



SUP-POWER

May-June 2012

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STATE BANK OF INDIA OFFICERS' ASSOCIATION
PATNA CRICLE WELCOMES & SALUTES

Comrade Anirudh Akhauri
GENERAL SECRETARY, SBIOA, PATNA CIRCLE

ON BEING UNANIMOUSLY ELECTED AS PRESIDENT,
ALL INDIA STATE BANK OFFICERS' FEDERATION

We are proud of you Comrade

SBIOA ZINDABAD !!! AISBOF ZINDABAD !!! OUR UNITY ZINDABAD !!!

**S.B.I. OFFICERS' ASSOCIATION
(PATNA CIRCLE)**

MAMALLAPURAM MANDATE



Com. A. Akhauri along with Comrades of Patna Circle at Mamallapuram



Com. A. Akhauri with leaders of AISBOF



Com. A. Akhauri addressing the august gathering at Mamallapuram



Com. L.K.P. Singh, President, SBIOA, Patna looks on



Com. J.K. Thakur addressing the General body meeting of AISBOF.



Com. A. Akhauri accepting applause from the gathering on being elected as President of AISBOF.



Com. Vikas Kumar addressing the General body meeting of AISBOF.



Com. A.K. Pandey addressing the General body meeting of AISBOF.



Com. A. Akhauri, President (elect) with **Com. T.N. Goyal**, President, AISBOF

सम्पादक की कलम से



प्रिय साथियों,

बधाई! बधाई!! बधाई!!!

जनवरी-फरवरी 2012 के अपने सम्पादकीय में मैंने कहा था कि यह वर्ष बैंक तथा संघ दोनों के लिये महत्वपूर्ण है—क्योंकि संघ में शीर्ष स्तर पर बदलाव होने थे और बैंक के इसलिये क्योंकि यह वर्ष वेतन बढ़ोत्तरी का वर्ष है। संघ में हुये परिवर्तन के लिये पटना मंडल के सभी सदस्य बधाई के पात्र हैं क्योंकि यह पहला अवसर है जब हमारे बीच का कोई साथी इस ऊँचाई पर आया है। यह इसलिये भी महत्वपूर्ण हो जाता है क्योंकि आनेवाले कई वर्षों तक इस इतिहास को मैं दुहराया जाता तो नहीं देख पा रहा हूँ। अतः यह अवसर है जब हम श्री अनिरुद्ध अखौरी के अखिल भारतीय स्टेट बैंक अधिकारी महासंघ के अध्यक्ष चुने जाने पर खुशियाँ मनायें और इस उपलब्धि का गर्व करें ! आप सभी को पूरे केन्द्रीय समिति की ओर से हार्दिक बधाईयाँ।

यहाँ मुझे एक पुरानी घटना याद आ रही है। स्व० इंदिरा गाँधी उन दिनों हमारी प्रधानमंत्री थीं और स्व० चौधरी चरण सिंह उत्तर प्रदेश के मुख्यमंत्री। दोनों राजनैतिक स्तर पर एक दूसरे के धुर विरोधी थे। लखनऊ के किसी एक आमसभा में स्व० चरण सिंह ने स्व० गाँधी की सार्वजनिक आलोचना की। अगले ही दिन वे बनारस चले गये क्योंकि स्व० गाँधी वहाँ आनेवाली थी और स्व० चरण सिंह उनकी अगवानी करना चाहते थे। किसी सहयोगी ने याद दिलाया कि किसी विरोधी नेता की, जिसकी कल आप सार्वजनिक तौर पर आलोचना कर रहे थे, आपको स्वयं अगवानी हेतु जाने की क्या आवश्यकता है? चौधरी चरण सिंह ने यह कह कर उस सहयोगी को शांत कर दिया कि वे देश की प्रधानमंत्री हैं और मेरे राज्य की यात्रा पर हैं; राज्य के मुख्यमंत्री होने के नाते प्रधानमंत्री की अगवानी करना उनका दायित्व है। लेकिन हमारे कुछ साथी इन दिग्गजों से भी बड़े राजनीतिज्ञ हैं जो हर चीज राजनैतिक चश्मे से ही देखते हैं। ऐसे ही किसी सदस्य के पास इस खुशी की मिठाई जब पहुँची तो उन्होंने यह कह कर मिठाई लेने से मना कर दिया कि श्री अखौरी के अध्यक्ष बनने में उनकी कोई भूमिका नहीं है। अरे, तब तो आप किसी के बच्चे के जन्म पर कहीं कोई मिठाई नहीं खाते होंगे। समझ में नहीं आता, ऐसी बचकानी हरकतों से हम साबित क्या करना चाहते हैं ?

इस अवसर पर मैं अपने उन सभी साथियों का विशेष आह्वान करना चाहता हूँ क्योंकि एक ओर जहाँ हमें कुछ गर्व प्राप्त हुआ है वहीं दूसरी ओर हमसे अपेक्षाएँ भी बढ़ गई हैं। हमें और मेहनत करनी होगी और प्रयास करना होगा ताकि हम सदस्यों की अपेक्षाओं पर सही उतर सकें। एक बार पुनः आप सभी को बधाइयाँ ! साधुवाद !! शुभकामनाएँ !!!

आपका ही,
विकास कुमार

MEETINGS OF AISBOF/AIBOC

The Executive Committee Meetings of AISBOF were held at Lucknow on the 14th May 2012 and at Chennai on the 26th May 2012 to approve the report of the General Secretary to be placed before the 25th General Council.

The Triennial General Council Meeting of AISBOF was held at Mahabalipuram, Chennai from the 26th to 28th May 2012. **Com. A. Akhauri** was unanimously elected as the **President** and **Com. D. S. Rishabadas** as the **General Secretary** for the Triennial period 2012-2015.

The Executive Committee of AIBOC at its meeting held at Bangalore on the 30th & 31st May 2012 decided to co-opt **Com. D. S. Rishabadas** as the General Secretary of AIBOC in place of **Com. G. D. Nadaf**.

MEETINGS OF CENTRAL / ZONAL COMMITTEE

The 10th meeting of the Central Committee was held at Ranchi on the 15th April 2012. The Committee decided to conduct the Triennial election of the Association for the term 2012-2015 on the 7th October 2012. The detailed programme will be brought out in August 2012.

ACHIEVEMENTS

SBIOA (Patna Circle) congratulates its General Secretary **Comrade Anirudh Akhauri** on his unanimous election as the President of AISBOF.

2007 batch of JMGSi officers on repatriation from Ahmedabad Circle reported back to this Circle in May 2012.

ORGANISATIONAL MATTER

General Secretary **Com. A. Akhauri** called on the family members of **Late K. P. Srivastava** and **Late P. C. Choudhary** at Jamshedpur on the **25th April 2012**, alongwith **Com. Ajit Kr Sinha** and **Com. Kalyan Chatterjee, President and Asstt General Secretary of Zonal Committee, Ranchi**.

During his visit to Jamshedpur on the **25th April 2012**, **Com. A. Akhauri** visited Sakchi, Jamshedpur, Kadma, Sonari, CB Jamshedpur, PBB Jamshedpur, RACPC, SMECC, SARB, CCPC, RBO and Ranikudar and interacted with the officers thereat.

Com. A. Akhauri visited Muzaffarpur branch on the **25th April 2012** and interacted with the members.

Women's Wing of SBIOA (Patna Circle) celebrated **May Day** on the **1st May 2012** at Patna and Ranchi.

A Holiday Home was inaugurated at Bodh Gaya on the **3rd May 2012** by the Chief General Manager.

Com. A. Akhauri attended the inauguration function.

The officers of Local Head Office gave an enthusiastic welcome to **Com. A. Akhauri** on his arrival at Patna on the 1st June 2012 after his election as **the President of AISBOF**. A felicitation was organised in the evening at **Patna Main branch**.

OBITUARY We regret to inform the readers of Sup-Power of the premature death of undernoted colleagues during **April – May 2012**.

Name	Place of Posting	Date
K. K. Srivastava	CAC Jamshedpur	16.04.2012
P. C. Choudhary	SMECC Jamshedpur	18.04.2012
Ashish Sinha	Barauni	03.05.2012
S. N. Jha	RBO Motihari	29.05.2012

We pray the Almighty to grant courage to the members of the bereaved families to withstand this irreparable loss. We also pray that the departed souls may rest in eternal peace.

