

CIRCULAR NO. 118 /2020

DATE : 09.10.2020

TO,
ALL MEMBERS

**Reversal of recovery and payment of compensation for working during
Demonetization to eAB Officers**

We reproduce hereunder the text of the **AISBOF Circular No. 118** dated 09.10.2020, the contents of which are self-explicit.

With warm greetings,

(Ajit Kumar Mishra)
GENERAL SECRETARY

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

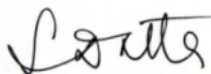
TEXT

**Reversal of recovery and payment of compensation for working during
Demonetization to eAB Officers**

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: 6180/62/20

Date: 09.10.2020

The Deputy Managing Director (HR) & CDO

State Bank of India,
Corporate Centre,
Madam Cama Road,
MUMBAI-400 021.

Dear Sir,

Reversal of recovery and payment of compensation for working during Demonetization to eAB Officers

You are aware that the issue of payment of compensation to the officers for working on holidays and till late night every day during the period of demonetization including the officers of eABs was amicably resolved after a protracted negotiation with the Federation representing the officers' fraternity and the amount of compensation was also credited to the officers' accounts following a directive from the Corporate Centre which marked as a gesture of goodwill on the part of the bank management that boosted up the morale of the officers.

2. Unfortunately, Corporate Centre, later on, issued an instruction to all the Circles to recover the compensation paid to the officers of eABs and stop payment of compensation to this category of officers, wherever it was not paid. Subsequently, the amount of compensation was recovered from the officers, who had received the same.

3. It is pertinent to mention here that the officers in eABs like any other officer in the industry worked long hours under tremendous pressure and handled the chaotic situation efficiently despite the short supply of currency notes.

4. The more serious question that has arisen is the way the recovery was made from the officers of eABs and the issue of disrespecting the bilateral understanding reached by the Circle Managements with the Circle Associations after the directives from Corporate Centre. The recovery of compensation has not only resulted in discriminatory treatment to these sets of officers but is also not in keeping with the HR practices adopted by the Bank.

5. It is also distressing to note that while the Circle Associations and the Circle Managements adopted the inclusive approach at the cost of lesser compensation to the officers of the SBI to compensate the officers of eABs, the Corporate Centre reversed the decision through an exclusive and discriminatory approach. The bank in a directive clarified that compensation was intended only for employees who were part of its family during demonetisation and put the onus of dispensing the reward to its employees on the associate banks. It is the right of the eAB officers to claim compensation like anybody else in the industry and a mere merger with the parent bank cannot preclude them from their legitimate claim. The recovery of compensation from these officers is purely an act of discrimination, which we have been consistently pointing out at all forums and during discussions with the HR team at Corporate Centre.

6. Your attention is drawn to the order dated 06.03.20 passed by the Hon'ble High Court of Bombay on the Writ Petition No. 1027 of 2019 filed by the Staff Union. In terms of the order, the Bank has been directed to reverse the amount recovered from the workmen staff of the eABs, i.e. related to the payment of compensation in lieu of extra work done during demonetisation. In the fitness of things, and based on the principle of *mutatis mutandis*, it would be appropriate to reverse the similar recoveries made from officers of eABs too, who endured humongous workload under unprecedented chaos and tension, to obviate the possibility of separate litigation.

In the above backdrop, we request your good self to kindly revisit the issue urgently with a pragmatic approach and arrange to restore the amounts already recovered and also release the payment of the said compensation amount to the officers of eABs who have not been paid so far.

Stay Safe, Stay Healthy.

With regards,

Yours sincerely



(Soumya Datta)
General Secretary