

CIRCULAR NO. 59 /2022

DATE : 02.08.2022

TO,
ALL MEMBERS

TRAINEE OFFICERS 2021 BATCH
EXTENSION OF TRAINING PERIOD FOR NON-COMPLETION OF 50 E-LESSONS

We reproduce hereunder the text of the **AISBOF Circular No. 58** dated .02.08.2022, 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

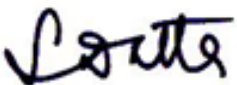
TEXT

TRAINEE OFFICERS 2021 BATCH
EXTENSION OF TRAINING PERIOD FOR NON-COMPLETION OF 50 E-LESSONS

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,
SBI, Madame Cama Road, Mumbai- 400 021

Dear Sir,

TRAINEE OFFICERS 2021 BATCH
EXTENSION OF TRAINING PERIOD FOR NON-COMPLETION OF 50 E-LESSONS

We would like to draw your attention to the issue of extending of training period of around 100 Trainee Officers of the 2021 batch across circles for non-completion of e-lessons.

2. Recently, the Trainee officers have been advised that the "Probation of Trainee officers who are not able to score minimum marks stipulated for confirmation in JMGS -I/ have not completed the 50 e-lessons, shall be extended by six months on the loss of seniority.'
3. When respective Circles sought clarification from the Corporate Centre on the fate of the officers who have not completed the e-lessons by 30.06.2022 but have completed them in July 2022, they were advised that ***"The confirmation shall take place only on the completion of the extended probation period, i.e., 6 months, irrespective of the date by which such officers complete the e-lessons."***
4. Sir, the instructions regarding the training period of Trainee officers of the 2021 batch were circulated vide Circular No. CDO/STU-TRAINING/4/2021-22 dated 19 June 2021, which mentions that – the ***"Cut-off date for completion of all the assessments shall be ten months from the start of training"***. There is no specific mention of e-lessons to be completed within 10 months in the circular.
5. It is further mentioned that the "Probation period of Trainee Officers who are not able to score minimum marks stipulated for confirmation in JMGS-1 / have not completed 50 e-lessons shall be extended by six months on the loss of seniority". The mention of '/' creates colloquial ambiguity as if one has fulfilled either of the two conditions, his/her probation shall not be extended. Again, there is no specific date of completion has been provided in the said circular.
6. The Circle L&D Departments in February 2022, while advising qualifying marks for confirmation, have issued notices which on specifies certificate examinations and there is no mention of e-lessons (Notification of Chandigarh Circle attached for reference)
7. There had been continuous efforts from respective L&D departments at circles for completion of assessment exams and certification, as failure in completion would have led to an extension in confirmation by six months, but e-lessons were never emphasized in the communique. We have been given to understand that there was not even a single reminder on Circle sites, or emails during the entire training period for completion of e-lessons.
8. Sir, the ambiguity in the interpretation of the instructions has led to hundreds of cases where the trainee officers who have successfully completed their other assignments, qualified in the test, and completed more than 90% of their e-lessons as on 30.06.2022, are fearing extension of their training period with a loss of senior. To date, we have been informed that almost every trainee officer has completed the e-lessons as well.
9. As head of the HR family in the Bank, we would request your good self to review the matter and bring much succor to the affected officers ensuring that no injustice is meted out to the budding officers.

Thanking you,

Yours faithfully,



(SOUMYA DATTA)
GENERAL SECRETARY