SUCCESS COMES TO THOSE WHO DARE AND ACT

छोटू से प्रेम

प्रातः 9.30 बजे का वक्त था। लेखापाल होने के नाते शाखा को समय पर खोलने पहुंचा था। शाखा के प्रांगण में एक छोटा लड़का लेटा हुआ, रो रहा था तथा एक कुत्ता उसके आँसू को चाट रहा था। मैंने कुत्ते को आवाज देकर भगाने की कोशिश की। कुत्ते ने अपनी रोती हुई सूरत को मेरी ओर किया। वो लड़का भी कुत्ते की गर्दन पकड़ कर लिपट गया। उसका इस तरह लिपटना दोनों के बीच प्रेम को दर्शा रहा था। वो एक-दूसरे के दर्द को समझ रहे थे। एक इंसान और जानवर के बीच के इस प्रेम को देख मैं अचम्भित हो गया।

मैं शाखा के गेट का ताला खोलकर अंदर प्रवेश किया तो बैंक गार्ड के मुलाकात हुई। मैंने उससे बाहर रो रहे बच्चे के बारे में पूछा, गार्ड ने कहा—साहब, उस लड़के का नाम छोटू है। उसका बाप शराबी है। छोटू बूट-पालिस करता है। उसीसे उसका घर चलता है। आपकी जगह पर परिमल साहेब थे। वो मुम्बई से यहाँ आये थे। दो साल पूर्व उन्होंने छोटू को इतनी कम उम्र में बूट-पालिस करते देखा तो उन्हें दया आ गई। उन्होंने छोटू के पढ़ने का इंतजाम किया तथा प्रतिदिन 20 रुपये की आर्थिक मदद देते रहे। छोटू घर से बूट-पालिस का बक्सा लेकर निकलता और उसे बैंक के गार्ड रूम में रखकर स्कूल चला जाता। शाम को बैंक में आकर परिमल साहब से मिलकर 20 रुपया लेता तथा साथ ही अपना बक्सा लेकर घर चला जाता। इसीलिये छोटू अपने पढ़ने के बारे में घर वालों को कभी नहीं बताया। यह प्रक्रिया दो सालों से चली आ रही थी। तीन दिन पहले परिमल साहेब की बदली मुम्बई हो गयी। छोटू को इस बात की जानकारी बाद में हुई। उसका मददगार चला गया। उसे सच्चा प्यार करने वाला कोई नहीं रहा। यह सुनकर मुझे परिमल साहेब की आत्मीयता एवं महानता का परिचय प्राप्त हो सका।

जब किसी पर दुःख का पहाड़ टूटता है तो रुकने का नाम नहीं लेता। कुछ दिनों के बाद शाखा के पीछे झुग्गी-झोपड़ी में भयानक आग लगी। आग में कई लोग हताहत हुए। दुर्भाग्यवश, छोटू के माता-पिता को भी भयानक आग ने निगल लिया। रोते हुए छोटू को अपने साथ घर लेकर चला आया। उसे दस दिनों तक अपने घर पर रखा। जो मैं खाता था, उसे भी खिलाता था। लेकिन इसबीच वो उदास रहने लगा था। और यह एक ही रट लगा रहा था “साहब, मुझे परिमल साहेब के पास भेज दीजिए।”

उसकी जिद को देखते हुए मैंने परिमल साहब से मुम्बई बात की। छोटू के सम्बन्ध में सारी जानकारी दी। उसके मुम्बई जाने कि जिद के बारे में भी बताया। परिमल साहब सारी घटनाक्रम को सुनकर भावुक हो गए। उन्होंने छोटू को मुम्बई आने के सम्बन्ध में अपनी स्वीकृति दे दी। तत्पश्चात मैंने छोटू का रेलवे टिकट कटाकर उसे मुम्बई जाने वाली ट्रेन में चढ़ा दिया। और साथ ही, परिमल साहब को छोटू के रेल तथा टिकट का विवरण भेज दिया।

तीन दिन बाद मैंने परिमल साहब से मोबाइल पर छोटू के

पहुँचने की जानकारी लेनी चाही। मैंने फोन किया—“नमस्कार परिमल साहब, आप कैसे हैं? छोटू आपके पास पहुँच गया होगा।” उधर से गम्भीर आवाज में परिमल साहब ने कहा—छोटू तो नहीं, पर उसकी लाश अवश्य पहुँच गई। मैंने पूछा—“ये कैसे हुआ?” परिमल—“कल मुम्बई में एक राजनैतिक दल ने अपनी राजनीति को चमकाने हेतु बाहरी राज्यों से आने वाले लोगों पर हमला कर दिया। चार आदमी की हत्या कर दी गई। दुर्भाग्यवश उसमें एक बदनसीब छोटू भी था। उसकी खोज में मैं दिन भर प्लेटफार्म पर भटकता रहा। पर मिला नहीं। अंततः मुझे मुर्दाघर भी जाना पड़ा। छोटू का शरीर वहाँ मेरा ही इंतजार कर रहा था। उसका दाह-संस्कार भी मेरे हाथों होना था।” यह सुनकर मैं अपने आप को कोसने लगा। आखिर मैंने क्यों उसे मुम्बई जाने दिया? क्या मैं उसका पालन-पोषण नहीं कर सकता था?

विचित्र दुनिया है यह। एक इंसान के स्वच्छ प्रेम ने उसे मुंबई बुलाया और उसी क्षेत्र के कुछ स्वार्थी तत्वों की घृणात्मक राजनीति ने उसकी जाल ने ली।

—मिलिंद कुमार झा
सदस्य, एस.बी.आई.ओ.ए. पटना

समय के शिलालेख पर

समय के शिलालेख पर,
इतिहास आज मन्द मन्द मुस्काता है,
परिवर्तन की पदचाप सुन,
विलक्षण नेतृत्व पर गर्वित होता है।
इतिहास रचा है पटना मण्डल ने,
हरित हैं सब अधिकारी,
मान बढ़ा आपके गरिमामयी नेतृत्व का,
खुशियों की फौली चहुँ ओर किलकारी।
सत्य, निष्ठा और जुझारुपन की विजय यह,
बढ़ेगी अब संगठन की और मजबूती,
भावना एकता की होगी सम्वर्धित,
सच है, ईमानदार मिहनत कभी व्यर्थ नहीं जाती।
आपको पाकर हम हैं अति गर्वित,
जितेंगे ऐसे ही आप हर युद्ध,
पटना मंडल हुआ महिमामंडित,
नेतृत्व के अदभूत मिसाल हैं कॉमरेड अनिरुद्ध!!!!

बदरी नाथ झा, पीबीबीयू-2
प्रधान कार्यालय, पटना

रवीन्द्र भवन, पटना (अभिनन्दन समारोह)
(कॉमरेड अनिरुद्ध अखौरी के अखिल भारतीय
स्टेट बैंक अधिकारी महासंघ के अध्यक्ष पद पर
सर्वसम्मति से निर्वाचित होने के उपलक्ष्य पर)

स्वार्थ रहित एवं निष्पक्ष कार्य संघ की शक्ति है।

THE ROLE AND PROFILE OF DEFENCE REPRESENTATIVE

The Officers' Association is a protecting umbrella as well as a friend in need and advocate and guide lending a helping hand to the officer right from the stage of investigation or perhaps even prior to that stage, to the final phase including the process of seeking judicial remedy.

We should look the assistance from two angles: Every member has a contractual right to demand the assistance from his Association when he is in trouble. And every member has right to be heard properly. The first factor needs no elaboration as it is the duty of the Association to assist its members whenever he seeks such assistance. The only requirement is that he should have complied with his part of the obligation to pay subscription and abide association's directions on various activities. The Second is by far the most sensitive issue. An Office Bearer cannot be a judge and can only be a resource person to defend the member.

The first job of the Defence Representative on acceptance of a role or assignment is to effect a morale booster and prepare the Charge Sheeted Official to meet the problem with courage, determination and firmness.

CSO undergoes a problem and needs assistance and help, while DR is a Service Provider and possesses expertise to deal with the situation.

Both the CSO and DR engage themselves towards a single cause and act together to realize the same objective. In fact the DR has chosen to lend his support and accept a common purpose with the CSO. Their role should be co-extensive. They are therefore to play a combined role in a single assignment, in other words a common destination to reach.

The Charge Sheeted Official is the affected officer. He faces the charge sheet. It is forced on him and he has no choice. He has therefore to meet the challenge.

