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<b>स्टेट बैंक ऑफ इण्डिया ऑफिसर्स एसोसियेशन</b> <b>State Bank of India Officers' Association (Patna Circle)</b>		
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. 19 /10

DATE : 24.07.2010

TO,

ALL MEMBERS

**OPPORTUNITY FOR PERMANENT ABSORPTION TO  
OFFICERS APPOINTED ON CONTRACT BASIS**

The absorption of Officers appointed on contract basis in our Bank was an important matter which AISBOF has been perusing with the management for quite some time. Our Federation dealt with the matter elaborately, bringing out the relevant facts of the rigorous process adopted to screen the candidates before they were appointed on contract. As a testimony to this, these officers have performed exceedingly well, not only in their area but also in other jobs which bank entrusted to them owing to the perennial shortage of permanent officers in our Bank.

2. When Bank came out with a proposal to recruit exclusive cadre of Pos (Rural) during January-February 2010, neglecting our genuine demand of absorption of these officers, we strongly pushed the matter further and demanded for addressing of the issue before the proposed recruitment of exclusive cadre of Pos (Rural) is given effect.

3. We are extremely happy that Bank has finally agreed to consider absorption of MRO's, TO(FS), CRE(PB), CRE(ME) on permanent basis. The ECCB has approved the proposal on 14.07.2010.

4. The contract officers will be absorbed in JMG-I as specialist officers at the initial stage of pay as under:-

Existing Designations	New Designations
Officers- Marketing & Recovery (Rural)	Rural marketing & Recovery Officers
Technical Officers- Farm Sector	Farm Sector-Technical Officers
Micro Finance Marketing Officers	Micro Finance Marketing Officers
Customers Relationship Executives (PB)	Customer Relationship Officers (PB)
Customer Relationship Executive (ME)	Customer Relationship Officers (ME)

5. The terms and conditions of absorption are as under:-

All above mentioned officers who are in the service of the Bank as on 14.07.2010 will be eligible for absorption, subject to having achieved minimum 60% targets during the year 2009-10. The performance of the officers will be assessed as per the performance evaluation matrix advised by the concerned SBUs.

- (i) The officers who have been awarded punishment in the past or against whom disciplinary proceedings are pending/contemplated will not be considered for permanent absorption and their contract will be allowed to expire and will not be renewed any further.

- (ii) The candidates will be appointed as regular officers on a common date, i.e. on 2.8.2010. If for any reason, any officer is not in a position to take up appointment on that date, his appointment will be effective from the date of his reporting in the new assignment. For the period of engagement on contract, these officers will be paid salary and allowances (including variable pay) up to 31.07.2010.

6. The following benefits will be extended in lieu of earlier service.

- (a) Officers who have rendered service on contract basis for more than two years and upto four years:-

- ✦ One additional Increment for initial fitment of salary in JMGS-I
- ✦ One year seniority for future promotion to the next grade (MMGS II) only, and not to be counted for any other purpose or service benefits.

- (b) Officers who have rendered service on contract basis for more than four years:-

- ✦ Two additional increments for Initial fitment of salary in JMGS –I.
- ✦ Two years seniority for future promotion to the next grade (MMGS II) only, and not to be counted for any other purpose or service benefits.

v. While deciding length of service as contract officer, for the above purpose, the period of absence/unauthorized leave/leave without pay etc., will be reduced from the length of engagement on contract in the Bank.

vi. These officers are to be treated as confirmed officers from the date of their appointment in regular cadre and will, accordingly, be given role and responsibilities of regular officers. No probation period has been stipulated for them

vii. As the officers were medically examined at the time of their engagement in the Bank, fresh medical examination is not considered necessary.

viii. Since the officers are being appointed as permanent officers, they are not required to give three months' notice or salary in lieu thereof, as required in their present terms and conditions of engagement.

ix. As these officers are to be covered under the New Pension Scheme, the Circles will deduct officers' monthly contribution (10% of basic pay and DA) and park in Sundry Deposit a/c till the modalities of the scheme are finalized. In such cases, Bank's contribution to the Pension Fund, as per the existing Rules will not be made.

- x. In case the officer has taken any loan from the Bank, the same will be allowed to continue on the following terms & conditions:-

Housing Loan	On the terms and conditions applicable to general public. However, after completion of 5 years of service as regular officers, the loan may be converted under individual staff housing loan scheme of the Bank.
Vehicle Loan/Personal Loan/consumer Loan	Since all confirmed officers are eligible for vehicle and personal loan, the outstanding in these loans will be converted to respective staff loans from the date the officers are appointed as regular officers. However, as the scheme of consumer loan to staff has been discontinued long ago, the outstanding of consumer loan account will be transferred to Personal loan (staff)

- xi. As the leave balance of the officers as contract employee will not be carried forward, the officers will be permitted to encash the balance of Privilege Leave Only. While encashing leave, proportionate Privilege Leave calculated upto 31.07.2010 will be credited to the officers' leave account. For this purpose emoluments as applicable to the officer on contract will be taken into consideration.
- xii. The OMRS/ TOFs who have resigned form the service of the Bank and re-joined in higher cadre as OMR-S1 and TOFS-S1 will also be considered for permanent absorption on the same footing as OMRs and TOFSs. Similarly, the officers who have submitted resignation, but were not yet released, will have the option to withdraw resignation and will be offered permanent appointment under the scheme.

7. We derive immense satisfaction from this historic achievement of our Federation which provides the contract officers comfort and pride of joining State Bank family. We congratulate these officers and wish them all the best in their future career.

*With greetings,*

(ANIRUDH AKHAURI)  
GENERAL SECRETARY