last reviewed in 2018)

- It will be reviewed considerably

2. Timely release of increment to suspended officials

- It will be released in all eligible cases

3. Late night meeting at difficult centers

- CMC took this very seriously and instructed all the concerned for non-recurrence of such incidence.

4. Leave arrangement for single officer branches. Denial of leave on account of exigency of work.

- CMC took this very seriously and instructed all the concerned for non-recurrence of such incidence

5. Adequate manpower support for functionary of Currency Chest Branches.

- Instructed all concerned to take immediate step in this area

6. Inter Network Transfer of MMGS – III (Option for repatriation and Network Transfer)

- Portal for has been opened

AISBOF/AIBOC

CIRCULAR NO. 64 /2020

DATE : 23.04.2020

TO,
ALL MEMBERS

EXTENSION OF LOCKDOWN PERIOD: DISCIPLINARY PROCEEDINGS

We reproduce hereunder the text of the AISBOF circular No. 64 dated 23.04.2020 , the contents of which are self-explicit.

With warm greetings



OUR UNITY : ZINDABAD-ZINDABAD
S.B.I.O.A : ZINDABAD-ZINDABAD

(Ajit Kumar Mishra)
GENERAL SECRETARY

TEXT

EXTENSION OF LOCKDOWN PERIOD: DISCIPLINARY PROCEEDINGS

We reproduce hereunder the text of AIBOC Circular No.2020/40 dated 23/04/2020 contents of which are self-explanatory for information of the members.



(Soumya Datta)
General Secretary

Dear Comrade,

EXTENSION OF LOCKDOWN PERIOD : DISCIPLINARY PROCEEDINGS

We reproduce below text of the joint letter dated 23.04.2020 addressed to the chairman IBA on the captioned subject. Copy of the letter has also been sent to the Chairman, SBI and MD&CEOs of all banks.

With greetings,

Sd/-

(Soumya Datta)
General Secretary

ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)
ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)
INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)
NATIONAL ORGANIZATION OF BANK OFFICERS (NOBO)

Date: 23.04.2020

The Chairman
Indian Banks' Association
World Trade Centre Complex
Cuff Parade, Mumbai

Dear Sir,

EXTENSION OF LOCKDOWN PERIOD DISCIPLINARY PROCEEDINGS

Following the extension of 'Lockdown' from 14th April 2020 up to 03rd May 2020, one of the key areas of concern is the fate of disciplinary proceedings contemplated and initiated against officers as authorities have imposed various restrictions also on activities and movement of the people due to suspension/ restriction on various public transport.

In almost all the banks' many departmental inquiries may be pending at various stages. The delay in concluding these inquiries will have various adverse effects on the charge-sheeted officers and their career. Some of them are as follows:

1. If the charge-sheeted officer is due for retirement and the inquiry is not concluded, the bank may revoke Regulation 20(3)(iii) in other nationalized banks except SBI and Rule 19(iii) In SBI. As a result, the officer will not receive his terminal benefits, except his own Provident Fund Contribution while retiring from the service. The first casualty would be nonpayment of commutation of pension. Apart from the financial loss (in the form of interest and opportunity cost for investment), it will lead to a stigma on the officer.
2. The Defence Assistant, whom the charge-sheeted officer has chosen for defence, may retire during the pendency of the inquiry. If he is not allowed to defend the officer after retirement, the charge-sheeted officer will be denied of the defence as per his choice leading to gross injustice to him.
3. Delay in concluding the inquiry will extend the period of the rigour of the officer for his promotion. As a result, the officer may lose an opportunity of promotion for at least one extra year affecting his future career.

Because of the same we request you as follows :

1. In all cases where the banks cannot conclude the inquiry, the charge-sheeted officer should be allowed to retire on superannuation, if due, in the normal course without invoking Regulations. 20(3)(iii) in other Nationalised banks and Rule 19(iii) in SBI.
2. If an officer who is acting as Defense Assistant retires on superannuation before the conclusion of the inquiry, he should be allowed to continue as Assisting Officer even after retirement, until the inquiry is concluded. It may be noted here that the issue of permitting retired officers to act as Assisting Officer is one of the issues being negotiated by us under non- financial items in the charter of demands.
3. All Charge sheets issued before the lockdown period, the punishment is given/ to be given, if any, at any time subsequent date should be treated as a punishment given as on 31st March.
4. All Charge sheets issued after 31st March 2020, rigour period, wherever applicable, should be restricted up to 31st March 2021 and all such officers should be eligible in promotion process for 2021-22.

With regards,

Yours sincerely,

Sd/-
(Soumya Datta)
General Secretary
AIBOC

Sd/-
(Nagarajan S)
General Secretary
AIBOA

Sd/-
(Prem Kumar Makker)
General Secretary
INBOC

Sd/-
(Viraj Tikekar)
General Secretary
NOBO

A virus does not spread itself. It is we, who spread it.

AISBOF/AIBOC

CIRCULAR NO. 65 /2020

DATE : 27.04.2020

TO,
ALL MEMBERS

STAFF: MISCELLANEOUS -DISRUPTION DUE TO COVID 19 PANDEMIC
CLASSIFICATION OF PERIOD OF ABSENCE

We reproduce hereunder the text of the AISBOF circular No. 65 dated 27.04.2020 , the contents of which are self-explicit.

With warm greetings

OUR UNITY : ZINDABAD-ZINDABAD
S.B.I.O.A : ZINDABAD-ZINDABAD


(Ajit Kumar Mishra)
GENERAL SECRETARY

TEXT
STAFF: MISCELLANEOUS -DISRUPTION DUE TO COVID 19 PANDEMIC
CLASSIFICATION OF PERIOD OF ABSENCE

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

A copy is enclosed for information.

Yours comradely



(Soumya Datta)

General Secretary

No : 6466/29/20

Date: 27.04.2020

The Deputy Managing Director (HR) & CDO,
State Bank of India,
Corporate Centre,
Madame Cama Road,
MUMBAI - 400 021.

Dear Sir,

STAFF: MISCELLANEOUS -DISRUPTION DUE TO COVID 19 PANDEMIC
CLASSIFICATION OF PERIOD OF ABSENCE

At the outset, we place on record our appreciation and gratitude for implementing several proactive action for the safety of staff as well as path breaking HR initiatives during this period of crisis when the entire nation is combating the pandemic. It is also heartening to observe that several of our suggestions have been given due cognizance regarding treatment of absence from duty as Special Leave as per Circular No.CDO/P&HRD-IR/9/2020 dated 24.04.2020.

2. However, we wish to submit a few observations and we feel that some of the provisions need to be reviewed and amended keeping into view the prevailing situation in the country to provide equity and justice.

a. Sl. No.3: Employees on Home Quarantine on Doctor's advice

As you are well aware, personnel have been called upon to work under the present risky circumstances, as banking is considered as an essential service. It is incontrovertibly true that the footfalls will continue at the branches on the incremental trajectory as Government has called upon the banks to serve the underprivileged section by handling DBT, PM Kisan Yojana etc. and also due to the simultaneous measures being taken by several State Governments to provide relief. Consequentially, the officers at various administrative offices also had to attend office. Naturally, the probability and risk of infection/suspected infection will be higher on account of movement and being amidst people. It is therefore, the responsibility of the organization and the society to ensure that quarantine is effectively ensured. As such, it is natural, humane and equitable that whenever an officer is advised to go on home quarantine by/medical professionals, bank may please look into them with compassion and empathy and consider sanctioning "Special Leave" and such absence should not be treated as Sick Leave. Else, this results in an adverse impact to the personnel who have served the nation in the hours of crisis.

b. Sl. No.5: Visually Impaired/ Physically Handicapped Employees/ Pregnant employees / Employees with serious ailments or high health risk exempted from duty

Ministry of Personnel, Public Grievances & Pension vide OM No.11013/9/2014-Estt(A-III) dated 01.04.2020 has advised to exempt persons with disabilities (PwD) from duties while drawing up roster of employees required to attend essential services (copy enclosed). Based on the above GOI guidelines, our

bank has exempted the category i.e. Visually Impaired/ Physically Handicapped Employees / Pregnant Employees / Employees with serious ailments or high health risk from duty vide Circular No.HR/IR/SKJ/2690 dated 30.03.2020. All Circles have complied with the instructions and given exemption to the above category staff working at various branches/administrative offices. The interpretation of the referred circular was widely held as being granted 'Special Leave' on humanitarian grounds. Hence, the instructions contained in Circular No.CDO/P&HRD-IR/9/2020 dated 24.04.2020 for treating absence as "Sick Leave" for the above category staff has created angst amongst the employees/officials 'exempted' from attending office. We, therefore, request that necessary amendment be made in the bank's instructions in that the absence of such category of staff is treated as "Special Leave". Incidentally, bank has recruited significant number of employees/officials, who are visually impaired/physically handicapped in the past couple of years to encourage the specially abled. In their short service span so far, there is likelihood that privilege or sick leave balances standing in their names are minimal which will be inadequate to accommodate their leave of absence under such extraordinary circumstances. Consequently, in terms of the circular, the days of absence will be treated as extraordinary leave on loss of pay. This will be an unwarranted action against the employees/officers who belong to a special category recognised by our esteemed organisation.

c. Employees who went out of station for purposes other than on official work but were not able to travel back to headquarters


We have been receiving information that some of our officers, who were out of station for the purpose of medical treatment of self or family members, have been left stranded due to the sudden imposition of lock down. Similarly, a large number of officers had been on sanctioned leave and were out of station when the lockdown was announced and were unable to travel to their place of work. It would be unfair to debit Privilege Leave in respect of our personnel who are not in a position to attend office despite their willingness to do so. As cited in the previous paragraph, there is every likelihood that the privilege leave balance may not be adequate to adjust the period of absence from duty and some officers would be forced to go on 'loss of pay'. Incidentally, the ministry of Finance, Department of Expenditure, Government of India vide its office Memorandum dated 23.03.2020 has instructed all concerned that whenever any contractual, casual and outsourced staff of Ministries/Departments and other organizations of Government of India is required to stay at home in view of lockdown order, they shall be treated as "on duty" during such period of absence and necessary pay/wages would be paid accordingly which under normal circumstances would result in deduction in their pay/wages due to non availability of any kind of public transport. Thus, treatment of our own employees in a different manner would be discriminatory.

We, therefore, request that Special Leave may please be sanctioned in such cases also. Alternatively, as a special onetime arrangement under such unprecedented situation in the country, these officers who are stuck up in their hometown/elsewhere may be deputed to a nearby branch/administrative office so that bank is able to get their services at this critical juncture and at the same time their leave balance remains unaffected.

3. Sir, we also request you to issue suitable advisory to circles not to initiate transfer orders to officers during this period of lockdown and during the duration of restrictions of travel. In the prevailing lockdown scenario, the relieved officer will not be able to report to his/her next posting as no public transport is available. As a result, the relieved officer will be forced to stay back at the previous place of posting and the days of absence will naturally be adjusted with the accumulated leave balance.

We do hope that the suggestions detailed in the foregoing will be considered sympathetically.

With regards,



(Soumya Datta)

General Secretary

Encl : As stated above.

CIRCULAR NO. 66 /2020

DATE : 28.04.2020

TO,
ALL MEMBERS

COVID-19 Pandemic - Classification of Leave of Absence

We reproduce hereunder the text of the AISBOF circular No. 66 dated 28.04.2020 , the contents of which are self-explicit.

With warm greetings

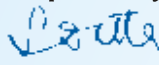
OUR UNITY : ZINDABAD-ZINDABAD
S.B.I.O.A : ZINDABAD-ZINDABAD


(Ajit Kumar Mishra)
GENERAL SECRETARY

TEXT

COVID-19 Pandemic - Classification of Leave of Absence

We reproduce hereunder the text of AIBOC Circular No.2020/41 dated 28/04/2020 contents of which are self-explanatory for information of the members.