For the Defence Representative, it is not a personal problem. But he possesses professional skill in addressing and meeting such problems faced by other officer colleagues. Associating with him will help the CSO. The relations between the two are similar to that between an advocate and his client or that between a service-provider one who seeks the benefit of such service. While the advocate may charge a fee to the client, the service of DR is out of goodwill and friendship and is honorary. DR is in a position to look at issues more objectively, efficiently, moderately and calmly and provide the problem solution, which alone the CSO may find it difficult to achieve.

For the CSO it is a one-time experience. He does not want to entangle in further charge sheets or inquiries. But for the DR, it is an exercise in development of his skill and expertise in defence. It will be part of his mission to assist

in future other officers similarly facing charge sheets. It is thus a combination of a person facing a problem aligning with a person possessing the skill to address and redress the problem.

While so, the CSO is better possessed of the knowledge of the facts of the disciplinary case, while DR can be deemed to be better equipped with knowledge to devise the strategy based on his familiarity with the procedural standards of departmental inquiry. He plans and finds how best to develop and present the defence of the CSO, and where to rebut the evidence of the PO, and where to explain appropriately the case of the CSO and disarm such seemingly adverse-evidence with minimum effort. He brings forth instances where system deficiencies have led to emergence of adverse operational results and pinpoints that the charged officer is not to be blamed blindly and arbitrarily. Where bonafide risk taking causes business losses, the DR is quick to point out the appropriate policy guidelines of the bank in this respect to protect the CSO. The DR on account of skill and past experience and capacity for intensive analysis of the issues involved and extensive knowledge about inquiry procedures, is able to provide all these intricate arguments in defence pleading. DR is an asset if selected judiciously in this perspective. He acts as a force multiplier to the charged officer. Their roles are not exactly common, but they are supplementary and make a sum-total with the benefit of synergy accruing on account of the combination. If one efficient and moderate DR is developed, as one light will dispel darkness, in a whole room, the single DR will dispel security risks and service hazards for the entire community of officers at a place. A single doctor can keep an entire village disease-free, so do a single DR can keep officer-morale high.

When a charge sheet is issued against the CSO it is a partial alienation to him by the Management. The interests of the Officer and the Bank no longer synchronize. A divider wall has been erected, and the threat area for him now is also from the employer. He now stands shifted to the phase of seeking the shield of protection from threats of punishment by the disciplinary authority.

While working for his protection the DR should follow the rule that discretion is better part of valour. Unfortunately in actual practice many officers awake lately at this stage, after completely neglecting their own personal safeguards all along. They are still ignorant of the dimensions of the split that has marked in their relations with the employer. They try belatedly to control the damage that has already gone beyond control. They still suffer a misconception that the object of calling for a reply from them for the charge sheet is "not only to find out whether the charges framed are admitted or not, but also to give to the employee concerned an opportunity to state the line of his defence

and to enable the authority concerned to see whether the accused officer can be exonerated straight away on the basis of his explanation, if it was satisfactory, or if there was to be an enquiry to limit its scope to the defence actually set up" (State of Andhra Pradesh V.S.Kameshwar Rao, AIR 1957 AP 794).

When an officer is served with the Charge Sheet, the public perception is he must be guilty. He becomes an unwanted person for his own colleagues. When the Management is gunning for him, it is the duty of the Defence Representative to empathise with the CSO.

If we unemotionally look at the charge sheet, the CSO may be charge sheeted on account of various factors due to (i) some procedural lapses (ii) some errors on Judgment

(iii) some extraneous circumstances the officer is made a scapegoat (iv) prejudicial to some officials at the Bank. Therefore, branding the officer as a delinquent would be travesty of truth and amounting to punishment without fair trial.

It is not a pleasant job for the CSO who has to take the Representative into full confidence. The Representative, if he does a job honestly, may invite the wrath and perennial prejudice of Management as by his act he would have questioned their wisdom. Yet, if the job is done well, it is a reward by itself. As a member of the Association, the DR should keep himself free from the bias and should not have preconceived notion about the CSO. Unless this principle is accepted, effectiveness of Defence Representative will be impaired.

LEADERSHIP

"A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the quality of his actions and the integrity of his intent."

"Good leaders make people feel that they're at the very heart of things, not at the periphery. Everyone feels that he or she makes a difference to the success of the organization. When that happens people feel centered and that gives their work meaning."

"Leadership is understanding people and involving them to help you do a job. That takes all of the good characteristics like integrity, dedication of purpose, selflessness, knowledge, skill, implacability as well as determination not to accept failure."

"An empowered organization is one in which individuals have the knowledge, skill, desire and opportunity to personally succeed in a way that leads to collective organizational success."

"It is important that an aim never be defined in terms of activity or methods. It must always relate directly to how life is better for everyone... The aim of the system must be dear to everyone in the system. The aim must include plans for the future. The aim is a value judgment."

"A boss creates fear, a leader confidence. A boss fixes blames, a leader corrects mistakes. A boss knows all, a leader asks questions. A boss makes work drudgery, a

leader makes it interesting. A boss is interested in himself, or herself a leader is interested in the group."

"The best leaders are clear. They continually light the way, and in the process, let each person know that what they do make a difference. The best test as a leader is : Do those served grow as persons; do they become healthier, wiser, freer, more autonomous, more-likely themselves to become leaders?"

"Leaders don't wait. They shape their own frontiers. The bigger the challenge, the greater the opportunity".

"Leaders are not born. They are made. They are made just like anything else, through hard work. That's the price we have to pay to achieve that goal or any goal".

Leaders accomplish great things and inspire others to grow in responsibility and skills. The above quotes emphasize the importance of perseverance, services, and reliability. Leaders give their best in whatever job they're doing. Any of us can take on leadership roles and qualities just by doing our jobs in a dependable way and encouraging others to share in and help us in attaining a worthwhile vision.

Hope, these leadership quotes have given you some important insights

Compiled by : Badri Nath Jha
CM (RA), PBBU-II, LHO, Patna

"Most of us can learn to live in perfect comfort on higher levels of power. Everyone knows that on any given day there are energies slumbering in him which the incitements of that day do not call forth. Compared with what we ought to be, we are only half awake. It is evident that our organism has stored-up reserves of energy that are ordinarily not called upon—deeper and deeper strata of explosive material, ready for use by anyone who probes so deep. The human individual usually lives far within his limits."

—William James.

REMEMBER—ALL RESOURCES ARE LIMITED EXCEPT CREATIVITY

CONGRATULATIONS

Memories of the seashore city MAHABALLIPURAM the land where History was created I was among the lucky one to witness. The day 28th of May 2012 has been engraved in golden books of State Bank of India Officer's Association.

It indeed was an auspicious occasion to cheer up for our great deserving leader, the opportunity which we have been waiting for. We express our respect to you SIR.

I on behalf of all the officers of Patna Circle express my sincere gratitude to our beloved O.S. Mr Akhauri, the multidimensional personality, a mellifluous orator, successful optimistic and a friendly person. Mr Akhauri has made it to the level beyond the no reach. YES, sky is the limit and he has touched the stars shining on him.

To reach this destination, the path was not of bed of roses but had few thorns too. It was not an easy task but he managed to conquer this respectful seat by his regular hard work.

There goes a saying, A tree does not eat its own fruits, the river or sea does not drink its own water, the same here is Mr Akhauri who has dedicated his life to help and serve others and does not give us a single opportunity to

complain. His every stepping stones to success give us the path to truth and healthy work.

At last, all these qualities of Mr Akhauri were fully recognized by the Federation and Vini- Vidi- Vici he took their hearts too by his marvelous capabilities and hitherto he was elected as the President of the All India State Bank Officers' Federation.

Our hearts filled with joy, pride and happiness, one could say that our future is safe and secure and we still even have brighter hopes because now it all has been handed over to the most worthy and righteous person.

Apart from all this, I am sure the people of Patna Circle need to be proud too. After all Mr Akhauri holds such a respectable position to destroy the poor mindset of people naming Bihar a backward and incapable. I am sure he will reach up to our expectations.

Comrades, I, once again on behalf of Patna Circle Congratulate him from the core of my heart !!!

