

CIRCULAR NO. 12 /2022

DATE : 01.02.2022

TO,
ALL MEMBERS

MANDATORY LEARNING FOR EMPLOYEES UP TO SMGS-V
STOPPAGE OF 5-IN-1 BENEFITS

We reproduce hereunder the text of the **AISBOF Circular No. 12** dated 01.02.2022, 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

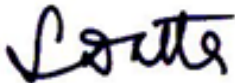
TEXT

MANDATORY LEARNING FOR EMPLOYEES UP TO SMGS-V
STOPPAGE OF 5-IN-1 BENEFITS

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

The Deputy Managing Director (HR) &
Corporate Development Officer
State Bank of India,
Madame Cama Road
Mumbai - 400 021

Dear Sir,

MANDATORY LEARNING FOR EMPLOYEES UP TO SMGS-V
STOPPAGE OF 5-IN-1 BENEFITS

We refer to our earlier letter No.6180/44/21 dated 22.11.2022 (copy enclosed) wherein we had urged upon your good office to rescind the draconian circular instructions to link our 5-in-1 benefits with the completion of mandatory learning and certification courses. The matter was discussed threadbare at the last CNC meeting held on 29th December'22 at SBIRB Hyderabad, wherein your good office had agreed to revisit the decision.

02. Sir, we are constrained to inform you that from today onwards i.e. 1st February'22, the officers who were unable to clear the mandatory learning/certifications courses have been unable to apply for the 5-in-1 benefits. It appears that the retrograde and egregious instructions to stop the legitimate benefits have been implemented by the bank despite our reasoned arguments to delink the same from the e-learning procedure.

03. At the cost of repetition, let us make it abundantly clear that the allowances of 5-in-1 consist of reimbursement of expenses incurred for use of official mobile SIM for official works, reimbursement of the cost of cleansing materials and casual labors for maintenance of furniture & fixtures and accommodation provided by the bank, conveyance allowances for attending official duties and newspaper is provided to use it as a tool for the development of our bank with recent development and changes particularly in financial and banking sectors with government policies. Bank has extended the 5-in-1 allowances in order to boost the officers to perform their duties in a convenient way so as to enable them to concentrate on the growth and business of the bank. If 5-in-1 facilities are withheld or forfeited, the day-to-day functioning will be seriously impeded as our members will be compelled to surrender the official mobile SIM and other assets.


04. Sir, 5-in-1 allowances were long pending issues that have been achieved through protracted persuasion by the Federation for the benefit of our fraternity which acts as enablers. The benefits are the hard-earned rights of the officers' fraternity. Hence, we strongly denounce the above decision as it is conflicting with the bilateral understandings. The unilateral and pernicious decision to stop the payment 5- in-1 allowances is grossly unfair, regressive and iniquitous. It has created widespread resentment, angst and frustration amongst the officers' fraternity, who is the driving force of our esteemed institution and could potentially snowball into a major IR issue.

05. We, therefore, urge upon your good office to kindly rescind the decision forthwith and allow the reimbursement of 5-in-1 of all officers. We also urge upon your good office to revisit the extant procedure of examination to formulate the mandatory learning exercise in a realistic and favorable manner to the officers who are toiling hard to render services relentlessly at branches and offices.

With best regards,

'Stay Safe, Stay Healthy'

Yours sincerely,



(Soumya Datta)

General Secretary

En : As stated above

No.6180/44/21

Date: 22.11. 2021

The Deputy Managing Director (HR) & CDO,
State Bank of India,
Corporate Centre,
Madam Cama Road,
Mumbai – 400 021.

Dear Sir,

MANDATORY LEARNING FOR EMPLOYEES UPTO SMGS-V
TIMELINE FOR COMPLETION OF ROLE BASED CERTIFICATION

We like to draw your kind attention to the e-Circular no. CDO/STU-MNDTRY LEAR/3/202 –22 dt.02.06.2021 vide which Bank has percolated certain guidelines and timeline for completion of mandatory learning/Role based certification for the year 2021-22 and its effect on promotion, CDS and other benefits provided to the officers.