(Soumya Datta)
General Secretary

Dear Comrade,

COVID-19 Pandemic - Classification of Leave of Absence

We reproduce below text of the joint letter dated 28.04.2020 addressed to the chairman IBA on the captioned subject. Copy of the letter has also been sent to the Secretary, DFS; Chairman, SBI and MD&CEOs of all banks.

With greetings,

Sd/-

(Soumya Datta)
General Secretary

ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)
ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)
INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)
NATIONAL ORGANIZATION OF BANK OFFICERS (NOBO)

Date: 28.04.2020

The Chairman
Indian Banks' Association
World Trade Centre Complex
Cuff Parade, Mumbai – 400 005

Dear Sir,

COVID-19 Pandemic - Classification of Leave of absence

The entire country is under 'Lockdown' since 24th March 2020 struggling unitedly to prevent the spread of the deadly Coronavirus. It is presumed that in all probabilities, the lockdown will be extended beyond 03rd May 2020. However, against all adversities and constraints, the 'Financial Army' of the country is in the forefront in providing banking services to the citizenry in every nook and corner.

We, the four officers' organisations of the banking industry, have made various communiqués to your good office, the Department of Financial Services, and other different authorities, jointly or severally, stressing the need for ensuring safety and security of the bank employees and officers who have been extending the essential banking services as indicated in your communique dated 22nd March 2020, besides implementing the Coronavirus Relief Package announced by the Hon'ble Finance Minister, braving even the possibilities of spread of the deadly virus and thereby risking their own lives and also lives of their family members.

In this critical situation arising out of COVID-19 pandemic, few banks have introduced 'Alternate Day' working, 'Work from Home' etc. so as to implement the norms of 'social distancing' and 'breaking the chain', as advocated by medical experts and reiterated even by the Hon'ble Prime Minister. While an employee permitted by the Competent Authority to Work from Home, should be treated as 'on duty'; many staff/ officer members are not able to attend office for various reasons such as forced quarantine due to contamination within near relatives or coming in contact with affected persons, quarantine as suggested by the bank, home quarantine on doctor's advice, branches closed down as premises have been sealed as per direction of Local authorities or on account of imposition of Curfew in the area, officers / employees being unable to attend their duties at workplace due to imposition of Curfew imposed in the area of their residence, officials / employees (including audit / inspection staff/ officials) who went out of station for official work under approved tour, but were not able to travel back to their headquarters, staff/ officers who were on sanctioned leave and went to their native place / on other than official work but were not in a position to travel back to headquarters, employees and officials who were on duty at the time of declaration of lockdown and were exempted from reporting for duty, officers who have been repatriated from foreign offices but could not report after completion of mandatory foreign leave, employees and officers who were on sabbatical/ maternity leave and the term end date of their leave fell / are falling within the period of 'Lockdown' and so on. We feel that the abovementioned staff/ officials should be granted Special Leave and in no case their Privilege Leave / Sick Leave should be debited. Needless to emphasise that those who are not attending duty for certain unavoidable personal reasons as per roster in place introduced by the authority, such leave of absence be treated as on 'Privilege Leave' / 'Sick Leave (without production of medical certificate)', as the case may be and under any circumstances should not be treated as 'unauthorised absence' and result in loss of pay.

There is also a need that the differently abled persons / lady employees who are expectant mothers / employees with serious ailments or high health risk, should be exempted from duty till the date of completion of Lockdown as per GoI guidelines. Such employees/officials should be granted 'Special Leave'. Further, officers who were out of station on account of medical treatment of self or family members, as well as the officers who were on sanctioned leave and have been left stranded due to the sudden imposition of lockdown should be permitted to report to the nearest branch/office of the respective banks.

We are happy to note that few public sector banks have already issued detailed guidelines for treating the period of leave of absence on account of aforesaid reasons as 'Special Leave'. But many banks are yet to issue advisory in this regard.

We, therefore, request your good office to issue a suitable advisory to member banks ensuring that a uniform guideline be issued by all the banks on treatment of leave of absence of the employees and officers who are not in a position to attend their duties due to various reasons cited in the foregoing since the introduction of countrywide 'lockdown'.

With regards,

Yours sincerely,

Sd/-
(Soumya Datta)
General Secretary
AIBOC

Sd/-
(Nagarajan S)
General Secretary
AIBOA

Sd/-
(Prem Kumar Makker)
General Secretary
INBOC

Sd/-
(Viraj Tikekar)
General Secretary
NOBO

A virus does not spread itself. It is we, who spread it.

CIRCULAR NO. 67 /2020

DATE : 29.04.2020

TO,
ALL MEMBERS

STAFF: MISCELLANEOUS DISRUPTION DUE TO COVID 19
PANDEMIC ADVANCE AVAILED FOR LFC/HTC

We reproduce hereunder the text of the AISBOF circular No. 67 dated 29.04.2020 , the contents of which are self-explicit.

With warm greetings

OUR UNITY : ZINDABAD-ZINDABAD
S.B.I.O.A : ZINDABAD-ZINDABAD


(Ajit Kumar Mishra)
GENERAL SECRETARY

TEXT

STAFF: MISCELLANEOUS DISRUPTION DUE TO COVID 19
PANDEMIC ADVANCE AVAILED FOR LFC/HTC

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

A copy is enclosed for information.

Yours comradely,


(Soumya Datta)
General Secretary

No : 6466/30/20

Date: 29.04.2020

The Deputy Managing Director (HR) & CDO,
State Bank of India, Corporate Centre,
Madame Cama Road, MUMBAI - 400 021.

Dear Sir,

STAFF: MISCELLANEOUS DISRUPTION DUE TO COVID 19 PANDEMIC ADVANCE
AVAILED FOR LFC/HTC

Consequent upon imposition of lockdown by the Government to contain Covid-19 pandemic, the officers both serving and retired who have been allowed to avail LFC are not in a position to commence their journey as all flights/trains have been suspended indefinitely although they have paid for their fare viz air fare etc., either to the travel agent or directly to the airlines after taking advance for LFC/HTC from the bank.

2. We are receiving messages from the members all over the country that Travel Agents and airlines are not refunding the booking amount of the cancelled air tickets rather they advised that the amount pertaining to cancelled tickets will be adjusted against any future journey. As a result, those who have taken LFC/HTC advance are not in a position to refund the advance leading to accumulation of Suspense entries beyond the stipulated time line of 30 days.

3. In this unprecedented situation, we have received news that some Controllers are issuing instruction to branches to reverse Suspense entries remaining outstanding more than one month by debiting savings/current account of the concerned officials, who may not have adequate balance/limit in their account or could be placed in financial stress for no fault of their own if the amount of advance taken is adjusted from their account.

4. In the above backdrop, we would request you to consider the issue sympathetically and issue instructions to the Circles with a view to mitigating hardship of the officers as a special onetime instance to adjust such outstanding Suspense entries by debit to Charges account against their LFC/HTC Bills to be submitted by them on completion of their actual journey or extend the time period of reversal of entries till September, 2020 or actual performance of journey, whichever is earlier. Of course, the entire timeline would depend upon the situation prevalent in the country and the relaxation of travel restrictions.

With regards,

Yours sincerely,


(Soumya Datta)
General Secretary

The Convenor,
State Level Bankers Committee
Bihar

Dear Sir,

Security of Bank Officials, the Financial Army of Country during the pandemic COVID 19 Atrocity faced by Branch Manager of Canara Bank, Beda, Sasaram

Entire country is grappling with Covid-19 pandemic and has brought everything to standstill. In the hour of crisis, Govt. of India has provided several relief measures through DBT to poor and needy people. In order to provide seamless service to the citizens, Govt. of India has issued several guidelines pertaining to functioning of bank as well as safety of bank officials and has included banking in essential services list.

We would like to bring into your kind notice an unfortunate incident which happened today with our Canara Bank Beda Branch Manager at Gola, Nagar Thana, Sasaram. He was on his way to Beda Branch in Sasaram for discharging his official duties and carrying his official ID proof, as required for movement in the lock down period as per the advice of Govt of Bihar.

However, he was brutally beaten up by police personnel in barbaric way and has been injured severely. The arrogant police personnel did not pay heed to repeated plea of our Branch Manager that he is going to discharge his official duty; and in utter violation of notifications issued by Central as well as State Govt, he was severely beaten by them.

The photographs showing injuries inflicted on the concerned Bank manager are annexed as proof of brutality of police administration.

All India Bank Officers' Confederation Bihar Unit lodges its strong protest for today's unfortunate incident. This will weaken morale of entire workforce who is working as frontline warriors in the time of this pandemic.

We request you to kindly take this matter at appropriate forum and ensure that errant police personnel are punished for this barbaric act. I am sure that your good office will take immediate step to safeguard our officers and to strengthen their morale in testing time.

Yours faithfully,

Sd/-

(Ajit Kumar Mishra)

General Secretary

Copy to: The Dy Chief Minister, Govt of Bihar for necessary action

Copy to: The Home Secretary, Govt of Bihar for necessary action

Copy to: The DGP, Bihar, Patna for necessary action

SBIOA PATNA CORRESPONDENCE WITH CIRCLE MANAGEMENT

Assn/Bank/ 19 /2020

Date : 23.04.2020

The General Manager (Network – III),
State Bank of India,
Local Head Office,
Patna.

Dear Sir,

PROTRACTED LOCKDOWN PERIOD SUSPENSION OF OFFICERS

A serious disquieting event took place at Motihari and some other branches of Circle. The Circle Association condemns unequivocally such incidents that have tarnished the image of the bank. We are also of the view that the person/persons who has / have caused this incident to happen should not be spared.

At the outset, we understand that the Bank has completed the investigation process would have arrived at a conclusion as regards to act of omission on the part of officials posted in the branch / controlling office. We assume a decision would have been taken to proceed against some of the officials.

The disciplinary proceedings in the Bank is based on "Touch Stove theory" and the moment any incident occurs a chain of employees / officer are put to that process some of them directly related to the incident or some of them due to some other attending factors. We understand that at Motihari Branch case is alsoa no exception to this theory. At these Branch ten(10) officers, some of them posted in Branch and some of them posted in Regional Business Office, have been put under suspension. It would also not be out of place to mention that a reasonable time frame has elapsed.

In this connection, we would like to draw your kind attention to the Bank's guidelines on suspension incorporated under chapter 12 of vigilance manual. We would like to quote following Para for your kind perusal:

Para 1 : "An order of suspension should not be made in a perfunctory or in a routine manner but with due care and caution".

Para 2.2(b) : "Where continuance in office of the official is likely to seriously subvert discipline in the office in which he was working".

Para 2.2(d) : "Where preliminary enquiry into allegations made has revealed that a prima facie case justifying departmental proceedings, which are likely to lead to his dismissal, removal or compulsory retirement from service, an officer can be placed uner suspension>'

Para 2.2 : "While placing an officer under suspension, the DA should consider whether the purpose can be served by transferring the official from his post to a post where he may not repeat the misconduct or influence investigation, if any in progress. If the authority find that the purpose cannot be served by transferring the official from his post to another post then he should record reasons therefore before placing the official under suspension.

Besides the above it is also well delcided that suspension of employee/officer is a revenue loss to the organization where he/she is working.

Following the imposition of "Lockdown" by govt. of India , one of the Key areas of concern is the fate of disciplinary proceedings contemplated and initiated against officers as authorities have imposed various restrictions on activities and movement of the people due to suspension / restriction on various public support systems including transport. Hence, the time that would be required to complete the disciplinary proceedings is quite indefinite at this stage. We are, therefore, of the opinion that all these suspension order needs to be reviewed and a judicious view is required to be taken on case to case basis in view of the following facts in place:

- The fact that investigation process must have been completed
- The period of suspension is more than 100 days old.
- A good number of senior official not directly related are under suspension
- The stipulations inscribed in the vigilance manual related to suspension
- The Past track of the officials put under suspension

We, under the circumstances, request that a review may please be taken on case to case basis by your good office.