-Vijaya Tigga
President Women's Wing



एसबीआई अधिकारी फेडरेशन के अध्यक्ष बने अनिरुद्ध अखौरी
पटना : भारतीय-स्टेट बैंक ऑफिसर्स एसोसिएशन पटना सर्किल के महासचिव अनिरुद्ध अखौरी सोमवार को वेन्स में आयोजित एसबीआई अधिकारी फेडरेशन के वार्षिक जेनरल काउंसिल में आल इंडिया अनिरुद्ध अखौरी फेडरेशन के निर्विरोध अध्यक्ष निर्वाचित किए हुए। देश के 14 स्टेट बैंक सर्किल एवं इसके सहयोगी बैंक इस फेडरेशन में सम्मिलित हैं। एसबीआई पटना सर्किल के नेताओं उन्हें बधाई देते हुए कहा है कि यह पटना के लिए नैसर्ग की बात है।



कॉमरेड अखौरी (बीच में) के अभिनन्दन समारोह में दीप प्रज्वलित करते हुए कॉमरेड जे. के. ठाकुर, उपाध्यक्ष, अधिकारी संघ, पटना तथा अन्य अधिकारीगण।



पटना शाखा में कॉमरेड अखौरी का भव्य स्वागत किया गया। इस अवसर पर उद्गार व्यक्त करते हुए कॉ. एल.के.पी. सिंह, अध्यक्ष, अधिकारी संघ, पटना, साथ में (बैठे हुए) कॉमरेड अनिरुद्ध अखौरी, महासचिव, अधिकारी संघ, पटना तथा सर्वश्री नवीन चन्द्रा, स.म.प्र., पटना शाखा तथा राकेश प्रसाद, स.म.प्र., एस.पी.बी., पटना।

Maximise your food's fat-burning potential with the MH seven-day planner

DAY 5	DAY 6	DAY 7
SAUSAGE OR SOYA CHOPSTICK SIZZLE Chicken sausages or soya chopsticks cooked with cabbage, mushrooms and onions in coconut oil. Why? Research at the University of Missouri found that a protein-rich breakfast reduced overeating later in the day.	BAKED EGGS Two eggs mixed along with green and red peppers, spring onions and chilli, placed in and oven-cooked. Why? "This is a perfect on-the-go snack," says Dr Kakar. "It's high in protein and fibre, the cornerstones of weight loss and muscle gain."	LETTUCE ROLL-UPS Lettuce stuffed with chicken or paneer or soya granules, and avocado, cucumber, carrot and red pepper. Why? This nutritional juggernaut is rich in just about every weight-loss vitamin and mineral you'll need to feel full all day.
CHEF'S SALAD Chicken, minced meat or soya chunks and tofu and hard-boiled eggs with a mixed green salad, olive oil and vinegar. Why? "The mix of proteins gives you a broad spectrum of amino acids—valuable weight-loss aids that keep you feeling satiated and help build muscle," says Dr Kakar.	PRAWN OR SPROUT SALAD Prawns or sprouts, mixed salad and avocado with olive oil and vinegar dressing. Why? Both prawns and sprouts have a trio of gut-busting weapons: amino acids leucine, isoleucine and valine that boosts your testosterone.	BURGER LUNCH Chicken patty or chana kebab wrapped in lettuce, with tomato, onion and a side of asparagus. Why? You get the taste of a burger without the calories or carbs. "The protein-rich beef will see you through the day without any hunger pangs," says Dr Kakar.
FISH FILLET OR TOFU CHILLI Fish fillet or tofu, mushrooms, chilli, onions and carrots slow-cooked on the hob. Why? The Johns Hopkins Weight Management Centre found that mushrooms help people eat fewer calories.	SPICY WINGS Chicken or low-fat cheese cube pieces marinated in cayenne pepper and olive oil. Why? These can be an appetiser or a main, and are loaded with spices and lean protein that'll aid fat loss," says Dr Kakar.	MUTTON OR TOFU AND VEGGIE CURRY Mutton or tofu cooked with coconut milk, curry, spices, spinach, onion, carrot and mushrooms. Why? "Chicken or soya is the go-to post-workout protein and the squash recharges your muscles with the energy they expended while you were sweating," says Dr Kakar.
SQUASH WITH CHICKEN OR BEANS Why? "This is an ideal combination of foods for building muscle and aiding recovery, without needlessly adding excess calories that the body is likely to store as fat," says Dr Kakar.	MUTTON STEAK OR SOYA CHOPSTICKS WITH SWEET POTATO Why? "The mutton is loaded with valuable protein and fat required to increase your muscle mass after a tough training session," says Dr Kakar. The sweet potato is also high in fibre and low in calories.	BUTTERNUT SQUASH WITH CHICKEN BREAST OR SOYA GRANULES Why? Again, go heavy on the spice. "This dish is rich in protein and fibre," says Dr Kakar.

SPEAK ANY LANGUAGE BUT GLORIFY INDIA

CIRCULARS

CIRCULAR NO. 19/2012

DATE : 01.06.2012

To,
All Members

**25TH TRIENNIAL GENERAL COUNCIL
SILVER JUBILEE OF THE GENERAL COUNCIL A
GRAND SUCCESS A MILESTONE IN THE HISTORY
OF OUR MOVEMENT MESSAGE OF SOLIDARITY
AND UNITY OF THE FEDERATION TO ALL**

We quote hereunder the text of AISBOF Circular No. 38 dated 30.05.2011 on the captioned subject, the contents of which are self-explicit.

Text

"It was a memorable occasion for all of us in the All India State Bank Officers' Federation when we met in the General Council - the 25th and the Silver Jubilee General Council in the history of our movement, where more than two thousand comrades from all parts of the country participated in a festive mood, at the sea-shore temple city of Mamallapuram - Tamil Nadu. The Auditorium was rightly named in the memory of our beloved leader late Com.R.N.Godbole, the doyen of our movement and a legend in the Bank Officers' movement - Com.R.N.Godbole Sabhagraha.

2. The grand gala event of the 25th Triennial commenced with hoisting of the flag by the leaders of the Federation, accompanied by stalwarts of our movement. Com.T.N.Goel, our beloved President and Com.G.D.Nadaf, General Secretary of the Federation along with Com.D.Suresh Kumar, the President of SBIOA, Chennai, Com.Rishabadas, the General Secretary of SBIOA, Chennai Circle were present by the side of Com.E.K.Thakur, former President of the Federation, Com.Shantha Raju, the former General Secretary of the Federation and also Com.Amar Pal, the former President of the Federation, along with a large number of delegates and observers on the occasion of hoisting the flag of the Federation with full throated slogans inspiring the large number of participants and reverberating across Mamallapuram.

3. The Inaugural Session commenced with Com.T.N.Goel, the President of the Federation and the President of the 25th Triennial General Council being invited to preside over the function. Thereafter, the other dignitaries were invited to the dais which included Shri S.S.Palanimanickam, the Union Minister of State for Finance, Government of India, Com.P.K.Sarkar, the President of AIBOC, Com.M.V.Murali, the General Secretary of NCBE, Com.Sanjeev Bandlish, President of AISBISF (who joined later), Com.Prakash Gangal, Secretary, AISBISF.

4. Com.E.K.Thakur, the former President of the Federation and a stalwart of our Movement was also invited on the dais.

5. The other dignitaries included the former Presidents of the Federation Com.Balakrishnan, Com.S.C.Rindani, Com.B.B.Das, Com.Amar Pal and the former General Secretaries, Com.L.V.Subramaniam, and Com.Shantha Raju. A large number of senior leaders of various affiliates of the Federation were also present to witness the historical Conference.

6. The dignitaries were welcomed by Com.Rishabadas, General Secretary and Com. D.Suresh Kumar, President of the Chennai Circle Association on behalf of the Federation and also the host affiliate.

7. The rendering of invocation and the opening song by

the students of SBIOA School, Chennai, enthralled the audience. Com.Sharmila Sarkar, rendered prayer invoking the blessings of the Almighty for the success of the Conference.

8. As a backdrop to the commencement of the function, the students of SBIOA Educational institutions performed a 'Jugalbandi' of the Indian Classical dance form of Kuchipudi, Bharathanatyam, Mohini Attam, Kathak etc., which was so colourful and was appreciated by the entire audience for their excellent display of these dance forms, which synchronized with the waves of the sea in the close vicinity.

9. The formal inauguration was done by Shri.S.S.Palanimanickam and other dignitaries by lighting the lamp. Thereafter, the Hon'ble Minister delivered his keynote address, referring to the contribution of the State Bank of India to the masses of this country and the role played by the Officers' fraternity all over the country towards the priority sector and also the various programmes of the Government. He also acknowledged the trade union role of the Federation and its strength consisting of over 90,000 officers who have been rendering yeomen service to the masses of this country. He expressed his happiness about the role of State Bank of India Officers' Federation in ensuring the welfare of its members. He wished the Conference all success while declaring the Conference inaugurated by him.

