

CIRCULAR NO. 39 /2023

DATE : 06.06.2023

TO,  
ALL MEMBERS

**Request for Pay Parity and Special Pay for Officers**

We reproduce hereunder the text of the **AISBOF Circular No. 39** dated 06.06.2023, the contents of which are self-explicit.

*With warm greetings,*

(Amaresh Vikramaditya)  
**GENERAL SECRETARY**

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

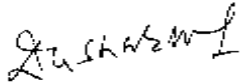
**TEXT**

**Request for Pay Parity and Special Pay for Officers**

We have sent a communication to the Chairman State Bank of India, Corporate Centre Mumbai on the captioned subject.

A copy is enclosed for your information and circulation.

Yours comradely,



**(Deepak Kumar Sharma)**

**General Secretary**

**No. 7508 /27/23**

**Date: 03.06.2023**

The Chairman  
State Bank of India  
Corporate Centre  
Mumbai.

Respected Sir,

**Request for Pay Parity and Special Pay for Officers**

Hope this communique finds you in good health, accomplished and excellent frame of mind. We, at the outset would like to convey our heartiest congratulations for an excellent financial upshot that our organization could achieve under the superlative stewardship of your gifted self. This unprecedented success on the other hand, as you will surely appreciate, is a testament to the dedication, hard work, and expertise of all the bank's employees, including officers and award staff and this achievement will surely put our zeal on a high node to perform even better, resulting in our organization attain new heights.

However, amidst all the celebrations of such a boastful performance, we are constrained and would like to draw your kind attention to a matter of grave concern that is being felt imminent considering the wide-ranging frustration tiptoeing amongst the officers' cadre.

Sir, as you are aware, a huge disparity between officers and workmen in terms of pay had emerged in our organisation on account of the 'special pay' granted to the later as per Career Progression Scheme of the Bank with service eligibility criteria (1 year, 8 years, 16 years, 24 years) resulting in erosion of the differences in 'pay' and superannuation benefits between an officer and a workman substantially. While undermining the principles of higher pay for higher responsibility, such disparity also goes against the dignity of an officer and defeats the very purpose of being up in the career ladder. The inherent anomalies in pay and superannuation benefits again on the one hand is resulting in huge dissatisfactions amongst the rank and file and on the other is acting as a demotivating factor for taking promotion and to take additional responsibilities apart from it betraying the thumb rule of compensation being in commensuration to work and responsibilities, which surely has been overlooked while outlining the pay differences of an officer with that of a workman employee of the bank.

Sir, we reiterate our assertive statement that this industry is an officer-driven industry and you will surely appreciate that officers, within our bank, are entrusted with greater responsibilities, ranging from managerial duties, decision-making processes, and ensuring

the smooth functioning of various banking operations apart from a commitment of being available for the bank 24/7. The ambit of our roles demands a higher level of expertise, experience, and accountability. While we acknowledge the hard work of our award staff, we firmly believe that the pay structure should reflect the level of responsibility, skill and commitment required for each of the positions that steers up the bank to a different orbit of excellence.

We, therefore, are possessive in our demand for a favorable consideration and immediate action towards achieving pay parity for officers in our bank. A just and equitable compensation package will not only boost morale and motivation among officers but also will foster a harmonious working environment throughout the organization.

With this aspiration, we urge your good office to consider the implementation of a special pay for officers in commensuration with their experiences, skills, and level of responsibilities that they are expected to shoulder. Should it find a prompt implementation, this would surely acknowledge the specialized roles the officers undertake in the bank and shall act as an incentive for professional growth and organizational excellence.

Given the remarkable financial performance of our bank in the last fiscal year, we believe that the timing is opportune to address these longstanding concerns and bring about a fair and transparent compensation structure. We are confident that meeting our demands will contribute to the overall growth and success of the bank and ensure a motivated and dedicated workforce.

In the light of the aforesaid, we earnestly request an audience of yours to delve deeper into this matter and discuss potential solutions that align with the bank's vision, values, and long-term objectives. We assure you of our commitment to the success of the bank and look forward to a positive resolution that addresses the concerns raised by the Federation.

Thank you for your kind attention to this matter. We sincerely hope for your favorable response please.

Yours sincerely,

**Sd/-**

**(Deepak K Sharma)**  
**General Secretary**