Yours faithfully,

Sd/-

(Ajit Kr Mishra)

General Secretary

Copy forwarded to the dy. General Manager & Circle Development Officer for information.

Sd/-

General Secretary

Copy forwarded to the General Secretary, AISBOF, for information. He is kindly requested to take up the case with appropriate authority.

GENERAL SECRETARY

SBIOA PATNA CORRESPONDENCE WITH CIRCLE MANAGEMENT

Assn/Bank/ 18 /2020

Date : 22.04.2020

The Circle Development Officer
State Bank of India
Local Head Office, Patna.

Dear Sir,

TRANSFER POLICY UNILATERAL CHANGES

We solicit your kind attention on the captioned subject.

You are aware that Corporate Centre has formulated a Model Transfer Policy vide letter no. HR/CM/6/Spl/1686 dated 30.03.2016, wherein it has been laid down that all Circles are required to formulate their own policy keeping into consideration the local conditions and in consultation with the accredited Association of the respective Circle. Bilateralism in transfer policy has been the key feature in the past which is recognized by all Circles and Corporate Centre.

It is pertinent to mention that many of the Circles have already formulated a transfer policy in consultation with the Association and the same has been put in place following mutual agreement. Patna Circle, incidentally, has also formulated a transfer policy without giving cognizance to the views of the Circle Association and it has been put in place unilaterally. This has brought about an element of uncertainty in the entire process of transfer exercise and repatriation of JMGS- I and MMGS –II officers, besides causing angst and resentment amongst the officers' fraternity.

To bring matters into perspective, prior to 2018, we had a bilateral transfer policy put into place with the mutual understanding of Circle Management and Circle Association. Subsequently, after issuance of Model Transfer Policy by Corporate Centre, several rounds of discussions took place between the Association and the Circle Management. Barring a few exceptions we had arrived at a consensus on most of the issues. One of the key areas of difference was the maximum period of stay in a particular Zone and Region. Unfortunately, on 16.05.2018, the Circle Management issued a new transfer policy without resolving the points of difference and without our consent. This aberration was taken up with the Circle Management during CNC meetings and consequently implementation of the policy was deferred, insofar as the period of stay in Zone/Region was left intact as per the old policy.

Subsequently, we had a round of discussion with the Circle HR team on 08.01.2020 wherein it was agreed upon that for the current financial year, the policy for stay in Zone/Region would remain unchanged in view of the probable setting up of a separate vertical namely, FIMM. The same also found mention and our letter No. Assn/Bank/14/2020 dated 18.04.2020(copy enclosed).

In the above backdrop, the latest instructions issued vide Circular Letter CIRDO:LHO:HR.02 of 2020-21 comes as a surprise, in as much as it undermines the consensus arrived at and contravenes guidelines issued by Corporate Centre which, incidentally, incorporates **“within the framework of this Model Transfer Policy as an overall guiding mechanism, the Circles shall formulate a circle specific “Circle Transfer Policy” in consultation with the respective Circle Officers’ Association.”**. As such, unilateral formulation and implementation of the revised policy is against the spirit of bilateralism.

We, therefore, urge upon you to revisit the issue and ensure that bilateralism is maintained while evolving the 'Circle Transfer Policy'. Contentious issues, if any, should be kept in abeyance and erstwhile systems followed pending mutual agreement.

With regards,

Yours faithfully

(Ajit Kr. Mishra)
GENERAL SECRETARY

En : As stated above

SBIOA PATNA CORRESPONDENCE WITH CIRCLE MANAGEMENT

Assn/Bank/ 14 /2020

Date :18.04.2020

The Dy General Manager
& Circle Development Officer,
State Bank of India,
Local Head Office, Patna.

Dear Sir,

STAFF : SUPERVISING CIRCLE TRANSFER POLICY

We refer to Circular No. 05 FY 2018-19 dated 16.05.2018 and further rounds of discussion on the present transfer policy, at least on two occasions during previous months. The issue has been deliberated in detail and we had also placed our views depending upon the geography / environmental situation / law and order of the respective states. The discussions were based on the Model Transfer Policy circulated by the Corporate Centre vide letter no. HR/CM/6/Spl/1686 dated 30.03.2016.

The various conditions of transfer policy of the Circle are in tune with the discussion held with Circle Association except the module stay of eight (8) years. The issue had also been discussed in Central Negotiating Council Meeting wherein it was reiterated that the Circle Transfer Policy for JMGS – I & MMGS – II officer have to be mutually agreed and it should aim to minimize the hardship of the officer as well as cost to the Bank. We conveyed our concern arising out of the feelings of this section of officers to then Circle Management and the ten (10) years modular stay was continued. We have requested to keep this stay at ten (10) years till the circle transfer policy is reviewed in view of formation of FIMM network.

The stay of ten years in Zone and five years in a Region is designed in such a way that if an officer on account of transfer could not be posted at a desired centre, he may be placed at the centre of his choice for at least 5 years on subsequent transfer. Further, this reduced periodicity will result in higher number of transfers resulting in increased cost to the bank besides discomfort to the officer. It is further stated that outbreak of Covid'19 the entire society on the globe is being forced upon to be confined and observe social distancing. It is natural that even after end of this lock down, the free movement shall remain obstructed for a further long period. Hence, it is requested to minimize the number of transfer exercise in view of restriction imposed on movement and also to reduce overheads on account of transfer related expenditure. It would be ideal to implement "Repatriation" based exercise to reduce the number of transfer.

In view of the fact mentioned above and keeping in view the feelings of the officers at grass root level it is requested to continue the stay in a module as requested.

Yours faithfully,



(Ajit Kr Mishra)
GENERAL SECRETARY

SBIOA PATNA CORRESPONDENCE WITH CIRCLE MANAGEMENT

Assn/Bank/ 15 /2020

Date :18.04.2020

The Dy General Manager & Circle Development Officer,
State Bank of India, Local Head Office, Patna.

Dear Sir,

REPATRIATION OF MMGS – III OFFICER ON REQUEST BASIS

As per prevailing practice in the circle the officer of MMGS – III cadre are transferred to another network after their stay of 7/8 years in the existing network in order to balance the position of this cadre of officer in different networks. This year also the officer having a stay of more than eight (8) years has been posted on circle site. The allotment of newly promoted officer to another network is also being done on the basis of their stay in their existing Network. Accordingly, such officers were also subjected to network transfer on promotion.

However, there was no practice of their repatriation to their parent network or giving them a opportunity to apply for their desired network. The liabilities of this age group of officers remains wanting particularly in the area of education of their wards and therefore it is not possible for them to shift their family. The issue had been deliberated in Circle Negotiating Council Meeting and the circle Management was kind enough to make a provision for their repatriation . As of now those officer who had been subjected to Network transfer on stay basis were given option for seeking their repatriation to their parent network by submitting their request online. The site for the purpose used have been opened by HR department in the month of March / April and based on their options exercise of repatriation was being taken up. The exercise has so far been commensurating with the promotions so as to request transfer meet the deficit, if any. However, this exercise was abruptly discontinued during last year. The expectation of all these Scale – III officer who had been waiting for their turn received a shock. With this backdrop the issue was again discussed during last CNC and we had been given to understand that choice on site will be called for and decision of transfer will be taken after depending upon the various possibilities.

We would also like to add that the Model Transfer Policy advised by Corporate centre to Circle vide letter No. HR/CM/6/Spl/1686 dated 30.03.2016 states that the guideline applied for transfer of officers in the grade JMGS – I/MMGS – II may be applied for transfer of officer in the grade MMGS – III. Hence , we are of the opinion that if stay of exit from the Network is decided , there should be also an option for their entry after a given point of time.

The promotion exercise for the current year is in progress and members are anxiously waiting for the site to be opened for reregistering their request. We are receiving queries from membership across the circle in this regard. We have also verbally discussed the issue with HR officials and conveyed the concern of this section of officer. We, therefore, once again request you take up the matter with appropriate level and arrange for issuing instructions for opening the site so that the worries of hundreds of such members, some of them are on the verge of their retirement, can be taken care of.

Thanking you,
Yours faithfully,



(Ajit Kr Mishra)
GENERAL SECRETARY

SBIOA PATNA CORRESPONDENCE WITH CIRCLE MANAGEMENT

Assn/Bank/ 115 /2019

Date : 15.10.2019

The Dy. General Manager & Circle Development Officer
State Bank of India, Local Head Office, Patna .

Dear Sir,

KANTA BRANCH INCIDENT SUSPENSION OF OFFICIALS

A serious and disquieting event occurred on the 24th of September, 2019 in the premises of Kanta Branch , Muzaffarpur Zone. The Officers Association, Patna circle condemns unequivocally such incidents that tarnish the image of the Bank.

While in no way subscribing to the unbecoming behaviour of all parties concerned, it is our responsibility towards our officers to ensure that incident is viewed with objectivity and in the right perspective and innocent officers are not made a scapegoat. It is in this backdrop that the recent suspension belies this expectation and constrains us to appraise about the entire incident. The incidence of suspension has shaken the confidence of large number of officers working down the line. We have been continuously receiving calls and messages from the membership down the line. It is, therefore, our foremost duty to bring the facts of other side if so that matter is viewed in perspective.

Suspension of Sri Arun Kumar, Regional Manager,

I would like to draw your attention to suspension of the regional Manager. As it appears from the Speaking Order served to him, the primary reason for which shri Arun Kumar has been placed under suspension is non-reporting of Kanta Branch incident to his controller and LHO on time. But there are inconsistencies therein. You will kindly

appreciate that the matter was brought to the notice of DGM(B&O) on the same day i.e. 24.09.2019 and this is why he took up the matter with SSP Muzaffarpur the same day. Besides on 25.09.2019 the very next day the Zonal Security Officer too visited the Branch to assess the situation. The security officer visited the Branch and took custody of hard disk of the CCTV device which was held with him and as such there was no occasion for others including the Regional Manager to have a view of it. It would also not be out of place to mention that the news of the incident at the Branch was also flashed in the local dailies. Furthermore, a delegation of customers visited RBO Muzaffarpur to lodge their complaint against Kanta B.M the same afternoon of 25.09.2019 which was attended by the Regional Manager with some more officials. In that meeting itself the delegates advised to restrict the Branch Manager from attending the Branch so as to avoid some untoward incident. Keeping in view the security of the Branch Manager, he was allowed to complete CCDP work at Regional Business Office with the consent of the Dy. General manager (B&O). This has, unfortunately, been construed as an attachment of the officer at Regional Business Office without the approval of the competent authority. The decision was taken solely with intention to protect one's life which was under threat that too with the consent of the immediate controller. Under the circumstances mentioned above it is explicit that the incident was in the knowledge of all concerned and therefore concealment of the same by Shri Kumar does not arise. You will further agree that an incidence of robbery took place at Bhikhanpura branch falling under control of Regional Business Office, Muzaffarpur, which also diverted the attention of the RBO functionaries branch. Hence, the delay whatsoever was not intentional rather circumstantial. As such it is highly unlikely that only RM was aware of the incident and other senior officers had no inkling of the same. Under the circumstances, the suspension, the suspension of Regional Manager on grounds mentioned in the Speaking Order is not justified as the officer has not only kept his immediate superior officer informed of all the developments but has worked in tandem with him to diffuse the situation. As such, he is innocent and his suspension unjustified.