10. The Minister who had other pre-occupations took leave though he had the desire to continue throughout the Inaugural Session.

11. Com.Rishabadas while extending a formal welcome covered extensively the glorious culture of Tamil Nadu and also the importance of the City of Mamallapuram. He gave a vivid account of the cultural heritage of Tamil Nadu State. He made extensive reference to the Tamil Language and its contribution in the southern part of the country. He also briefly accounted the historical places in and around the City of Chennai and its great contribution for the modern world. He acknowledged the large attendance of the delegates and observers from all parts of the country and expressed his desire that the Conference should be a grand success. He also gave a detailed account of the successful functioning of the organization, its contribution to the society at large and also expressed his gratitude for the opportunity given to the Circle Association by the President and General Secretary of the Federation for conduct of the Conference at Chennai.

12. Com.G.D.Nadaf, General Secretary of the Federation, in his introductory remarks stated that the Conference is an occasion for the Federation to take stock of the situation and also review the performance of the Federation over the last three years and take appropriate decisions for its future journey. He also briefed about the recent success of the 9th Bipartite and the benefits that were passed on to our members despite the detraction and the confusion that was being created by the vested interests with a view to break the unity of the Bank Officers' movement under the banner of the Confederation. He also explained the circumstances under which he and his colleagues in the NCBE had to protest and walk out from signing of the MOU with a view to protect the interest of State Bank employees and Officers amidst thunderous applause. He explained in detail the background of the Balancing Amount and its distribution amongst the State Bank Officers after the finalization of the 9th bipartite settlement. He expressed his happiness over the good co-ordination that is in existence between both the organizations in State Bank and the mutual respect and faith that the Staff and Officers' Federation have been enjoying over the last several years.

असफलता का अर्थ है कि प्रयत्न पूरी लगन से नहीं हुआ।

13. He also gave full details about the success of the Federation in securing several benefits to the Officers during the last couple of years under his regime. He gave a brief account of the challenges that are before the Bank Officers' fraternity. He also explained the background under which the financial relief under the Compassionate Appointment Scheme was recently released by the Management.

14. He also made a reference to the recent relationship of the top executives of the Bank with the Officers' Federation. He explained at length the recent events that have caused serious irritations between the Federation and also the Management of the Bank and the need to take care of these developments by the new team when it comes into existence. He expressed his anguish over these unsavory developments and hoped that good sense will prevail amongst the top executives of the Bank so that the relationship can be normalized in due course.

15. He also referred to the urgency of preparation of the Charter of Demands and getting ready for hard negotiations on the forthcoming wage revision. In the backdrop of the Recommendations of Khandelwal Committee on the compensation system, in particular, the introduction of the variable pay, the Confederation will have a tough time to ensure a fair revision for the officers. The Bank Managements are under the influence of the Government for introduction of Variable and Fixed pay compensation, which will result in a total discrimination amongst the members of the Officers' fraternity.

16. Com.P.K.Sarkar, President of the Confederation speaking on the occasion expressed his happiness over the excellent manner in which the affairs of the Federation being conducted under the leadership of Com.G.D.Nadaf, the General Secretary of the Federation. He also acknowledged that the entire Bank Officers' movement will be looking forward for the direction and guidance from the mammoth organization of State Bank of India Officers' Federation. He also detailed the challenges that are ahead of us in the Banking Industry. He made reference to the new initiatives of the Government in the name of reforms in the financial sector, the various proposals that are awaiting the approval of the Parliament including the attempt to privatize the Public Sector Banks etc. He also desired that the Confederation should take a lead in preparing the Charter and submitting the same to the Management in an effective manner. He expressed his hope that the deliberations of the Triennial Council of the All India State Bank Officers' Federation will cover all these aspects and take a positive view for further consolidation of our movement.

17. Com.M.V.Murali, the General Secretary of NCBE while extending his warm felicitation to the success of the 25th Triennial Conference on behalf of the National Confederation of Bank Employees, extended his co-operation and support in tackling all the industry level issues and the need for both the organizations in forging the unity and co-operation in tackling the problems of the employees and officers in State Bank of India.

18. Com.Prakash Gangal the Secretary of AISBISF speaking on behalf of the Staff Federation recalled the excellent relationship that both the Federations have been enjoying and their total faith and commitment towards the continuation of the relationship in the days to come. He also referred to the various developments both at the industry as well as at the bank level and the need to continue to remain together in tackling all these issues in the days to come. He wished the conference all success.

19. Com.E.K.Thakur, the former President of the Federation, thrilled the audience through his narration about the historic indefinite strike of 17 days during the year 1969 and the struggles and sacrifices made by each and every leader of yesteryears. He was all in appreciation about the performance of the Federation since then and advised the members present in the Conference that they should know about the past of the Federation and its struggles and sacrifice of the then leaders in getting trade union rights to the supervisory cadre in the Banking Industry. His narration about the various incidences kept the audience spell bound and were highly benefited by his vivid description of the struggles with particular reference to the 17 days' indefinite strike in the year 1969, which paved the way for consolidation of our movement. He also drew the attention of the members about the right that is available to the Bank Officers to organize and agitate as per the ILO convention held at Geneva.

20. He also referred to the current industrial relations situation prevailing in the banking industry, more particularly in SBI for the information of Shri.V.Narayanasamy, the Union Minister of State, Prime Minister's Office, Personnel, Public Grievances and Pension, Government of India who had just then arrived to participate in the Conference. He sought his intervention for normalization of the relationship. He also drew the attention of the Minister to the absence of the top executives of the Bank during the occasion where they would have had an opportunity of participating in this historic Silver Jubilee Conference.

21. Shri.V.Narayanasamy, addressing the gathering assured the house that the issues and grievances of the members represented to him by the Federation and also the honourable speakers in the Conference would be personally looked into by him. He also stated that the head of the institution is expected to hear the grievances of the representative organization and sort out the differences so that smooth industrial relations would prevail in the bank. He complimented the Officers of State Bank of India for their excellent service to the masses in particular under priority lending. He was also all praise for the good customer service that is being rendered by State Bank Officers all over the country.

22. While conveying his good wishes for the success of the Conference, he assured that he would look into the issues that have been raised by the leaders of the Federation and also suggested that the leaders are always welcome to meet him and represent their grievances so that he can take up with the appropriate authorities in the Government.

23. Com.T.N.Goel, the President of the Federation in his presidential address acknowledged with thanks the good words spoken by all the speakers. He also thanked the Ministers for their presence and assurance to extend a helping hand to the Federation in meeting all the challenges before the organization. He briefly covered about the immediate tasks ahead of us including the need to tackle the present industrial relations climate in the bank, the forthcoming salary revision and our preparation etc. He also advised the participants to take into account the views that have been expressed by the various speakers, deliberate on all matters of importance during the next 2 days debate, and come to such conclusion that would consolidate our movement further.

24. As part of the Silver Jubilee Celebrations, SBIOA (Chennai Circle) donated Medical equipments to an old age home and a donation of Rs.1.26 lacs to Govt. Hospital, Mamallapuram. Sri.Palanimanickam released a book titled

"One point reference book for Disciplinary Proceedings" published by SBIOA (Chennai Circle). Sri.E.K.Thakur, released a CD on Hindi language for the benefit of Officers and Employees of SBI.

25. Com.Ganesh.C.Mishra, the Senior Vice-President of the Federation proposed a vote of thanks. He profusely thanked the dignitaries on the dais and off the dais. He also thanked the entire volunteer force from Chennai Circle Association for their excellent job in making the inaugural session a grand success.

26. Comrades thus, the Inaugural Session of the 25th Triennial Conference concluded with a happy note and launched the event as one of the milestones in the history of our movement.

Business Session:

27TH AND 28TH OF MAY 2012 REPORT OF THE GENERAL SECRETARY STATEMENTS OF ACCOUNTS RESOLUTIONS

27. The business session commenced with a welcome address by Com.Rishabadas, General Secretary of Chennai Circle Association. Com.Ganesh.C.Mishra, the senior Vice President extended a warm welcome to all the delegates on the occasion. Com.T.N.Goel, President of the Federation declared that the business session commenced, as the required quorum had been present in the meeting hall. He made a mention about Late Com.R.N.Godbole and Com.Umed Singh, the former General Secretary and President respectively of AISBOF who left us for heavenly abode during the Triennial period. Glowing Tributes were paid to the great leaders and all the leaders on the dais led by Com.T.N.Goel and Com.G.D.Nadaf paid respectful homage and floral tributes to the departed souls. A minute's silence was observed in honour of the leaders. Thereafter, he invited Com.G.D.Nadaf, the General Secretary of the Federation to present his report for the consideration of the house.

