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स्टेट बैंक ऑफ इण्डिया ऑफिसर्स एसोसियेशन
State Bank of India Officers' Association (Patna Circle)

All Letters to be
Addressed to the
General Secretary

Regd. No. 1872 of 1975
(REGISTERED UNDER TRADE UNION ACT - 1926)

State Bank Building
West Gandhi Maidan
Patna - 800 001

CIRCULAR NO. **04**/2013

DATE : 30.03.2013

TO,

ALL MEMBERS

SBIOA PATNA CIRCLE

Circle Negotiating Council Meeting on 26.03.2013 at LHO
Patna

The meeting was held after 15 months. The last meeting was held on 07.12.2011.

The meeting started on positive note with welcome address by Shri D.B.Rath, Circle Development Officer.

Shri K. K. Das, G.M, N.W - 2 asserted that State Bank of India is the best employer. He said that in days to come our Bank is going to face stiff competition and it is duty of we all to ensure premier position of the Bank in the Banking Industry.

Shri N. R. Parmar, GM, NW - 1 appreciated the role of officers' Association in Patna Circle. He said that the Bank's interest is foremost and every body in the Bank should endeavour to protect its interest.

Shri S. K. Bhattacharya, GM, NW - 3, welcomed the new leadership of SBIOA in Patna Circle. He said that CNC Meeting should be held at regular intervals. He said that Patna Circle could do well in CASA, Agr. Gold Loan, Financial inclusion and Cross Selling due to hard work done by our officers. He cautioned against rising NPA & Frauds and shrinking market share. He wanted Association not to protect wrong doers.

Shri K. K. Singh, President , SBIOA welcomed all the participants. He said that by following Banking rules and practices, our officers push business growth. But while discharging his duty, if any mistake is committed by an officer, the Bank quotes rules only and forgets practices and concerned officer is booked. The Bank should be lenient in cases where there is no malafidy. Shri K. K. Singh also pointed out that our transfer Policy was formulated in 1993 and time has come to review it. He wanted that the officers who have crossed 58 years of age should be exempted from transfers. He pointed out towards the predicament of officers working in rural areas. He wanted Inter-Region Transfer Policy for RMROs and posting of Second Officer in Branches.

Shri Shivaji Singh, General Secretary started his address by welcoming all the participants. He requested the Bank to hold ZNC meetings in all Zones in April 2013. He said that we all should be grateful to the Bank which gives us bread & butter for major part of our life and respectful position in society. He said that SBIOA works as a bridge between the top Management and officers at operating level. Need of the hour is to build up mutual trust & understanding. The General Secretary pointed out towards huge rush of customers in our branches in rural areas for getting payments relating to various welfare schemes of the Govt and little time is left for the Branch Manager for business growth & NPA recovery. He also pointed out that in V-sat Branches, system is very slow resulting in longer duration in completion of transactions. This is affecting customer service.

The General Secretary appreciated the initiative of the Bank in introducing on-line option for Transfer on the Circle site. He requested the Bank to update Circle site all pending IMT applications received at the LHO. He requested officers dealing with staff matters at all levels to be sensitive to the needs of their fellow colleagues. The General Secretary appreciated the installation of A.Cs in all the branches but simultaneously he said that it is duty of we all to ensure its uninterrupted functioning.

The General Secretary said that Patna Circle is the only Circle where officer/Clerk ratio is less than one and we should demand more clerks from the Corporate Centre. The General Secretary demanded opening of SBLC at Muzaffarpur.

The General Secretary said that every officer in the Bank has self dignity & respect and it has to be honoured. He requested the Bank to dispose of Applications for transfer on compassionate grounds within 30 days.

The General Secretary said that during the leadership of the present Chief General Manager, Shri Jeevan Das Narayan, Patna Circle has excelled in many areas and he wished the CGM elevation to the position of the Dy. M. D. in next couple of months. The General Secretary also requested the top Management to place a few Zonal Secretaries/Presidents at Zonal Headquarters as per understanding with the Bank.

Subsequently, the CDO started discussions on Agenda items. In course of discussions, the following decisions were taken.

i) Transfer of Handicapped Officers

The Bank will reiterate the instructions relating to transfer of Handicapped officers by way of Circular once again.

ii) Spl. Agr. Officers

The Bank assured SAOs will be given work specific to their assigned role.

iii) Leave in case of emergency in one officer branches

The Bank assured to put in place a system which will take care of this issue.

iv) Transfer of Lady Officers

The Bank assured to review the transfer in genuine cases.

v) Representation for transfer on Compassionate grounds

The Bank assured that any such application will be disposed of in 30 days.

vi) Home Loans to Tribal Officers in Jharkhand

The Bank assured to examine the matter in detail and to find out a solution at the earliest.

vii) Tie-ups with Hospitals

The Bank assured to have more tie-ups with Hospitals at Patna and other Zonal Headquarters by 30.04.2013.

viii) Rationalisation of work at Centralised Cheque Processing centre at Patna

The BPR at LHO will conduct study and to submit a report regarding Rationalisation of work in the outfit.

ix) District stay norm for Patna/Ranchi districts

The Bank assured to relook into the issue and to find a solution.

After the discussions on Agenda items, the General Secretary made following requests:

- i) Immediate payment of Rs.1200/- for 2 hrs late sitting in all the branches.
- ii) Officers Crossing 58 years of age, should be allowed to retire from the respective centres if they do not want otherwise.

The CDO said that the categorisation of Branches as on 31.12.2012 will be completed by 05.04.2013 & posting of second officer will be made based on categorisation.

The meeting concluded with final remarks by the Chief General Manager. He said that many of the issues raised pertain to module level and should have been sorted out at module level itself. He shared the Corporate concerns viz. rising competition, growing NPA, shrinking market share, low market capitalisation and threat to the Premier position of the Bank.

He cited the example of Air India which at one point of time occupied Premier position in Aviation industry and today it is nowhere. He asked the officers at

all levels to put in their best so that the Bank could continue to retain its Premier position. He said that 50% business potential is still untapped and need of the hour is to strengthen our rural/SU branches. He asked Dy. General Managers (B&O) to hold ZNCs at regular intervals. He said that Patna Circle has been given 1800 clerks and this will take care of clerical shortage.

The Chief General Manager asked the officers to play their supervisory role in more effective way. He expressed his concern over rising frauds and insider involvement in a few cases. He asked the officers to ensure 100% meaningful VVR checking on daily basis and protect Password Secrecy. Finally, he said that the Officers' Association should play a proactive and constructive role for the alround growth of the Bank.

At the end, the AGM (HR), Shri Ajay Singh proposed vote of thanks.

With warm greetings,

(SHIVAJI SINGH)
GENERAL SECRETARY

LONG LIVE STATE BANK OF INDIA !
LONG LIVE SBIOA !