Suspension of Sri Kunal Kumar, Branch Manager

In case of Shri Kunal Kumar, while the whole incident of Kanta Branch on the basis of which he has been placed under suspension is captured on CCTV and cannot be questioned. However, if this unfortunate incident is apprised in isolation, it would not reflect the true picture. The root cause of this unfortunate incident was pendency of KYC related tasks. The Branch Customers' accounts were blocked and their banking transactions were disallowed. At times, outsiders are unable to appreciate and comprehend such restrictions. Obviously, customers must be getting restless day by day. It had become order of the day that Branch employees / Branch Manager were being abused / threatened by few outsiders. On the day of incident initially one unauthorized person threw some pieces of paper on the table of the Branch Manager and thereafter another person again not a customer of the Branch was making abusive language. In such a situation, if a heated argument between the complainant customer and the BM turned into exchange of physical blows, it does not require any creative acumen to decipher the ugly incident. However, it also needs to be appreciated that CCTV would only display the action but would not throw any light on the conversation between the two involved at the spot or at some other spot. It would also not throw light on the genesis of the incident. Therefore depending solely on the CCTV evidence and taking a stern action like suspension against an official gives an impression of denial of justice. Sir, you will also agree that reactions of the same human being vary depending upon the prevailing situations.

Therefore, while the incident is regrettable, in backdrop of the above we request for revisiting the case afresh and in perspective so that justice is meted out to these officers. While the other party-the complainant – has all local resources administrative, police and media with him, the affected officers have only their Bank to fall back upon. They cannot resort to any other redressal mechanism.

As they say, Justice should not only be done, it should also appear to have been done. We are sanguine in this case too justice would appear to have been done. We rest our case in the hands of Circle Management and expect that justice will prevail. Their favorable response will go a long way in building confidence and assuaging the feeling of our officers and to meet the ends of justice. At the same time it will also lead to strengthening of the robust IR relations the Circle enjoys under the present leadership. We assure that together we shall definitely be able to protect the interest of the Bank and shall also ensure that the damage done is restored immediately.

Yours faithfully,

Sd/-

(Ajit Kumar Mishra)

GENERAL SECRETARY

Copy forwarded to the General Secretary, AISBOF, St. Mark's Road, Bangalore, for information and necessary action.

GENERAL SECRETARY

SBIOA PATNA CORRESPONDENCE WITH CIRCLE MANAGEMENT

Assn/Bank/ 114 /2019

Date 15.10.2019

The Dy. General Manager & Circle Development Officer,
SBI, LHO, Patna.

Dear Sir,

SPECIALIST AGRICULTURAL OFFICERS (SAOs) PLACEMENT

The Junior Agriculture Officer/Specialist Agriculture Officer (SAO) has been designated for the purpose of giving thrust to Agriculture business portfolio of the Bank. The clerical cadre employees who joined the Bank as agriculture Assistants and who fulfil the eligibility have also been considered for promotion and designated as SAO consequent upon their promotion.

The role & responsibility of SAO are contained in Circular No. CDO/P&HRD/CM/16/2005-06 dated 04.07.20105, Corporate Centre letter No. RRD/CS/525 dated 07.11.2006, Circle Circular no. CIRDO/LHO/HR/61 dated 27.11.2016. Accordingly the services of SAOs has to be utilized specifically for the area of Agriculture and they are not supposed to be posted as Branch manager / Service Manager at a branch. (copy of circular is enclosed for ready reference).

The issue has been deliberated in CNC meetings also but services of such officers are being utilized for purposes other than mentioned in the aforesaid circular. We understand that this is neither in the interest of the Bank nor in the interest of individual as possibility of error can not be ruled out as they do not have any exposure in general banking.

You are requested to review the position as regard to placement of such officers (very few in numbers) and advise the Zones / RBOs to post them as per their defined role so as to protect the interest of the Bank and the individual as well.

Yours faithfully

Sd/-

(Ajit Kumar Mishra)

GENERAL SECRETARY

SBIOA PATNA CORRESPONDENCE WITH CIRCLE MANAGEMENT

Assn/ 109 /2019

Date : 06.09.2019

The Dy. General Manager & Circle Development officer,
SBI, Local Head Office, Patna

Dear Sir,

STAFF : MISCELLANEOUS GRANT OF SABBATICAL LEAVE TO THE EMPLOYEES OF THE BANK

On the basis of the recommendations of the Khandelwal Committee, Government of India, Ministry of Finance, Department of Financial Services, has conveyed their approval for introduction of the provisions for sanction of sabbatical leave to the women employees of all Public Sector Banks. Accordingly in all the Banks including SBI the provisions of sabbatical leave have been made focussing the hardship faced by Women employees in particular who are managing the affairs of the organisations where they work as well as at their home where they need to take care of their children, parents, in laws etc.

We have been informed by some of the members that their leave has been declined on flimsy grounds by an official who are not even authorised to do so. We have also been advised that the Branch Managers /Regional Managers are showing their reluctance in accepting their application citing some reasons or others. We understand that this is complete disregard to the provisions that has put in place by the Bank.

You will kindly agree that this is a leave where officer has to sacrifice their salary and any short of benefit. Therefore, this leave is applied in an extreme necessity and as recourse of last resort. Hence, this needs to be looked into with an amount of compassion.

We, therefore, request you reiterate the spirit of the instructions of the Bank in this regard to all concerned so that official applying for leave should get a feel that his/ her case has been heard and necessary decisions has been taken by an the competent authority without any prejudice.

Yours faithfully,

Sd/-

(Ajit Kumar Mishra)

GENERAL SECRETARY

SBIOA PATNA CORRESPONDENCE WITH CIRCLE MANAGEMENT

Assn/Bank/ 104 /2019

Date : 06.08.2019

The Dy. General Manager,
& Circle Development Officer,
State Bank of India,
Local Head office,
Patna.

Dear Sir,

MATURITY PROCEED OF TDR/STDR/RD CREDITED TO A/CS UNDER DIFFERENTS CIFs PROPOSED IMPOSITION OF PENALTY OF RS. 10,000/-

Kindly refer to DGM & CFO letter no. S&I/OTHS/2019-20/81 dated 02.08.2019 issued to the DGM(B&O) on the captioned matter.

As conveyed by Circular No. NBG/PBU/LIMA-TD/8/2019-20 dated 31.07.2019, certain changes have been brought about in the Master Circular NBG/PBU/LIMA-TD/16/2017-18 dated 20.09.2017 in respect of the terms of instructions on payment of Term Deposits (Retail & Bulk) to third party or other Bank. The change proposed, inter-alia, included that maturity/premature payment of Term Deposits would be restricted to the account linked to CIF of the Term Deposit . However, certain exception have been allowed. Moreover, operating procedure have been laid down in case of deviations of the said revised instruction wherein reasons for making diviation have to be recorded in a separate folio of Cheque Referred and Returned Register by Maker and Countersigned by Branch Manager.

We have now come across a letter by Circle CFO as mentioned in first para, wherein it is conveyed that a fine of Rs.10,000/- is proposed to be levied for each violation/alert in OTMS w.e.f 01.07.2019 in respect to violation/ deviation from the above instructions. The fine is to be recovered from Maker and Checker of the transaction in the ratio of 30:70. These instructions are said to have been approved by CMC.

While we recognize the need for compliance of laid down instructions of the Bank, certain aspects of the said letter appears to have overlooked basic principles of natural justice which need to be set right .

1. Corporate Centre instructions are dated 31.07.2019 and there is bound to be a lag time in understanding and implementation of the changes in an institution of oue size and complexity. Recovery of fine is proposed to be initiated w.e.f 01.07.2019.
2. Maturity/ Premature payment of term deposits are done based on specific instruction from depositors . Deposits already held by Bank are based on terms prevailing at the material time of receipt of deposit and unilateral changes in contractual relationship may invite a lot of complaint, especially, on denial of payment based on subsequent changes effected after receipt of deposit. Terms of receipt and payment of deposit at time of entering into contract is at variance at time of termination of contract, that too, without consent of the depositor. As such, this step may be prejudicial to the interest of the Bank and may lead to litigation and complaints.
3. The unilateral approach of the Circle to impose a penalty on its officers is a violation of the Officers Service Condition (OSR) and extremely detrimental to the Morale of the officers and staff of this great institution. Corporate Centre circular has provision for deviations as mentioned earlier and more specifically, does not provide for penalty to any Officer. Normal jurisprudence requires that proper steps be initiated for inflicting any penalty on officers as laid down in OSR.

4. Notwithstanding the above contention, our institution has never considered imposition of such blanket penalty without due process and such orders are harsh, demoralizing and uncalled for especially when the entire officer community are hard pressed and making sincere efforts towards uplifting the institution under the able leadership of our new Chief General Manager.

We, therefore, convey our reservation towards implementation of this order and request you to use your good offices to intervene in the matter and ensure recall of this order . We shall be greatly obliged for your consideration to our appeal on this pressing issue.

Yours faithfully,

Sd/-

(Ajit Kumar Misra)

GENERAL SECRETARY

Copy forwarded to the Dy. General Manager (CCO), SBI, Local Head Office, Patna , for information

Copy forwarded to the General Secretary, AISBOF, Bangalore, for information.

Copy forwarded to the Zonal Secretary, SBIOA, Zonal Committee, Patna/Ranchi/Bhagalpur/Muzaffarpur/Purnea//Deoghar/ Dhanbad, C/o SBI, ZO, Dhanbad, for information.

GENERAL SECRETARY

OBITUARY : We regret to inform the readers of Sup-Power of the premature death of undernoted colleagues during **January. - April, 2020.**

The dependants of the deceased members have been paid ex-gratia amount of Rs.2.50 lacs each.

Name	Place of Posting	Date of Death
Dharmendra Kr Jha	Kadamkuan	
Shaligram Ram	Mahagama	12.09.2019
Arun Kr Singh	Tekari	02.09.2019
Navneet Kr Khoshla	RBO Deoghar	09.09.2019
Santeshwar Pandit	RBO Chapra	24.10.2019
Md Imtiyaz Ahmad Khan	ADB Motihari	26.10.2019
Gopal Krishna Choudhary	RBO Bhagalpur	06.10.2019
Surendra Karmali	Basudeopur	14.08.2019
Parmanand Ram	RSETI Ranchi	11.02.2020
Balister Kr Singh	Mahuda	12.03.2020
Somnath Acharya	RBO Samastipur	18.04.2020

We pray the Almighty to grant courage to the members of the bereaved families to withstand this irreparable loss. We also pray that the departed souls may rest in eternal peace.

IMPORTANCE OF HISTORY AND CULTURE IN AN ORGANISATION

Historical and culture prospective can help an understanding of both opportunities and constrains that organisations face. The business environment cannot be understood without considering how it has developed overtime. The capabilities of an organisation especially those that provide organisations with competitive advantage, may have historical roots and have built up overtime in ways unique to that organisation. In so doing such capabilities may become part of the culture of an organisation- the taken-for-granted way of doing things- therefore difficult for other organisations to copy. However, they may also be difficult to change. The powers and influence of different stakeholders are also likely to have historical origins that are important to understand. Vital as these are to understand, there is a danger that managers only take into account relatively recent phenomena without understanding how those phenomena have come about or how the past influences current and future strategy. Many organisations have long histories. Many public sector organisations- government departments, banks, police, universities for example-are strongly influenced by their historical legacies, that have become embedded in their culture.

Why is History important? Managers may have spent many years in an organisation or in an industry. The experience on which they base their decisions may be heavily influenced by the history, this is helpful to understand the influence it has on themselves and their colleagues. They can give too much weight to recent events or performance, forgetting past patterns, resulting in either undue optimism or under pessimism. Understanding the current situation in terms of the past can provide useful lessons. There is the danger that there may be a misattribution of causes of success, which may lie elsewhere than thought or even be the result of luck. Such misattributions could in turn lead to reinforcement of wrong behaviours. History can also encourage managers to ask the 'what if' questions. It can also encourage them to imagine what might have happened had there been other influences in the environment, different responses from customers or competitors, or different initiative or leadership within their organisation. In ma sensitise themselves to the influence of the history of their organisation they stand a better chance of seeing a pattern in a stream of decisions. As such, managers are more likely to be able to question the extent to which the strategy they are seeking to develop is usefully informed by that history as distinct from being driven or captured by it.