28. Com.G.D.Nadaf, General Secretary of the Federation presented his comprehensive report. Some of the highlights of the report, referred to the National and international scenario, the issues covering the labour movement, the subject dealing with the banking industry, its performance, the industrial relations at the industry and the bank level, the various struggles in different parts of the country by our affiliates on several occasion, the industrial relations climate in the bank in the recent past etc.,

29. He also gave a detailed account of the industry level issues including the salary revision and the tough time that was gone through by our organization in ensuring our legitimate share in the salary revision etc., He also emphasized on the need for unity amongst the staff and officers' federation. He also referred to the developments at the industry level under the umbrella of the United Forum of Bank Unions etc.,

30. He briefly described about the various activities of the Federation both under the banner of the NATURE and social activities of the affiliates as well as the Federation. He also highlighted the challenges that are ahead of us and the salary revision, which would be a vital issue in the days to come.

31. Thereafter there was a lively debate on the report and the various issues covered by the General Secretary from the delegates who had an occasion to express their views, referred to the several grievances, suggestions in regard to the improvements in the service conditions etc.,

32. The General Secretary while replying to the various

issues raised by the members in the debate, sought the approval of the House for the report, the financial statements and the resolutions that have been placed for the consideration of the house.

33. Com.R. Balaji SBIOA, Chennai Circle, proposed that the Report and the statements of accounts along with the resolution be adopted. Com. D. Shyamsundar Rao SBIOA(K) Bangalore Circle seconded.

34. The house adopted the report, the statements of accounts, amendments to the Byelaws proposed by Executive Committee and the resolutions, unanimously.

35. Comrades, thereafter the President appointed Com.T.S. Nagaraja as the Returning Officer for the conduct of the Elections.

ELECTIONS:

36. Com.T.S.Nagaraja, the Returning Officer after due completion of all the formalities announced that the following members have been duly elected unanimously.

SL. No.	NAME	ELECTED AS
1	Com.Anirudh Akhauri	President effective from 1st July 2012
2	Com.G.C.Mishra	Sr. Vice President
3	Com.S. K. Mukherjee	Sr. Vice President
4	Com.K.D.Thoakar	Sr. Vice President
5	Com.B.K.Awasthi	Sr. Vice President
6	Com.M.K.Virmanani	Sr. Vice President
7	Com.D.S.Rishabadas	General Secretary
8	Com.Y.Sudarshan	Joint General Secretary, Head Quarters,Bangalore
9	Com.N.B.Kulkarni	Joint General Secretary, Corporate Centre
10	Com. K.Nagaraja Shastry Quarters,	Secretary,Head Bangalore

37. The President and General Secretaries of Affiliates will be the ex officio Vice President and Dy. General Secretary of the Federation respectively. E.C. Members position of the Federation will be nominated on the advise of Affiliates.

FAREWELL

37. It was a very touching moment for the effective gathering when the felicitation programme commenced in respect of com. T.N.Goel the President of the federation and Com. G.D.Nadaf the General Secretary of the federation by the affiliates of the Federation. The stalwarts of our movement were also felicitated on the occasion. A special circular has since been circulated.

38. Comrades, thus the historical 25th General Council came to a conclusion. It was a unique occasion for all the members who had come from different parts of the country to witness the wonderful deliberations. The three days' deliberations will be recorded in golden letters in the history of our movement and will be remembered, cherished by one and all for a long time to come. The euphoria generated by the Conference has energized, inspired all the delegates and observers who have gone back to their respective regions with AISBOF spirit enlivened and a firm resolve to take the movement to greater heights of glory."

With warm greetings,

Sd/-
(ANIRUDH AKHAURI)
GENERAL SECRETARY

CIRCULAR NO. 16/2012**DATE : 18.04.2012**

To,
All Members

APPOINTMENT ON COMPASSIONATE GROUND

We quote hereunder the text of AISBOF Circular No. 29 dated 18.04.2012 on the captioned subject, the contents of which are self-explicit

"In our Bank, appointment of dependent of an employee on retirement or death was in vogue from the days of Imperial Bank of India. During those days, it was a practice to offer an appointment to one of the eligible dependent family members of the retiring employee, to continue the connection of the family with the Bank. In case of death of an employee while in service, an appointment of dependent on compassionate ground was assured.

2. During 1996, on account of Supreme Court Judgement in the matter of Steel Authority of India Vs Union of India, the appointment on compassionate ground was not to be claimed as a matter of right, but management to offer it on the basis of the 'penury' and 'precarious' living conditions of the family of the deceased employee. The Government of India, advised all Public Sector Banks to adhere to the spirit of the Supreme Court Judgement on compassionate appointment. They also laid down penury norms for appointment on compassionate grounds. However, in case of death while on duty, on account of dacoity, violence, robbery etc., compassionate appointment as well as cash compensation was made available.

3. Subsequently, based on the recommendations of the IBA, Payment of ex-gratia to the dependent family members, instead of appointment was introduced during 2005. One of the reasons for depriving the appointment was, the IBA Managing Committee felt that, such appointments will dilute the efficiency of the Bank. But, the statistics show that such appointments in Banks were less than 1% of workforce. There was no concession on qualification required for the post. The appointment were made in subordinate or clerical cadre, based on the minimum qualification of the candidate. The written test and interview was waived.

In Govt., it is permitted to offer compassionate appointments upto 5% of the workforce. Hence, in Govt. establishments, Public Sector undertakings etc., the appointments on compassionate ground continued, whereas in the banking industry quoting the Supreme Court Judgement, almost such appointments were stopped. Even for payment of ex-gratia, in lieu of appointment, stringent penury norms were prescribed, thereby in majority of the cases of officers, neither appointment was offered nor ex-gratia was paid to the dependents.

4. In this background, we took up the matter with our management for simplification of Penury norms for payment of cash compensation to the dependent family members. We also suggested to ensure payment of atleast 50% of the eligible exgratia amount to the dependents of deceased employee, without applying the penury norms. There was need for extension of time limit for submission of application by the dependents for appointment/ex-gratia.

5. We are glad that, the Executive Committee of the Central Board at its meeting held on 3rd April, 2012 has approved the revised scheme for payment of ex-gratia lumpsum amount

in lieu of compassionate appointment. The following is the gist of the revised scheme.

**REVISED SCHEME FOR PAYMENT OF EX-GRATIA
LUMP SUM AMOUNT IN LIEU OF COMPASSIONATE
APPOINTMENT, W.E.F 01.04.2012**

PENURY NORMS:

While the stipulation of monthly income of family less than 60% may remain, the following relaxation in primary calculation may be made:

(i) Income from other sources and presumed notional income from net corpus (other than terminal benefits received from Bank) not to be reckoned while calculating the monthly income of the family.

(ii) SBI Life Insurance claim received not be taken into account while calculating total Investments.

(iii) Loans raised from officers/employees co-operative credit societies may be included as liabilities.

The effect of the above would be that while determining the financial condition of the family the following income/liabilities will be taken into account:

INCOME:

(i) Terminal benefits - PF, gratuity, and leave encashment (no change).

(ii) LIC and other insurance policies (no change).

LIABILITIES:

(i) Loans and other dues payable to Bank (no change)

(ii) Loans raised from credit societies and other financial institutions.

Without approval of the Bank (These will be adjusted first from the other liquid assets of the deceased) (no change)

AMOUNT OF EX-GRATIA

(i) The maximum amount of Ex-gratia increased as under for cases whose monthly income is less than 60% of the last drawn gross salary (net of taxes).

Cadre	Amt.of Ex-Gratia	Min.Amount
Supervising	Rs.10 lacs	Rs. 5.50 Lacs
Clerical	Rs. 9 lacs	Rs. 4.50 lacs
Subordinate	Rs. 8 lacs	Rs. 4.00 lacs

(ii) The minimum amount of ex-gratia shall be paid to all cases where the monthly income is more than 60% of the last drawn gross salary (net of taxes) so that no family of the deceased employee is deprived of ex-gratia lumpsum amount.