02. Sir, we appreciate the concept of e-learning process of the bank aiming to growth and development of the bank as well as updating and enrichment of skill sets of the officers. However, the feedback from the officers indicates that the syllabus and subject/topics which are allotted to the officers in many assignments are not at all related to their respective assigned jobs. Further, the **officers are eligible for only three attempts and two days training leave including the day of Role Based Certification examination.**

03. Sir, you are well aware that officers especially at branches are overburdened with workload for garnering business, rendering customer services in addition to attending various meetings of controllers and others frequently. Late sitting at branches/RBOs/ZOs have become order of the day. It is also worthwhile to mention that the officers are summoned for working on Sundays/Holidays almost regularly on the pretext of clearing pending works, compliance of RFIA, replenishment and maintenance of onsite ATMs/ Recyclers, meetings either through physical meet or through webinar sacrificing their personal and family life. The officers are not allowed to take any preparatory leave due to acute shortage of manpower in branches even the study leave of 2 days as mentioned in the above letter is not being sanctioned by the controllers. Even on the day of the examination officers have to attend office before and after the examination. In some cases, officers have been forced to appear in the examination after working for whole day in branches/offices. Further, the degree of difficulty of the examinations is quite elevated (70% being the qualifying marks) thereby leading to significant number of unsuccessful candidates. So, it is well-nigh impossible to clear the entire mandatory learning/Role based certification exercise within limited time and scope given the vastness of the syllabus and the degree of difficulty of examination.

04. In this regard, we like to refer para 3(i) of the above-mentioned Circular wherein it has been mentioned as under:

Timeline for Completion:

5-in-1 Allowance shall be withheld/ forfeited for January/February/March 2022 till completion of Mandatory Learning, if not completed by 31.12.2021, and a Noting in Service Sheet of eligible Officers will be made upon non-completion of Mandatory Learning till end of financial year, as per circular no. CDO/ STU/ MNDTRY-LEAR/1/2021- 22 dated 30. 04. 2021

05. Sir, it is worthwhile to mention that the allowances of 5-in-1 consists of reimbursement of expenses incurred for use of official mobile SIM for official works, reimbursement of cost of cleansing materials and casual labors for maintenance of furniture & fixtures and accommodation provided by bank, conveyance allowances for attending official duties and newspaper is provided to use it as a tool for development of our bank with recent development and changes particularly in financial and banking sectors with government policies. Bank has extended the 5-in-1 allowances in order to boost the officers to perform their duties in a convenient way so as to enable them to concentrate on the growth and business of the bank. If 5-in-1 facilities are withheld or forfeited, the day-today functioning will be seriously impeded as our members will be compelled to surrender the official mobile SIM and other assets.

06. Sir, 5-in-1 allowances were long pending issues which have been achieved through protracted persuasion by the Federation for the benefit of our fraternity which acts as enablers. The benefits are the hard-earned rights of the officers' fraternity. Hence, we strongly denounce the above decision as it is conflicting to the bilateral understandings. The unilateral decision for completion of mandatory learning linking payment of 5-in-1 allowances is grossly unfair, regressive, iniquitous and discriminatory in nature.

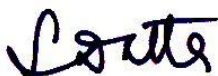
07. There is an urgent need of maintaining equilibrium amongst mandatory learning/Role based certification , day-to-day work and organizational goals. **“Do not train children to learning by force and harshness but direct them to it by what amuses their minds, so that you may be better able to discover with accuracy the peculiar bent of the genius of each”** - these words of inspiration by Plato, provide the framework for foreseeing the importance of engagement in learning process. After all, learning cannot take place unless those being taught are engaged and it's only through engagement, an organization can positively influence the way its employees view learning. In order to achieve the organizational goal, we must first look forward to the importance of gaining one's interest and volition through the tools of enthusiasm, curiosity, opportunity, environment and motivation. Training becomes secondary and loses importance over time if completion of learning is labeled as 'mandatory'. Enforcing whip of punishment and penalty, the vary purpose of learning will not be fructified rather than achieving numbers. Further, to link mandatory learning/role based certification with withholding or forfeiting allowances is bound to foster demotivation, frustration, and resentment. In fact, non-completion of mandatory learning/a Role based certification directly impacts CDS grade and withholding of allowances is double jeopardy.

08. We, therefore, request to your good office to kindly rescind the decision and revisit the extant procedure of examination to formulate the mandatory learning exercise in a realistic and favorable manner to the officers who are toiling hard to render services relentlessly at branches and offices.

With best regards,

'Stay Safe, Stay Healthy'

Yours sincerely,



(Soumya Datta)
General Secretary