Why is Culture important? Organisational Culture is the basic assumptions and beliefs that are shared by members of an organisation, that operate unconsciously and define in a basic taken-for-granted fashion an organisation's view of itself and its environment. In other words, culture is about that which is taken for granted but none the less contributes to how groups of people respond and behave in relation to issues they face. Attributes to work, authority, equality and other important factors differ from one region to another. Such differences have been shaped by powerful cultural forces concerned with history, religion and even climate over many centuries. There may also be differences between urban and rural locations. The culture of an organisation is also shaped by 'work-based' groupings such as an industry (or sector), a profession or a community of organisations that interact more frequently with one another than with those outside the field and that have developed a shared meaning system. The culture of an organisation is often conceived as consisting of four layers.

Values are often written down as statements about an organisation's mission, objectives or strategies. **Beliefs** are more specific, but again they can typically be discerned in how people talk about issues the

organisation faces. It may be that individuals in organisations have values and beliefs that at times run counter to their organisation's which can give rise to the sort of ethical tensions and problems. **Behaviours** are day to day way in which an organisation operates and can be seen by people both inside and outside the organisation. This includes the work routine, how the organisation is structured and controlled and 'softer' issues around symbolic behaviours. **Taken-for-granted assumptions** are the core of an organisation's culture. They are the aspects of organisational life which people find difficult to identify and explain. For an organisation to operate effectively there is bound to be such generally accepted set of assumptions. These assumptions represent collective experience without which people would have to 'reinvent their world' for different circumstances that they face. These taken-for-granted-assumptions or paradigm has some aspects within, like - **Routines** are 'the way we do things around on a day to day basis. These may have long history and may well be common across organisations. The **Rituals** of organisational life are activities or events that emphasise, highlight or reinforce what is especially important in the culture, ex. Training, interview panels, promotion and assessment etc.. The **Stories** told by members of an organisation to each other, to outsiders, to new recruits, and so on, may act to embed the present in its organisational history and also flag up important events and personalities. They can be a way of letting people know what is important in an organisation. **Symbols** are objects, events, acts or people that convey, maintain or create meaning over and above their functional purpose but are also typically signals about status and hierarchy. The most powerful groupings (**Power Structures**) within an organisation are likely to be closely associated with that core assumptions and beliefs. **Organisational Structure** is likely to reflect powers and show important roles and relationships. **Control System**, measurement and reward systems emphasise what is important to monitor in the organisation.

History and Culture are, then, important influences on the strategy of organisations. This leaves the challenging question of what managers can do about managing history and managing culture. Arguably there is little to be done about managing history; it has happened. What is evident that managers need to be able to challenge, question and potentially change path dependent capabilities rooted in history and culture. To do this managers have to learn to be questioning the very history that they have been part of or that has led to their existing positions. It should, therefore, be evident that they have been part of or that has led to their existing positions. It should, therefore, be evident that they have been part of or that has led to their existing positions. It should, therefore, be evident that one of the major requirements of a manager is to be able to encourage the questioning of that which is taken for granted. If on the other hand the culture is such as to discourage such questioning, it is very unlikely that the lessons of history will be learned and much more likely that the dictates of the history will be followed.

Nikhil Shekhar
Branch Manager
AIIMS Patna

CONGRATULATIONS ON PROMOTION

SCALE - 1

MADHAVI BHARTI	PIYUSH KUMAR	VIJAY VISHWAKARMA
VARSHA VARSHA	VIKRANT VIKRAM	KAMLESH KUMAR
SUMIT KUMAR	KUMAR ANIRBAN	MANOJ KUMAR TIWARY
PANKAJ KUMAR	ANJALI KUMARI	PANKAJ KUMAR RAJWAR
LALAN KUMAR TIWARY	NISHANT KUMAR	SATISH KUMAR DAS
ANCHALA ANCHALA	SUMIT KUMAR	ANUJ KUMAR PASWAN
NEERAJ KARN	RACHNA KUMARI	VIKRAM BHARTI
CHAITANYA ALOK	SANJAY KUMAR	SANDEEP KUMAR SAURAV
KUMAR RAVI RANJAN	SACHIN BHARDWAJ	ARVIND KUMAR
PINTU KUMAR	RASHMI DEEPT BHAGAT	PRERNA PREET
RAKESH KUMAR	RAMEH KUMAR GOPE	RAVINDRA KUMAR
DEEPAK KUMAR	SATYAJEET MURMU	ANURANJAN KUMAR
SONI KUMARI	MANIKANT RAM NAYAK	BRAJESH KUMAR RAVI
TARUN KUMAR	SANJAY KUMAR RAJ	SHASHI KANT
MD TAJ RAZA	CHANDAN KUMAR DAS	KUMARI CHANDRAWATI MURMU
PRIYA RANJAN KUMAR	SOSHAN BABLU AIND	GILBERT EMMANUEL CAPTAIN
MAHESH KUMAR	MARTIN HEMBAM	VIRENDRA KUMAR MUNDA
SAURABH KUMAR	MAHANAND BRAIK	KUNDAN MUNDA
SANATAN SANATAN	GOPAL MAJHI	RATAN RAJ MURMU
RAJU KUMAR	PRADEEP MARANDI	SARITA KUMARI
AJIT BHARTI	LALIT HEMBROM	ASHUTOSH KUMAR SINGH
BISHWAJIT PRASAD	RASHI FRANCISCA MURMU	GURU SHANKAR
ANURODH KUMAR	VIJAY KUMAR SINHA	FARUQUE ALAM
JYOTI KUMARI	ANAND KESHAV	ANURADHA SHARMA
AMIT KUMAR	AJIT KUMAR PRAJAPATI	JITENDRA KUMAR
MANJAY KUMAR	DILESHWAR SAW	DEVENDRA KUMAR
BARUN KUMAR	NIRAJ INDRA GURU	AJIT KUMAR
VINAY KUMAR	SUMIT RAM	ABHISHEK ANAND
RAVI RANJAN PRABHAKAR	ABHAY KUMAR	SHIVESH KUMAR
MUKESH KUMAR RAJAK	SHYAM SUNDER	SWARN PRIYA
RAVIRANJAN BHARTI	KOKIL CHANDRA MAHTO	KUMAR RAJEEV RAJ
NIRANJAN KUMAR SHARMA	AFROZ SHAHIN	MUNNA KUMAR BAITHA
MAHIPAL KUMAR	ABHISHEK KUMAR	DEEPAK KUMAR
MONI KUMARI	ABHISHEK SHARAN	RADHA KRISHNA
NEERAJ KUMAR CHOUDHARY	ASHISH KUMAR THAKUR	SWARAJ KUMAR GAUTAM
SAVITRI KUMARI	AJAY KUMAR SINGH	SWARNIMA .
PRABHAT KUMAR	ASHISH KUMAR BHADANI	ADITYA RAJ KAUSHIK
BAL MUKUND DAS	SOMNATH SAHA	LAKSHMESHVAR NARAYAN
VISHWANATH CHAUDHARY	MAMTA KUMARI	OM PRAKASH KUMAR
SATENDRA KUMAR	NITESH KUMAR	DHEERAJ KUMAR
AWADHESH KUMAR DAS	PRASHANT KUMAR RAJAK	ARUN KUMAR SHRIVASTWA
SURAJ KUMAR	RAJU RANJAN	KUNAL KUMAR
YASHWANT KUMAR	SHANKAR RAJAK	RICHA KUMARI
ANIL KUMAR	PRIYA RANJAN KUMAR	RAMESH KUMAR
SUSHANTA DUTTA	ASHWANI KUMAR	SUBODH KUMAR TIWARI
ROHIT KASHYAP	PRAVEEN TOPPO	SHASHI BHUSHAN KUMAR BAITHA
RANJEET KUMAR	DEEPAK KUMAR	SUNIL KUMAR

NEHA NANDINI	AVINNASH KUMAR	NAVIN RAJ
MANOJ KUMAR	NEERAJ KUMAR	SANNY KUMAR SANDIP
DHIRAJ PRASAD	SURYA PRAKASH SINGH	SUBHASH KUMAR
SHWETA KUMARI	VIJAY KUMAR	PRATYUSH KUMAR
DHIRAJ KUMAR	CHANDRA PRAKASH	NEELAM BESRA
RAJ KUMAR	MANISHA KUMARI	AKASH PRABHAKAR
SUSHIL KUMAR	SAMIR KUMAR RAY	KANHEYA LAL GUPTA
CHANDAN PRAKASH	MANOJ KUMAR	NIHIT NIKHIL
RITESH RANJAN	RAGINI KUMARI	MANISH KUMAR
AJAY KUMAR	TARUN KUMAR	AJEET KUMAR
AMAR KUMAR	GUNJAN KUMAR PANDIT	SANJAY KUMAR
PRASHANT KUMAR	SANJEEV KUMAR	AJAY KUMAR
ABHISHEK RANJAN	ROHIT KUMAR	KUMKUM KUMARI
AMIT KUMAR	SHASHI KUMAR	UCHIT KUMAR
RASHMI KUMARI	SHIV KUMAR	INDIRA GANDHI SOREN
ARVIND KUMAR	SURAJ PRAKASH	RAHUL KUMAR
PRASHANT KUMAR	RAM KUNDAL KUMAR	NIKI KUMARI
SUKESH KUMAR PASWAN	JITENDRA KUMAR	RAKESH KUMAR
SANTOSH KUMAR	PARSURAM RAM	RAKESH KUMAR GIRI
ALOK KUMAR	PRATIBHA KUMARI	PRATIVA BARLA
ANANT KUMAR	RAJESH KUMAR	ARTI MAHALI
RAHUL NARAYAN	MURPHY PRAKASH	BIBHA SEHGAL
BHUPENDRA KUMAR	JYOTI KUMARI	MANISH V TIRKEY
NISHANT KUMAR	SURAJ KUMAR	SANTOSHINI PURTY
MUKESH KUMAR	PRAVIN KUMAR JHA	VICKEY SUBASH CHANDRA LAKRA
ROHANI KUMARI	ROHIT KUMAR	SANJAY SAHU
NEERAJ KUMAR	KESHAV KUMAR	SUMIT KUMAR
DHARMENDRA KUMAR	VED PRAKASH	CHANDRASHEKHAR KUMAR BHARTI
SACHIN KUMAR	PUNJAY KUMAR	KUSUM AGNES LAKRA
VIRENDERA KUMAR	SANJAY KUMAR	AJAY KUMAR
TARUN KUMAR	PRALAYANKAR DAS	BABIRANI MAJHI
ABHIMANYU KUMAR	SHASHI RANJAN	JOHN SORENG
ASHOK KUMAR	KRIPA NATH JHA	SARASWATI KANDAIBURU
ANAMIKA KUMARI	JITESH KUMAR THAKUR	AMAN SAURABH RUNDA
KUMAR PRAPHUL	ABHAY KUMAR	CHANDANI HEMBROM
MANOJ KUMAR	SUMAN KUMAR SUMAN	KUMARI ANJALI
SURYA KANT GAURI	RAJENDRA KUMAR SOREN	UMESH KUMAR
SWARAJ KUMAR	RANJEET KUMAR	AMRITA KUMARI
RAKHI JAIN	MURARI KUMAR ROY	UMESH KUMAR
RAJEEV KUMAR	SHIV KUMAR THAKUR	JANMEJAY KUMAR
ANIL KUMAR PANDIT	PRASANN KR GAURAV	DHARMENDRA KUMAR SHARMA
ROBBINS RAJ	SAURAV KUMAR	AVANISH KUMAR SINHA
ANUJ KUMAR	AVINASH KUMAR	SHRI SHIVDHARI SINGH
PAWAN KUMAR JAISWAL	AMIT KUMAR SINHA	AMAR KUMAR
SUDHAKAR JHA	APURABA SAURABHA	MANTOSH KUMAR
RAVI ROSHAN BHARDWAJ	VIKASH KUMAR SHARMA	SURABHI BAKSHI
SHRI PRAKASH	BHARAT KUMAR	RAVINDRA KUMAR
MANISH KUMAR	UTPAL KUMAR JHA	RAMNI TUDU
DHARMENDRA KUMAR	AMRESH KUMAR	SONU RAJ
DHARM VEER SINGH	RAHUL HARSHAWARDHAN	REKHA KUMARI
NISHANT KUMAR	VIVEK KUMAR THAKUR	SUSHIL KUMAR