(iii) The maximum amount of Ex-Gratia payable shall be subject to the cadre wise prescribed ceilings.

TIME LIMIT:

It is proposed to increase the time limit for submission of applications to 9 months with a provision of condonation of delay of further 3 months in genuine cases.

**PAYMENT OF MINIMUM EX-GRATIA AMOUNT OF 50% OF
ELIGIBILITY TO ALL CASES REJECTED W.E.F 04.08.2005**

CADRE	MAX.EX-GRATIA (A) Rs. In lacs	Mnimum Amount of Ex-Gratia (B) Rs. In lacs (50% of A)
Supervising Staff	Rs. 8 lacs	Rs. 4 lacs
Clerical Staff	Rs. 7 lacs	Rs. 3.5 lacs
Subordinate Staff	Rs. 6 lacs	Rs. 3 lacs

6. Comrades, we are extremely happy that, one of the long pending issues has been resolved. We hope that, dependent family members of deceased officers will get a sigh of relief. Of course, loss of life of a bread earner cannot be compensated by any monetary relief. We request our affiliates to inform the revised norms to all dependents of deceased officials whose requests have been rejected w.e.f 04.08.2005 and to arrange for payment of eligible ex-gratia to them."

Sd/-
(ANIRUDH AKHAURI)
GENERAL SECRETARY

CIRCULAR NO. 15/2012

DATE : 18.04.2012

To,
All Members

PROVISION OF MOBILE SETS TO OFFICERS

We quote hereunder the text of AISBOF Circular No. 28 dated 18.04.2012 on the captioned subject, the contents of which are self-explicit.

"In order to improve communication between the officers and the controllers, mobile phone facility was felt necessary and accordingly, we had raised the issue with the management long back. The facility is made available to officers with two years service. In this connection, we have suggested the following improvements vide our letter No.6466/216/11 dated 23.11.2011:

(i) That, at few Circles, the facility of mobile phones to all Officers was already extended by the respective Circle Managements and ceilings on reimbursement of call charges were also prescribed by the respective Circles, are at variance with the ceilings contained in the above said Circular.

(ii) Further, the Officers' are to be permitted to retain the mobile sets, at the time of superannuation, at no extra cost; irrespective of the period of use of the handset.

2. The Bank further modified the scheme. Our following suggestions vide our letter No.6466/30/12 dated 29.03.2012; are yet to be considered, except extending the facility of retaining the mobile sets less than one year old, purchased after 01.04.2012, with the officers up to SMGS V on superannuation as in the case of TEG Scale VI and above.

(i) The eligibility norms may be relaxed further and all confirmed officers be provided with mobile handsets.

(ii) The tariff charges fixed are not sufficient to cover the call charges of two mobiles. Those who maintain a single mobile also be permitted to claim full amount of monthly charges.

(iii) The existing conditions of surrendering mobile sets of less than one year old for officers up to SMG - V; at the time of retirement be done away with. It is cumbersome exercise to retain the old mobile sets at office, as it loses its value very second day of the purchase.

(iv) A single mobile set with higher version, which can function with two SMS may be permitted, to be purchased within the overall ceiling of two mobile handsets.

3. We also suggested to the Bank to revise the reimbursement of call charges of residential phones and to reimburse broadband charges in addition to call charges, taxes, rent etc. We are following up with the Management for further improvements in the scheme."

With seasons greetings

Sd/-
(ANIRUDH AKHAURI)
GENERAL SECRETARY

CIRCULAR NO. 14/2012

DATE : 17.04.2012

To,
All Members

REGULATED WORKING HOURS FOR OFFICERS

We quote hereunder the text of AISBOF Circular No. 27 dated 17.04.2012 on the captioned subject, the contents of which are self-explicit.

"One of the important demands of the Bank Officers is 'Regulated Working Hours'. The Bank Officers' Service Rules do not provide for defined working hours as in the case of workmen. Officers' services may be requisitioned by the competent authority at any time. It never says that, officers have to work continuously for 24 hours a day. Officers are also human beings. They too require, defined working hours with lunch, recess etc. The nature of duty may require them to report half an hour early to the commencement of business hours, and stay late for another 30 - 45 minutes to close the days work. They have family obligations and social commitments. But today, due to the acute shortage of staff at branches, officers are forced to come early and leave late in the night to complete the days work. They have vicarious responsibility to manage the business of the Bank. The sword of accountability always hangs on their neck. They are suffering from want of time to spare for their family, and the social commitments. They are having acute stress level leading to Diabetes, B.P and Cardiac attacks. The continuous work also affects their concentration, efficiency and quality of work. Therefore, we at Industry level, as well as at Bank level, are advocating for regulated working hours for officers, so as to improve quality of life of officers as well as quality of work.

2. Increasing work pressure due to multiplicity of business of the Bank, reduction of staff strength on account of retirements, deaths and attrition etc., is compelling them to spend more time within four walls of the Bank. It has become fashion for exploiting the situation by ordering the officers to sit late and attend the office on Sundays and Holidays without any extra compensation. Given an option, officers need quality time to spend with their family, than to work for paltry sum of compensation offered by the Management. To discourage late sitting and attending offices on sundays and holidays, we demanded heavy compensation from the Management. We also demanded sufficient number of staff at branches to cater to the need of the customers. The customer service must not affect at any cost.

3. When the Management decided to extend business hours on 31st March, 2012 and 5th April 2012, we effectively negotiated with the Management and settled for compensation of Rs. 2500/- towards local conveyance, dinner, out of pocket expenses etc. In fact during March 2001, negotiations on cash compensation was left to the individual circles for working on full day on Saturday to close the Bank accounts. This has lead to payment of different amount at the Circles, causing heartburn among the officers. Hence, the negotiation on compensation is now centralized.

4. Never-the-less, our ultimate aim is to discourage late sitting and working on Sundays and holidays, by fixing regulated working hours. We are also pursuing at industry level, for 5-day week in the Banking Industry. We are confident that, with our continued persuasion and pressure, a long pending genuine demand of Regulated working hours may become a reality in the days to come. However, 5-day week is equally important for Bank employees as available to the employees of Central Govt. PSUs etc."

With seasons greetings

Sd/-
(ANIRUDH AKHAURI)
GENERAL SECRETARY

अनिरुद्ध अखौरी का हुआ अभिनंदन

(आज समाचार सेवा)

पटना। ऑल इंडिया स्टेट बैंक ऑफिसर्स फेडरेशन के अध्यक्ष चुने जाने पर अनिरुद्ध अखौरी का अभिनंदन किया गया। इस अवसर पर आयोजित समारोह में उन्हें सम्मानित किया गया। श्री अखौरी पटना अंचल स्टेट बैंक ऑफ इंडिया ऑफिसर्स एसोसिएशन के महासचिव हैं। इस अवसर पर स्टेट बैंक ऑफ इंडिया ऑफिसर्स एसोसिएशन की ओर से उने सम्मान में समारोह आयोजित किया गया। समारोह को संबोधित करते हुए श्री अखौरी ने कहा कि अधिकारियों की उनसे काफी अपेक्षाओं का पूरा करने का प्रयास होगा। जो प्राथमिकताएं हैं उसपर विशेष ध्यान दिया जायेगा। उन्होंने कहा कि बैंक अधिकारियों की पहली नवम्बर 2012-बेस रिविजन, सप्ताह में पांच दिनों का कार्य, अनुकम्पा के आधार पर नियुक्ति आदि मांगों की पूर्ति का प्रयास होगा। समारोह में अधिकारियों ने श्री अखौरी के कार्यों की प्रशंसा करते हुए उनके व्यक्तित्व की चर्चा की। समारोह में स्वागत भाषण पटना अंचल के अध्यक्ष एलकेपी सिंह ने दिया। एससी/एसटी एसोसिएशन के अध्यक्ष सुरेश कुमार और महासचिव त्रिभुवन रविदास सहित अन्य लोगों के साथ समारोह को संबोधित किया।

