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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. 36/2010

DATE : 31.12.2010

TO,

ALL MEMBERS

We reproduce hereunder the text of **AISBOF Circular No. 125 dated 23.12.2010** 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

**POSTING OF PROBATIONARY OFFICERS**

As regards placement of Probationary Officers on confirmation, we have today sent a letter to the Bank. A copy of the said communication is annexed for information.

With greetings.

Sd /-  
(G.D.NADAF)  
GENERAL SECRETARY  
Date : 23.12.2010

No. 6543/170/10

To,  
The Dy. Managing Director & CDO,  
State Bank of India, Corporate Centre,  
Madame Cama Road,  
Mumbai – 400 021.

Dear Sir,

One of the suggestions made by us in the CNC meetings on shortage of officers at branches is, to reduce the training period of Pos/TOs from two years to one year and to post them as regular officers for on- the -job training at branches, which will ease the shortage problem to some extent and reduce the work pressure at branches. We are happy that our suggestion was accepted by the Corporate Centre, on merit.

2. We understand that, the Pos who have completed one year of training are being posted and used for mobile banking, internet banking, MPST, HLST, Marketing and selling and other miscellaneous works, which will only deprive them of the Branch experience.

3. Now, a peculiar situation has arisen. On 17.02.2011, the confirmation examination is going to be conducted for these Pos. The Pos who have not worked in branches are at a disadvantage, and will not be able to perform well, due to lack of practical experience and job knowledge. Very few Pos have been confirmed and placed in Scale II in the previous year. Lack of on-the-job knowledge and experience could be one of the reasons. In fact, their confirmation is itself at stake.

4. Secondly and more importantly, such Pos who are confirmed as Scale II will be posted as Branch Managers, immediately. As Branch Managers, they would be totally at sea to handle such assignments.

*Contd....2*

5. Many a times in the past, such Branch Managers without job knowledge and practical experience, have become victims of frauds and acts of gross violation of systems and procedures, inadvertently, leading to severe disciplinary action. It is not prudent to spoil the careers of such innocent officers.

6. Therefore, Pos, after completion of their one year training need branch experience. They need to work in rural and semi-urban branches as well, at a later date, as it is mandatory. They need to mingle with regular officers and employees and have a feel of the real State Bank of India.

7. Considering the above issues, we once again request you to ensure posting of Pos to the needy branches, without any further delay.

8. You will also appreciate the fact that, all that has been enumerated above is in the best interests of the Bank and the career of the Pos.

9. Hope you will respond positively.

With greetings,

Sd /-  
(G.D.NADAF)  
GENERAL SECRETARY