SHASHI SHEKHAR KUMAR	PRAVEEN KUMAR PANKAJ	MANISH KUMAR MADHUR
CHANDAN KUMAR	DINESH KUMAR	NITESH KUMAR
EHTESHAMUL HAQUE	SWAMI NATHAN	RAJIV NANDAN SAHAY
CHANDRA PRATAP PANDEY	LAL BABU YADAV	AMIT KUMAR
RAJNI KANT	AMIT PRAKASH	SUNIL KUMAR SINGH
SHRI ABHISHEK KUMAR	SURENDRA KUMAR	AMIT KUMAR
RUPAM KUMARI	SUCHINDRA KUMAR	UJALA KUMAR
RAJESH RANJAN	RAJESH KUMAR	GITANJALI KUMARI
RAMLAKHAN JAGDEO MAHTO KUMAR	SAURABH KUMAR	PRAVIN . KUMAR
VICKY RAJ	ARUN KUMAR	AJAY KUMAR
AGNI SHIKHA	AMIYA HANSH	SHUSHANT SHEKHAR
VIKAS KUMAR	MD AHAD ANSARI	SANDEEP KUMAR GUPTA
RAKESH KUMAR	RAJIV RANJAN PANDEY	AMIT KISHORE
RAHUL KUMAR	SANDEEP KUMAR	MANISH KUMAR
SANJEET KUMAR	SONU RANJAN	NIRAJ KUMAR
NIWAS KUMAR	PRITI PRABHA	NAVEEN KUMAR
VIVEK KUMAR	MAMTA KUMARI	AMIT KUMAR SHARMA
KRISHNA KUMAR PUSHUP	HIRA LAL URAON	ARUNESH KUMAR PANDEY
VIKAS KUMAR	SANTOSH KUMAR	SHAILENDRA KUMAR
VED PRAKASH	SHRWAN KUMAR MAHTO	ANAMIKA PANDEY
NIRMAL KUMAR	SANTOSH KUMAR	VIJAY KUMAR
SUBODH KUMAR YADAV	DINESH KUMAR	RAGHAV KUMAR CHAUDHARY
AMRENDRA KUMAR	NARAYAN AJEET	RANJEET KUMAR
DHARMDEO PRASAD	SMT ROLI CHOUDHRY	SHAMBHU KUMAR SINGH
RANJEET KUMAR	AVINASH KUMAR SINHA	BIPIN KUMAR JHA
AMRESH KUMAR	PRAKASH CHANDRA	ASHISH RANJAN JHA
AJIT KUMAR	ABHISHEK ANAND	SHAMBHU NATH GUPTA
SANTOSH KUMAR LAHAKAR	PRAKASH PANDEY	AMIT BHANU
DHEERAJ KUMAR	ASHUTOSH SHANKAR	ANURAG AMAN
RAJEEV RANJAN	RIMA KUMARI	SUJIT KUMAR
DILIP KUMAR	ARBIND KUMAR SAW	MD IMRAN ALI
DHARMENDRA KUMAR	SHYAM RANJAN KUMAR	PANKAJ KUMAR JHA
PAWAN KUMAR	ANITA BARLA	NAVIN KUMAR THAKUR
RAVI KANT GAURAV	AJIT KUMAR DUBEY	KUNDAN KUMAR
PAWAN KUMAR	JUSTIN CHIRMAKO	SUMAN RANJAN
ANAND KUMAR	DIPALI MANDAL	PANKAJ KUMAR RAY
DHANANJAY KUMAR	ANUGRAH PRAMOD TOPPO	BASANT KUMAR JHA
BIPIN KUMAR	ANUP ALDA	SANJEEV RANJAN
RAVI SHANKAR PRASAD	MANISHA TIGGA	PAWAN KUMAR
SANTOSH KUMAR	ANUP SAIRAS KHALKHO	AMIT KUMAR
BAIJNATH PRASAD GUPTA	SUNIT AMRIT XALXO	VIBHUTI KUMAR
MADHUKAR KUMAR	UZZWAL TOPPO	VIVEK THAKUR
VINOD KUMAR	GYANESH GUNJAN	ANUJ KUMAR PATHAK
ALOK KUMAR	GHANSHYAM KUMAR SINGH	VIKASH KUMAR
MANOJ KUMAR	SWETA S	LALIT MOHAN SINGH
AMRITA AMRITA	VIJAY KUMAR DAS	BIKASH KUMAR
UPENDRA NATH	ERIC MUNDRI	RAMESH RAJAK
RADHIKA RAMAN	PRANAY ENEM J TOPNO	

SCALE - II

Veronica Beck	Pratibha Kumari	Binita Kumari
Guindi Majhi	Subhash Kumar	Lok Priya
Gautam Kumar	Ram Jeevan Kumar	Priyanka Kumari
Pankaj Ranjan	Dharmendra Kumar Singh	Bhavya Raj
Amresh Kumar Singh	Arunjay Kumar Singh	Karishma Rani Deepika
Anjana Punam Khalkho	Sudhanshu Shekhar Jha	Anushree . .
Mithilesh Kumar	Ambrish Kumar	Neha Singh
Veena Kumari	Arpita Kumari	Mani Prakash
Amit Kumar	Deepak Kumar	Amit Kumar Bhandari
Samriddhi .	Kishor Mahto	Priyanshu Jaiswal
Saurabh Kumar	Ajay Kumar	Amrita Rani
Rajesh Kumar Kushwaha	Anand Pathak	Anand Priyadarshi
Satyanarayan Singh	Santosh Kumar	Divya Saurabh
ANIL KUMAR	Mohan Kumar	Shiv Shambhu Yadav
MANISH KUMAR	Rajesh Kumar	Sakshi Prakash
SUNAINA PRASAD	Rahul Kumar	Kamlesh Kumar
Jeewachh Kumar	Sunny Kumar	Priyanka Rani Hassa Purty
Sumita Sumita	Anibha Anjali Khakha	Mukesh Kumar Paswan
Suraj Kumar	Kumar Raj Tilak	Swarna Kumari
Pankaj Kumar Singh	Sunil Singhal	Khushboo Kumari
Rajalaxmi Prakash	Vijay Shankar Roy	Abhinav Ranjan
Nishita Nandan	Bipin Kumar	P Rupali
Anurag Tirkey	Shakti Wardhan	Jaibala Birua
Anshul Kumar Nandi	Amit Kumar	Nibha Beck
Aparna Robert	Vishal Anand	Neha Singh
Sandeep Kumar Chandra	Avinash Kumar Yadav	Esha Singh
Anurag Aseem	Ajay Prasad	Puja Singh
Neha Singh	Pushpanjali Kumari	Ankit Singh
Jayant Kumar Manki	Chandni Kumari	Rahul Kumar
Prasoon Saurabh	Rohit Kumar Rajak	Mukesh Kumar
Adityakumar Madhulal	Sujay Rakesh	PRIYA RANJAN
Bimlesh Kumar Rounak	Kumari Kamini	Priti Kachhap
SHILPI KUMARI	Amit Soy	Rahul Kumar
Rajeev Kumar	Puja Kumari	Abhishek Kumar
Dushyant Birua	Kundan Kumar	Brajnandan Rai
Mangal Manoj Suren	Talat Anjum	S Abhishek Singh
Sanjay Kumar Sinha	Abhijit Barnwal	Abhay Kumar
Sachin Kumar Jaiswal	Mritunjay Kumar Dwivedi	Nandani Srivastava
Sudhanshu Kumar Pandey	Kavish Kishore	Puspendra Jha
Pankaj Kumar Bhagat	Mayank Shekhar	PRINCE RAJ SINGH
Nirbhay Kumar	Shalu Shivani	Aditi Arya
Manoj Kumar	Chhetragya .	Shubham Kumar
Rima Ranjan	Ankit Tiwari	Shristi .
Kumar Chandan	Ankit Ekansh	Juhi Sinha
Dilip Kumar	Sania Kumari	Adarsh Kumar
Mamta Bharti	Ashrana Parween	Prena Sah
Naveen Kaushal	Sonali Kumari	Piyush Verma

SCALE - III

RAJIV RANJAN	BRAJESH KUMAR JHA	LALIT KUMAR SAWAIYAN
RAKHI SINGH	RAHUL MISHRA	MOHAMMAD SHARIQ ANWER
RATNESH KUMAR	RAJEEV KUMAR JHA	NISHI SINHA
RISHU RANJAN PRAKASH	RANJEET KUMAR	PRAKASH CHANDRA
SHATRUDHAN KUMAR	SANJAY DEY	RAVI RANJAN KHALKHO
SWEETY AAKRITI	SHASYA SHUBHAM	SANDEEP KUMAR
VIVEK SHARAN	SWASTI KUMARI	SNEHAL SRIVASTAVA
AKSHAY DEEP	UMESH KUMAR DAS	VINAMRATA

SCALE - IV

Rakesh Ranjan	Devendra Narayan Singh	Pratibha Kumari
Dinesh Kumar Dinkar	Sunita Rai	Sushil Kumar
Krishna Kumar Singh	Dhirendra Kumar	Pallavi Priyadarshani
Kundan Kumar	Manoj Kumar	Bhagirathi Majhi
Sushant Kumar	Rajeev Ranjan	Samarth Priyadarshi
Roop Raj	Bhaskar Kumar	Niraj Kumar
Manoj Kumar Singh	Kumar Abhishek	Neha Kumari
Arun Kumar	Rajeev Kumar	Jyoti Lal
Mukesh Kumar	Rajkumar Mani Tiwary	Rajesh Kumar Singh
Kumari Rashmi	Brajesh Kumar	Om Prakash Thakur
Ganeshi Rajak	Mukesh Kumar	Jitendra Kumar Singh
Rajiv Kumar	Richa S	Rakesh Ranjan Sharma
Deepak Mishra	Santosh Kumar Gupta	Meenakshi Upadhyay
Malay Saurabh	Rohit Kashyap	Rajeev Kumar Singh
Ram Balak Prasad	Ramesh Kumar Choudhary	Nitesh Kumar Babu
Pramod Kumar	Mukesh Kumar	Smriti Smriti
Daya Shanker Thakur	Siddhartha Shankar Jha	Ravi Shankar Nayak
Aditya Kumar	Abhitosh .	Sanjay Kumar Sharma
Amit Kumar	Bidyanand Prasad	Durlabh Kumar Jha
Mukesh Kumar	Manoj Kumar Sah	Abhishek Kumar
Rajeev Kumar	Narendra Srivastava	Vineet Kumar Sinha
Devdutt Singh	Rajeeb Kumar Thakur	Ajay Kumar
Sunil Prasad	Rajeev Kumar	Rajesh Kumar
Ramesh Kumar Singh	Rajesh Kumar	Sujeet Kumar Jha
Sanjay Kumar Sinha	Raju Kumar Mandal	Viveka Nand Yogendra Thakur
Ray Bahadur Singh	Sahveer Kumar	Prem Prakash Naiyar
Saroj Kumar Yadav	Shailesh Kumar	Amul Lakra
Lalit Narayan Mishra	Sheo Kumar	Rakesh Kumar
Shakti Shekhar Mishra	Vineet Kumar	Santosh Anand
Alakh Deo Prasad Sinha	Vivek Prabhakar	Rakesh Kumar
Rajendra Kumar	Rohit Kumar	Shambhunath Kumar Kedarnath
Rahul Kumar	Dharmendra Kumar	Pankaj Kumar Verma
Vivek Kumar Gupta	Ram Sundar Pandey	Pankaj Kumar
Gaurav Kumar Bhaiya	Piyush Bharati	Rajesh Kumar
Ritesh Kumar	Bipin Kumar	Lakshmi T V
Prashant Kumar Mishra	Bahadur Lal	Rajeev Ranjan