दैनिक जागरण, पटना 03 जून 2012

प्रबंधन से मधुर संबंध बनाएंगे : अखौरी

पटना, हमारे संवाददाता : भारतीय स्टेट बैंक आफ इंडिया के उच्च प्रबंधन से मैं बेहतर कालमेल बिटाने की कोशिश करूंगा। इसके साथ ही अधिकारियों के हक की लड़ाई भी जारी रहेगी। उक्त बातें शनिवार को स्टेट बैंक आफ इंडिया ऑफिसर्स एसोसिएशन के नवनिर्वाचित अध्यक्ष कॉमरेड अनिरुद्ध अखौरी ने कही। वे रविन्द भवन में एसोसिएशन की ओर से अभिनंदन समारोह को संबोधित कर रहे थे। एसबीआई ऑफिसर्स एसोसिएशन (एसबीआईओए) के अध्यक्ष के रूप निर्वाचित अनिरुद्ध अखौरी ने कहा कि स्थानीय स्तर पर बैंक के उच्च प्रबंधन के साथ संबंध मधुर बनाने की कोशिश होगी। इसके साथ ही राष्ट्रीय स्तर पर वेज रिविजन को जल्द से जल्द लागू कराने, पांच दिवसीय साप्ताहिक कार्यअवधि को मंजूरी दिलाने, काम के घंटे का निर्धारण करने और अनुकम्पा के आधार पर नियुक्ति की लड़ाई भी जारी रहेगी। इससे पूर्व एसोसिएशन की ओर से आयोजित अभिनंदन समारोह को संबोधित करते हुए एसबीआईओए के पटना सर्किल के अध्यक्ष एलकेपी सिंह ने कहा कि यह पहला मौक है जब एसोसिएशन का अध्यक्ष बिहार और झारखंड से कोई बना है।

बैंकों में हो पांच दिनों का कार्यदिवस

संवाददाता ■ पटना

अखिल भारतीय स्टेट बैंक अधिकारी महासंघ के अध्यक्ष अनिरुद्ध अखौरी का अभिनंदन शनिवार को स्टेट बैंक ऑफ इंडिया ऑफिसर्स एसोसिएशन की ओर से रवींद्र भवन में किया गया। अभिनंदन समारोह में आये सदस्यों ने महासंघ के अध्यक्ष बनने पर अनिरुद्ध अखौरी को बधाई दी, श्री अखौरी ने कहा, बैंकों में पांच दिनों के कार्य दिवस को लागू करवाना, अनुकम्पा के आधार पर नियुक्ति करवाना आदि हमारी प्राथमिकताएं हैं। बैंक की उन्नति के लिए हरसंभव प्रयास किया जायेगा। बैंक अधिकारियों की अपेक्षाएं काफी बढ़ गयी हैं, उनकी अपेक्षाओं पर खरा कारनामा हमारे लिए सबसे बड़ी चुनौती



अखिल भारतीय स्टेट बैंक अधिकारी महासंघ के अध्यक्ष अनिरुद्ध अखौरी का अभिनंदन करते एसोसिएशन के सदस्य।

है, वेज रिविजन और सर्विस कंडीशन में सुधार अधिकारियों की सबसे बड़ी अपेक्षा है, इसे मैंने एक चुनौती के रूप में स्वीकार किया है। मौके पर मंडल

अध्यक्ष एलकेपी सिंह, एससी/एसटी वेलफेयर के महासचिव त्रिभुवन रविदास और अध्यक्ष सुरेश कुमार सहित महासंघ के सदस्य उपस्थित थे।

हिन्दुस्तान, पटना 03 जून 2012

अनिरुद्ध का एसबीआई ने किया अभिनंदन

पटना। पटना सर्किल के भारतीय स्टेट बैंक अधिकारी संगठन की ओर से शनिवार को रवीन्द्र भवन में अभिनंदन समारोह का आयोजन किया गया। समारोह में अखिल भारतीय स्टेट बैंक अधिकारी महासंघ के नए अध्यक्ष कॉमरेड अनिरुद्ध अखौरी का अभिनंदन किया गया। अखौरी ने कहा कि नेतृत्व मिला है तो जिम्मेदारियां भी बढ़ गई हैं। पटना सर्किल के पहले ऐसे नेता है जो महासंघ के अध्यक्ष बने हैं। समारोह की अध्यक्षता पटना सर्किल के एलकेपी सिंह ने की।

Hindustan Times
Patna, 29.05.2012

President of SBI officers' body elected
Anirudh Akhauri, general secretary, State Bank of India (SBI) Officers' Association, Patna Circle, has been unanimously elected president of All India SBI Officers' Federation in the triennial general council held at Chennai.

Prabhat Khabar, Patna

अखौरी एसबीआई अधिकारी फेडरेशन के अध्यक्ष

पटना ■ भारतीय स्टेट बैंक, ऑफिसर्स एसोसिएशन पटना सर्किल के महासचिव अनिरुद्ध अखौरी को भारतीय स्टेट बैंक अधिकारी फेडरेशन का अध्यक्ष बनाया गया है। चेन्नई में अखिल भारतीय, भारतीय स्टेट बैंक अधिकारी फेडरेशन के त्रैवार्षिक जनरल काउंसिल में उन्हें निर्विरोध अध्यक्ष घोषित किया गया, देश के 14 स्टेट बैंक सर्किलों एवं इसके सहयोगी बैंक इस फेडरेशन में शामिल हैं। एसबीआई के उपप्रबंधक (जनसंपर्क) रमेश झा ने कहा कि एसबीआई पटना सर्किल के लिए यह एक गौरव की बात है कि सर्किल से अखिल भारतीय अध्यक्ष निर्वाचित किया गया है।



The Telegraph, Patna
Election

■ Patna: Anirudh Akhauri, the general secretary of State Bank of India Officers' Association, Patna circle, has been unanimously elected the president of All India State Bank of India Officers' Federation at the triennial general council held in Chennai, said Ramesh Jha, deputy manager (public relations).

The Times of India,
Patna, 29.05.2012

SBI Officers' Federation: Patna circle SBI Officers' Association general secretary Anirudh Akhauri has been unanimously elected president of the All India SBI Officers' Federation. Akhauri was elected at the federation's triennial general council meeting held in Chennai recently.

Aaj, Patna

अखौरी चुने गये स्टेट बैंक अधिकारी फेडरेशन के अध्यक्ष

(आज समाचार सेवा)

पटना। भारतीय स्टेट बैंक ऑफिसर्स एसोसिएशन पटना सर्किल के महासचिव अनिरुद्ध अखौरी को आल इंडिया भारतीय स्टेट बैंक अधिकारी फेडरेशन का निर्विरोध अध्यक्ष घोषित किया गया है। यह घोषणा फेडरेशन की चेन्नई में आयोजित त्रैवार्षिक जनरल



काउंसिल की बैठक में किया गया।

विदित हो कि इस फेडरेशन में देश के 14 स्टेट बैंक सर्किल एवं इसके सहयोगी बैंक शामिल हैं। उप प्रबंधक रमेश झा ने श्री अखौरी के अध्यक्ष घोषित किये जाने को भारतीय स्टेट बैंक, पटना सर्किल के लिए सौखीन बात बताया है।

विलम्ब से असंतोष बढ़ता है ।

RECEPTION OF COM. A. AKHAURI AT LHO, PATNA AFTER MAMALLAPURAM (CHENNAI) MELODY



Warm Welcome of **Com. A. Akhauri**, G.S. by **Com. Binod Kr.**, Secr., Finance SBIOA at Patna airport.



Waiting for arrival of **Com. A. Akhauri** from Patna Airport to LHO premises.



जन-सैलाब



..... और लोग उमड़ पड़े
कॉ० ए० अखौरी का स्वागत करने।



Com. A. Akhauri, was garlanded at LHO Patna



We too are waiting for your welcome
Com. A. Akhauri



सुस्वागतम्.....



Com. A. Akhauri with lady officers & other activists.



Shri Satish Kr. Singh, AGM, RBU-I congratulating **Com. A. Akhauri**.



Com. A. Akhauri by was interviewed by Doordarshan, Patna.



Sri Navin Chandra, AGM, Patna, greeting **Com. A. Akhauri** at Patna Branch.



Com. A. Akhauri addressing the gathering at Patna Branch, **Com. L.K.P. Singh**, President, SBIOA, (Left) **Shri Rakesh Pd.**, AGM, SPB, Patna & **Sri N. Chandra**, Patna Br., (Right) looking on.

अभिनन्दन कॉमरेड अखौरी



Photographs of felicitation ceremony held at Patna in the honour of **Com. A. Akhauri**, on being unanimously elected as President of All India State Bank Officers Federation.

Com. L.K.P. Singh, President (top left corner) and **Com. A. Akhauri**, General Secretary (in the centre) of SBIOA, Patna Circle, addressing the gartering.



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