

CIRCULAR NO. 78 /2020

DATE : 16.05.2020

**TO,
ALL MEMBERS**

**REIMBURSEMENT OF PERQUISITIES THROUGH 4-IN-1 TO OFFICERS
REVISION AND ENHANCEMENT OF CEILING**

We reproduce hereunder the text of the AISBOF circular No. 78 dated 16.05.2020 , 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**

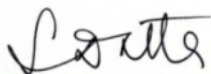
TEXT

**REIMBURSEMENT OF PERQUISITIES THROUGH 4-IN-1 TO OFFICERS
REVISION AND ENHANCEMENT OF CEILING**

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: 6710/38/20

Date: 16.05.2020

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

Dear Sir,

**REIMBURSEMENT OF PERQUISITIES THROUGH 4-IN-1 TO OFFICERS
REVISION AND ENHANCEMENT OF CEILING**

We sincerely express our gratitude to the management for initiating several path breaking HR initiatives for the welfare and protection of the employees who are extending yeoman service to the customers as frontline 'Corona Warriors' amidst lockdown and social distancing risking their life of getting contaminated of coronanavirus of themselves and their family members. The several welfare measures taken by the HR department indicates that the bank is sensitive and concerned to the safety and needs of its employees.

2. With each passing day, there is an exponential surge in numbers of people affected with the virus taking its toll every day with a record high. New clusters of Coronavirus infections are igniting concerns about a second wave and as per the opinion of the experts, the peak is likely to come at the end of June/July 2020. Restoration of normalcy may take several months, if not years, till a vaccine is discovered and made available for the populace to halt the community spread. This alarmingly indicates that the officers and members of their family will remain increasingly susceptible to contamination over a pretty long time which is fraught with grave risk of their life.

3. As you are well aware, the employees and the officers have been directed to attend office regularly under these unprecedented circumstances, as banking is considered as an essential service. It is incontrovertibly true that the footfalls 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. Further, the stimulus/financial package announced by the Hon'ble Prime Minister on 12th May 2020 and subsequently the roadmap unveiled by Hon'ble Finance Minister for economic revival and resilience has made the role of the bank very crucial. Naturally, the probability and risk of infection/suspected infection will be higher on account of travel and being amidst people.

4. The increasing trend of contamination on each passing day has compelled the officers to take care of themselves as well as their family members with more protective and safety arrangements put in place in right proportion. In order to avert the risk of contamination, frequent sanitization and fumigation with proper cleansing of the dwelling places, vehicles of the officers have now become most inevitable on daily basis for which the usage of disinfectant cleansing materials like Sanitizer, Phenyl, Dettol, Soap and detergent etc. has got increased significantly. New items like Sanitised Door mats, contact free sanitizers etc. are becoming a necessity. As the prices of the above cleansing materials have increased significantly more particularly after enforcement of nationwide lockdown and the quantum of usage of such items during this pandemic increased substantially inconsonance with advisory of Ministry of Home Affairs, the total expenditure incurred by the officers on this count has widely surpassed the present monthly entitlement on this score. Incidentally, the revision of such entitlement has remained pending for a long time. We place on record our appreciation that the bank was first to reimburse expenditure for purchasing masks and sanitary gloves. However, these also need replacement and can't be reused indefinitely. We will, therefore, request you to make a monthly provision for such purchase.

5. Many states are gradually permitting some local transport to operate, but the fare is being increased manifold. Rail services have remained suspended till 30th June 2020 and could well be extended further with no normalcy in sight. Further, during the entire period of lockdown, our

officers had to spend substantial amount on conveyance, which is well over the present entitlement. We feel that the bank should examine this aspect and enhance the ceiling forthwith.

6. Another very important area of concern is reimbursement of monthly Casual Labour Charges. Sir, you will surely agree that the ceiling of this charge is required to be revised immediately keeping in conformity with the daily wages of labour as stipulated by the Government and also in tandem with the rising prices of essentials.

We, therefore, urge upon you to consider the matter with a pragmatic view and take a holistic approach to the issue for its logical resolution and arrange for adequate enhancement of ceiling of reimbursement of the perquisites under 4 in I to the officers which is overdue since long.

'Stay Safe, Stay Healthy'

With regards,

Yours Sincerely,



(Soumya Datta)
General Secretary