Shailendra Srivastava	Ashok Kumar	Dipak Kumar Sinha
Smriti S	Manoj Kumar	Ritesh Kumar Das
Ram Krishna	Ram Krishna Jha Diwakar	Santhosh Kumar
Dipendra Kumar Gupta	Arun Kumar Singh	

SCALE - V

ABHAY KUMAR	CHAMPAK DAS	PANKAJ KUMAR SINGH
ABHAY KUMAR	DEEPAK KUMAR	PRAMOD KUMAR
ABHAY KUMAR VERMA	DEEPAK KUMAR ABHISHEK	RAJEEV KUMAR
ABHISHEK KUMAR SINHA	KAUSHIK KUMAR	RAJESH KUMAR SAH
ABHISHEK PRATAP	KAVITA KUMARI	RAKESH KUMAR SINGH
AJAY KUMAR SINGH	KRISHNA NAND AMITABH	RAM PRATAP NIRALA
AJOY KUMAR SINGH	KUMAR RANJEET	RAVI SHANKER CHOUDHARY
AMIT RAGHVENDRA KUMAR	KUMARI NIVEDITA	SANGEET KUMAR
AMIYA ABHISHEK	MANOJ KUMAR PRASAD	SANJEEV KUMAR
AVISHEK KUMAR SINHA	MANOJ KUMAR SINGH	SUDHANSHU RAMAN
BHAIYA N N SHAH	NIRANJAN KUMAR	
BINOD KUMAR SINGH	NITYESH ANAND	

TO

ABHIJEET MAHTO	BIDHU SEKHAR	MANAV PRAKASH
ABHISHEK VERMA	BINOD PRASAD	MANISH CHHETRY
ABHITABH KUMAR	CHAITANYA LOHRA	MANISH KUMAR
ABINASH KUMAR	CHANDAN KUMAR	MANJEET KUMAR JHA
ADITYA KUMAR JHA	CHANDNI KUMARI	MANSI
AFSAR AHMAD SIDDIQUI	CHINTAMANI RANA	MAYURI SHRIVASTAV
AISHWARYA ANAND	CHITTARANJAN KUMAR	MD FAHIMUDDIN RIZVI
AJIT KUMAR	DEEPAK KUMAR	MITHILESH KUMAR PANDIT
AMIT KUMAR	DEWKI KUMARI	MOHNISH KUMAR SINHA
AMIT KUMAR	DHANANJAY KUMAR	MRITYUNJAY KUMAR
AMIT KUMAR	DHARMENDRA KUMAR	MUKESH KUMAR
AMIT KUMAR DEY	DIWAKAR KUMAR	NEHA KUMARI
AMIT KUMAR JHA	GAJENDRA KUMAR	NEHA KUMARI
AMIT KUMAR KESHRI	GUNJAN KUMARI	NIKHIL KUMAR
AMIT KUMAR VIDYARTHI	GYAN GOURAV KUMAR SINGH	NILOTPAL KUMAR
AMIT RANJAN	HARSH KUMAR	NIRBHAY KUMAR
AMIT SRIVASTAVA	JITENDRA KUMAR	NISHA .
ANAMIKA KUMARI	KALPNA KUMARI	NISHANT GAURAV
ANIKET TIWARY	KESHAV KRISHNA	PANKAJ KUMAR MISHRA
ANKESH KUMAR	KRISHAN MURARI	PARIMAL KUMAR RAY
ANKIT CHOUDHARY	KRISHAN NANDAN KUMAR	POOJA MISHRA
ANKIT KUMAR	KRISHNA KUMAR RAY	PRABHAT KUMAR
ANKIT SINHA	KRITY SINGH MUNDA	PRAKASH GAURAV
ANU PRIYA	KUMAR ANAND	PRAMOD KUMAR
ANUBHAV ASIM	KUMAR DIVYA	PRASHANT KUMAR
ANUPAMA SHUVYENKARI	KUNAL CHANDAN BHARDWAJ	PRATIMA .
ARUN KUMAR PASWAN	KUNDAN BARIYAR	PRAVEEN KUMAR PASWAN
ATUL KUMAR	KUNDAN KUMAR	PRAVIN KUMAR
AWANTIKA SINGH	MAMTA KUMARI KAZI	PREETI KUMARI

PRITI KUMARI	RUPAM KUMARI	SUBODH KUMAR MISHRA
PRIYATOSH ROY	RUPESH DARWIN	SUBODH MURMU
PUJA KUMARI	SACHIN SEKHAR	SUDHAKAR KUMAR
R S V PRASAD KUCHAR LAPATI	SANGEETA KUMARI	SUJIT SHARAN SINGH
RAHUL KUMAR	SANJAY KUMAR	SUKENDRA KUMAR
RAHUL KUMAR	SANJEET KUMAR ROY	SULEKHA MUKHERJEE
RAJAN KUMAR	SANJIT CHOUDHARY	SUMIT KUMAR SINGH
RAJNISH KUMAR	SANTOSH KUMAR	SUMIT RANJAN PATHAK
RAJNISH KUMAR	SANYAL SHEKHAR	SUMIT SAGAR
RAKESH KUMAR	SASWATI TRIVEDI	SUNIL KUMAR
RAKESH KUMAR SINGH	SATYAM KUMAR	SURABHI KUMARI
RASHMI RASHMI	SHAILESH KUMAR	SURAJ NARAYAN SINGH
RAVI RANJAN KUMAR	SHALINI BHARDWAJ	SUSHANT RAJ GAURAV
RAVISH KUMAR	SHASHI SINGH	TANUJA KUMARI
RAVISH EKSHAR KUMAR	SHATRUGHAN KUMAR	TAPAS CHAKRABARTY
RITESH KUMAR	SHIBANIDATTA MISHRA	VICKY KUMAR
RITESH KUMAR	SHIRISH KUMAR PANDEY	VIJAY NAYAK
RITIKA KUMARI	SHIVANAND CHOUDHARY	VIKASH KUMAR
RITU ALISA KHOYA	SHIVESH RAJ	VIKRAM KUMAR
RITU RAJ	SMRITI	VINITA MARANDI
RIYA CHAKRAVORTY	SONAM JHA	VISHAL KUMAR
RIYA KUMARI	SONAM KEJRIWAL	VIVEK KUMAR
ROHIT KUMAR SINGH	SUBHASH KUMAR JHA	VIVEK RANJAN

कोरोना है महामारी

अद्भूत, अविश्वसनीय, अकल्पनीय,
सभ्यता की धारा के विपरीत।
आयी है बनके महामारी ये कोरोना,
बचना है, तो रहना ना इससे अपरिचित।।

बिमार के सम्पर्क में आने से आपके,
फैलता है ये अपना कटु दंश।।
अगर ना बरती सावधानी—सुरक्षा,
कर देगा सैकड़ों खानदानों को निर्वंश।।

सर्दी, खांसी, बुखार की भयावह छाप,
लक्षण हैं इसके, करता है ये महापाप।।
सामाजिक दूरी है इसके खिलाफ द्वियास्त्र,
रहो घर में, रखो दूरी एक मीटर नाप।।

जीवन की धारा तो है निर्वाध, चलंत,
रुकती नहीं, आये कोई भी बीमारी।।
इस धारा में गर है अविरल बहते रहना,
बरतो सावधानी नंदन, वर्ना आयेगी हर एक की बारी।।

— निकेश नन्दन

ALL THE BEST FOR POST RETIREMENT LIFE.....

Name	Design	Branch Name	Mod	MONTH
Ajay Kumar Jha	Dy. Mgr	BARAUNI REFINER	BHG	JANUARY
Ashutosh Narayan Sinha	Dy. Mgr	Gaya	BHG	JANUARY
Satyendra Kumar	Dy. Mgr	ANUGRAH COLONY	BHG	JANUARY
Gopal Krishna Singhaniya	Dy. Mgr	SULTANGANJ	BHG	JANUARY
Girish Prasad Singh	Dy. Mgr	CURRENCY ADMINI	BHG	JANUARY
Shyam Narayan Sah	CM	REGIONAL BUSINE	BHG	JANUARY
Swapan Kumar Das	CM	REGIONAL BUSINE	BHG	JANUARY
Pramod Kumar Pandey	Dy. Mgr	RBSS ROAD	BHG	JANUARY
Kumar Shailendra	AGM	ZO BHAGALPUR	BHG	JANUARY
Kishor Kumar Saraogi	MGR	REGIONAL BUSINE	BHG	JANUARY
Mukesh Kumar Sinha	Dy. Mgr	Arrah	PAT	JANUARY
Ashok Kumar Sinha	MGR	R B O REGION V	PAT	JANUARY
Ramakar Choudhary	CM	ZONAL OFFICE PA	PAT	JANUARY
Ashim Kumar Das	Dy. Mgr	CPPC PATNA	PAT	JANUARY
Deobrat Kumar	Dy. Mgr	CPPC PATNA	PAT	JANUARY
Prem Ranjan Maharaj	Dy. Mgr	CPPC PATNA	PAT	JANUARY
Ramesh Chandra Gupta	Dy. Mgr	BAILEY ROAD	PAT	JANUARY
Md Arshad Raza	Dy. Mgr	CCPC PATNA	PAT	JANUARY
Rakesh Kumar	Dy. Mgr	MARUFGANJ (PATN	PAT	JANUARY
Bijay Shanker Mishra	Dy. Mgr	KARMALICHAK PAT	PAT	JANUARY
Sudhanshu Bhushan Verma	Dy. Mgr	BELAON	PAT	JANUARY
Pradeep Kumar Pandeya	AM	RBO DUMKA	DEO	JANUARY
Gunjan Lal Verma	Dy. Mgr	Dhanbad	DHAN	JANUARY
Lalit Sinha	Dy. Mgr	DIGWADIH	DHAN	JANUARY
Sukumar Mandal	Dy. Mgr	DIGWADIH	DHAN	JANUARY
Bhuneshwar Prasad Barnwal	Dy. Mgr	SPL COMMERCIAL	DHAN	JANUARY
Ram Nath Mallick	AM	CURRENCY ADMN C	DHAN	JANUARY
Chhathu Ram	MGR	Bokaro Thermal	DHAN	JANUARY
Dinesh Kumar Prasad	Dy. Mgr	TENUGHAT	DHAN	JANUARY
Manindra Nath Jha	Dy. Mgr	BOKARO STEEL CI	DHAN	JANUARY
Ram Sunder Prasad	Dy. Mgr	Hazaribagh	DHAN	JANUARY
Satya Narayan Prasad	MGR	CHATRA	DHAN	JANUARY
Prakash Sahu	MGR	JHUMRA	DHAN	JANUARY

