

CIRCULAR NO. **90** /2021

DATE : 23.11.2021

TO,
ALL MEMBERS

MANDATORY LEARNING FOR EMPLOYEES UPTO SMGS-V
TIMELINE FOR COMPLETION

We reproduce hereunder the text of the **AISBOF Circular No. 90** dated 23.11.2021, 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

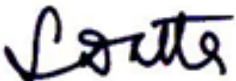
TEXT

MANDATORY LEARNING FOR EMPLOYEES UPTO SMGS-V
TIMELINE FOR COMPLETION

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) & CDO,
State Bank of India,
Corporate Centre,
Madame Cama Road,
Mumbai – 400 021.

Dear Sir,

**MANDATORY LEARNING FOR EMPLOYEES UPTO SMGS-V
TIMELINE FOR COMPLETION**

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 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 almost summoned for working on Sundays/Holidays 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 study leave of 2 days is not being sanctioned as the officers are not allowed to take any preparatory leave due to acute shortage of manpower in branches. Even on the day of the examination officers have to attend office before and after the examination. Further, the degree of difficulty of the examinations is quite elevated (70% being the qualifying marks) thereby leading to significant failures. So, it is well-nigh impossible to clear the entire mandatory learning exercise within limited time and scope when the syllabus is so vast and degree of difficulty of examination is so high.

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-to-day functioning will be seriously impeded as our members will be compelled to surrender the official mobile SIM and other assets.

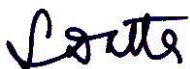
06. Sir, 5-in-1 allowances were long pending issues which have been achieved through protracted persuasion by the Federation for the benefit of our fraternity which acts as enablers. The benefits are the hard earned rights of the officers' fraternity. Hence, we strongly denounce the above decision as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

07. 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