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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. 22 /10

DATE : 21.08.2010

TO,  
ALL MEMBERS

We reproduce hereunder the text of **AISBOF Circular No. 85 dated 20.08.2010** on the captioned subject, the contents of which are self-explicit.

*With warm greetings,*

(ANIRUDH AKHAURI)  
GENERAL SECRETARY

OUR UNITY : ZINDABAD-ZINDABAD  
S.B.I.O.A. : ZINDABAD-ZINDABAD

**CIRCLE REDESIGN –BPR-II**

**UNILATERAL CHANGES ABOLITION OF VIRTUAL MOUDULES**

NBG/BPR Department at Corporate Centre Mumbai, has issued communication to all Circles vide letter No. BPR/RP/655 dated 10<sup>th</sup> August 2010, directing them to shift all the Regions to RBOs, transfer AGMs (Admn) to Local Head Office and close all the erstwhile modules by 30<sup>th</sup>, September 2010. When the scheme of Circle Redesign was conceived by the Bank, we had our reservation to its working. We had therefore protested against its implementation. After protracted discussions between the management and both the Federations, bank has agreed to maintain the virtual modules for the purpose of HR issues and a new IR structure was also finalized in consultation with us. It is unfortunate that NBG/BPR department has now issued objectionable instructions which are far in variance from the understandings reached with us. When in reality the BPR I has miserably failed, we do not understand the logic in launching BPR-II without first attending to the issues thrown out by BPR-I. Our officers at operation level have been the victims of BPR and even the Circle Managements are convinced that the BPR which has many deficiencies should not be thrust upon them, for its implementation in a haste.

2 We have today addressed a letter to our Chairman, expressing our protests against the unilateral actions of the management, demanding to withdraw the instructions. A copy of the letter addressed to our Chairman is reproduced.

3. Comrades, unilateralism in Bank on HR issues is again peeping in. There is a need to nip the same in the bud to avoid industrial unrest. We are awaiting response from the management. In the meantime, we request our affiliates / members to be in readiness for any organisational action at short notice.

With warm greetings

(G.D.NADAF)  
GENERAL SECRETARY

**No.6180/88/10**

**Date:19.08.2010**

**The Chairman  
State Bank of India,  
Corporate Centre,  
Madame Cama Road,  
Mumbai – 400021.**

**Dear Sir,**

**CIRCLE RE-DESIGN UNILATERAL CHANGES**

We are extremely shocked to observe that NBG/BPR Departments Corporate Centre have sent a communication to the Circles vide their letter no. BPR/RP/655 dated the 10<sup>th</sup> August, 2010 directing them to shift all the Regions to RBOs, transfer AGMs (Admin) to Local Head Office and shut down all erstwhile Modules by 30<sup>th</sup> September 2010.

2. In this connection, we advise that the Federation had been opposing this move since beginning and after protracted deliberations involving various functionaries of the Corporate Centre including those of BPR & IR Departments, the Bank had finally agreed to retain the structure by the name of "Virtual Modules". Subsequently, a new IR structure was also finalized in consultation with the Federation and advised to Circles for implementation. We regret to state that even before the ink of the understanding had dried, the NBG/BPR departments, in another show of unilateralism, have once again tinkered with a bilateral issue without even an intimation to us, let alone holding any discussion in this regard. As a matter of fact, the Federation has been requesting for creation of the post of DGM (Admin) at module level for effective functioning of the Module and for ensuring unity of command at that level and also to do away with the chaos presently prevailing. In response, the Bank had posted DGM (Ops.) in some Circles on pilot basis and had agreed to review the position in consultation with us. As such, we do not understand the reasons for the sudden volte face. We may hardly need to stress that the BPR I has miserably failed to give desired results and the position in so many of its outfits like the LCPC, CPPC and various other processing centres is truly chaotic. The work of opening accounts has partially shifted back to branches without corresponding staff augmentation and sanctioning of some advances is also being reverted back. We understand that revival of the concept of integrated RM is also being thought of.

3. In view of the above situation and the fact that first phase of the BPR has not stabilized and is widely being viewed as a failure, the wisdom of implementing BPR-II is not understood. We lodge our strong protest against the same and strongly emphasize that it will not be in the interest of the Bank to force the same upon the Circles who too as per our information are opposed to this concept. We, therefore, request you to please arrange to withdraw the instructions given to the Circles to avoid Industrial Relations problem in the Bank and to convene an exclusive meeting to discuss a comprehensive review of the entire BPR which we have been demanding for long.

Thanking you,

Yours faithfully,

SD/-

**(G.D.NADAF)**

**GENERAL SECRETARY**