SHUBHA Narayan Jha	MGR	REGIONAL BUSINE	DHAN	JANUARY
Mahmood Alam Siddiqui	Dy. Mgr	REGIONAL BUSINE	DHAN	JANUARY
Anjali Tirkey	Dy. Mgr	TUPUDANA ANCILL	RAN	JANUARY
Chandra Mohan Karn	Dy. Mgr	SAIL SATELLITE	RAN	JANUARY
Ujjwal Beck	AM	Ramgarh Hazarib	RAN	JANUARY
Purneshwar Nath Tiwary	MGR	RBO-2 RANCHI RU	RAN	JANUARY
Amarendra Mohan Sahay	Dy. Mgr	B I T MESRA	RAN	JANUARY
Kuwar Tiu	MGR	GARHWA	RAN	JANUARY
Ramesh Chandra Sahu	Dy. Mgr	LESLIGANJ	RAN	JANUARY
Marachhu Prasad	AM	RBO DALTONGANJ	RAN	JANUARY
Ram Lakhan Ram	MGR	RSETI GARHWA	RAN	JANUARY
Pritam Singh	Dy. Mgr	Chaibasa	RAN	JANUARY
Shaibya Kumari	Dy. Mgr	SIMDEGA	RAN	JANUARY
Deo Nath Saw	Dy. Mgr	Ranchi	RAN	JANUARY
Dilip Kumar	Dy. Mgr	Hatia	RAN	JANUARY
Paras Baitha	Dy. Mgr	SMECCC RANCHI	RAN	JANUARY
Rajani Kant	MGR	OAD ZONAL OFFIC	RAN	JANUARY
Ajay Kumar	Dy. Mgr	RASECC MUZAFFAR	MUZ	JANUARY
Suman Kumar	Dy. Mgr	Muzaffarpur	MUZ	JANUARY
Birendra Pandey	MGR	REGIONAL BUSINE	MUZ	JANUARY
Pramod Chandra Thakur	CM	REGIONAL BUSINE	MUZ	JANUARY
Dhirendra Kumar	MGR	R B O BETTIAH	MUZ	JANUARY
Md Mustafa	AM	ROSERA	MUZ	JANUARY
Arun Kumar Verma	CM	ZONAL OFFICE PU	PUR	JANUARY
Raj Kumar Sah	Dy. Mgr	Saharsa	PUR	JANUARY
Indra Narayan Mishra	Dy. Mgr	REGIONAL BUSINE	PUR	JANUARY
Manoranjan Kumar Verma	Dy. Mgr	FULDOVI	PUR	JANUARY
Kameshwar Baitha	MGR	REGIONAL BUSINE	PUR	JANUARY
Parmeshwar Prasad Rambilas Ray	Dy. Mgr	Sitamarhi	PUR	JANUARY
Fuleshwar Jha	AGM	LAHERIASARAI (D	PUR	JANUARY
Sanjay Kumar	Dy. Mgr	DARBHANGA CITY	PUR	JANUARY
Pramod Kumar Roy	Dy. Mgr	DARBHANGA MEDIC	PUR	JANUARY
Diwakar Kumar	Dy. Mgr	DARBHANGA MEDIC	PUR	JANUARY
Devi Prasad Singh	MGR	RBO DARBHANGA	PUR	JANUARY
Amrendra Prasad	MGR	RBO MADHEPURA	PUR	JANUARY
Raman Chandra Mishra	MGR	LHO PATNA	L	JANUARY

Md. Karimuddin	AGM	LHO PATNA	L	JANUARY
Binayak Kumar Sinha	CM	LHO PATNA	L	JANUARY
Krishna Mani Upadhyay	CM	LHO PATNA	L	JANUARY
Shiv Kumar Jha	CM	LHO PATNA	L	JANUARY
<i>SRIKANTA KUMAR PANDA</i>	<i>AGM</i>	<i>GM (Fin Inclu & Micro Fina)</i>	L	FEBRUARY
Bhanu Prakash	Manager	Sheikhpura	BHG	FEBRUARY
Basudeo Prasad	Manager	RBO-4, Nalanda	BHG	FEBRUARY
Binod Kumar Sahay	DY. MGR	RBO, Gaya	BHG	FEBRUARY
Shree Kant Sharma	Manager	RSETI Jamtara	DEO	FEBRUARY
Jagdish Prasad Ranjan	Manager	Mahagama	DEO	FEBRUARY
Varun Kumar Verma	DY. MGR	Deoghar Bazaar	DEO	FEBRUARY
Ram Prasad Das	DY. MGR	Maheshpur SAB	DEO	FEBRUARY
Amit Kumar Chatterjee	CM	RBO, Dumka	DEO	FEBRUARY
Subodh Kumar	DY. MGR	Kalyani Market	MUZ	FEBRUARY
Satya prakash Kharre	DY. MGR	Siwan Bazaar	MUZ	FEBRUARY
Birendra Kumar Pandey	DY. MGR	Kanti Thermal Power	MUZ	FEBRUARY
Raghaw Pandey	Manager	RBO-3, SASARAM	PAT	FEBRUARY
Banarasi Paswan	Manager	CRM & LOTUS	PAT	FEBRUARY
Ashok Kumar	DY. MGR	Patna Main Branch.	PAT	FEBRUARY
Rakesh Kumar Mishra	CM	RBO-II, Patna Central	PAT	FEBRUARY
Shyam Kishore Jha	DY. MGR	AMY-Shivdhara	PUR	FEBRUARY
Daya Raut	DY. MGR	Gulabbagh	PUR	FEBRUARY
Shatrughna Nayak	DY. MGR	Laheriasarai	PUR	FEBRUARY
Birendra Narayan Kanth	AM	Darbhanga	PUR	FEBRUARY
Ajay Kant Jha	CM	RBO- III, Purnea	PUR	FEBRUARY
Raj Kumar Choudhary	CM	RBO, Saharsa	PUR	FEBRUARY
Gopal Kumar Jaiswal	CM	RBO, Jamshedpur	RAN	FEBRUARY
Rita Nalini Kerketta	DY. MGR	Ranchi	RAN	FEBRUARY
Girija Shankar Dwivedi	DY. MGR	SECPC, Ranchi	RAN	FEBRUARY
Pradeep Kumar Sinha	DY. MGR	Lodma	RAN	FEBRUARY
Ajay Shankar	DY. MGR	CCL Campus, Ranchi	RAN	FEBRUARY
Rabindra Kumar Singh	DY. MGR	RBO-2, RANCHI(RURAL)	RAN	FEBRUARY
Ramen Kumar Tiwary	AM	Murhu	RAN	FEBRUARY
Ranjeet Kumar Das	CM	AO Ranchi	RAN	FEBRUARY
<i>Shivendra Kumar Singh</i>	<i>CM</i>	<i>ZO BHAGALPUR</i>	BHG	MARCH
Shekher Kumar Thakur	Mgr	RSETI JAMUI	BHG	MARCH

Man Mohan Paswan	DY. MGR	ADB JHANDAPUR	BHG	MARCH
Anil Kumar Sinha	DY. MGR	GANDHI MAIDAN (BHG	MARCH
Byas Prasad Choudhary	CM	RBO PAKUR	DEO	MARCH
Manuel Murmu	Mgr	RAJMAHAL	DEO	MARCH
RAJESH PRASAD	Mgr	Pakaur	DEO	MARCH
Pravin Kumar Roy Kinkar	DY. MGR	MINI CAC DUMKA	DEO	MARCH
Martin Dungdung	Mgr	ADMN BLDG(BOKAR	DHAN	MARCH
Gautam Mukherjee	DY. MGR	Giridih	DHAN	MARCH
Anil Kumar Thakur	DY. MGR	BCCL TOWNSHIP	DHAN	MARCH
Abhas Mukherjee	DY. MGR	AGRI MKT YARD D	DHAN	MARCH
Pradeep Kumar Sharma	DY. MGR	RASECC CUM SARC	DHAN	MARCH
Sanjay Kumar Shrivastava	CM	ZO MUZAFFARPUR	MUZ	MARCH
Naresh Kumar Srivastava	DY. MGR	CHANDWARA(MUZAF	MUZ	MARCH
P K Sinha	AM	MAJIRWANKALA	MUZ	MARCH
Abhay Kumar Sinha	Mgr	ZONAL OFFICE PA	PAT	MARCH
Jiwan Mishra	DY. MGR	Arrah	PAT	MARCH
John Bando	CM	RBO RANCHI	RAN	MARCH
Jiwan Lata Lakra	Mgr	R B O CHAIBASA	RAN	MARCH
Bimal Kumar Thacker	DY. MGR	HATA CHOWK	RAN	MARCH
<i>Azazul Haque Ansari</i>	<i>DY. MGR</i>	<i>Nawadah</i>	BHG	APRIL
Dilip Kumar Paul	CM	RBO PAKUR	DEO	APRIL
Rajendra Das	DY. MGR	SALAIYA	DEO	APRIL
Mukesh Kumar Shrivastava	CM	LHO PATNA	L	APRIL
Rajiv Ranjan Sriwastav	DY. MGR	ADB MOTIHARI	MUZ	APRIL
Ajit Kumar Tiwari	DY. MGR	BIKRAM	PAT	APRIL
Chandan Kumar	DY. MGR	BIHTA	PAT	APRIL
<i>Surendra Prasad</i>	<i>DY. MGR</i>	<i>SPECIALISED CUR</i>	PAT	APRIL
<i>Arbind Kumar Sinha</i>	<i>DY. MGR</i>	<i>CPPC PATNA</i>	PAT	APRIL
Sri Prakash Jha	AM	KHEMNICHAK PATN	PAT	APRIL
Anil Grover	DGM	LHO PATNA	PAT	APRIL
Navin Chandra Jha	DY. MGR	ANDHRATHARHI	PUR	APRIL
Nabin Kumar Minj	DY. MGR	H E CORPN (RANC	RAN	APRIL
Prafulit Dhan	DY. MGR	MAIN ROAD(RANCH	RAN	APRIL
Madhusudan Kumar	DY. MGR	RAMGARH BAZAR	RAN	APRIL
Miss Eva Tirkey	DY. MGR	NEORI	RAN	APRIL
Avinash Chandra	Manager	MURI	RAN	APRIL

साथी हाथ बढ़ाना

उद्देश्य - पटना में रह रहे अपने साथियों के परिवार जनों को आवश्यक सेवा उपलब्ध कराना।
सेवा का प्रकार -

- उच्च प्राथमिकता - 24x7 किसी भी प्रकार कि चिकित्सीय आवश्यकता
- मध्यम प्राथमिकता - दवा इत्यादि की आवश्यकता
- निम्न प्राथमिकता - अन्य सहायता

Helpline No.

उच्च प्राथमिकता (समय 24x7)

- श्री रजनीश श्रीवास्तव - 9102678147
- श्री वियज कुमार भारती - 9431421582
- श्री अमरेश विक्रमादित्य - 9835452010

मध्यम एवं निम्न प्राथमिकता

(समय प्रातः 11 बजे से अपराह्न 2 बजे तक)

- SBIOA कार्यालय - 0612.2209117ए 2209118 (कार्य दिवस)
- श्री अंजनी कुमार सिन्हा - 9431017634

इसके अतिरिक्त SBIOA पटना मण्डल के सभी अंचल के सहायक महासचिव एवं अध्यक्ष अपने सदस्यों की सहायता हेतु 24 x 7 उपलब्ध है। अचलवार विवरण अनुलग्न है।
आशा है कि यह कदम जरूरतमंद साथियों के लिए सहाय सिद्ध होगा।

आपका
अजीत

- | | | |
|-----------------|------------------------------|------------|
| भागलपुर अंचल | - श्री प्रदीप रजक | 9431609563 |
| | श्री अरुण कुमार सिंह | 9431874417 |
| मुजफ्फरपुर अंचल | - श्री राजीव रंजन श्रीवास्तव | 9973605145 |
| | श्री प्रेम कुमार | 9931101528 |
| पूर्णियां अंचल | - श्री राजीव वर्मा | 8709550126 |
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| | श्री राजन कुजूर | 8210455030 |
| धनबाद अंचल | - श्री मनोज कुमार | 8340762668 |
| | श्री आलोक रंजन | 9431191384 |
| देवघर अंचल | - श्री शंकर दास | 9431037902 |
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