



SUP-POWER

MAY – JUNE - 2010

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

GLIMPSES OF 1ST WOMEN'S CONVENTION



VENUE OF THE CONVENTION & CONVENTION HALL



LIGHTING OF LAMP BY THE CHIEF GUEST



A VIEW OF THE PARTICIPANTS

सम्पादक की कलम से ----!!!!!!



प्रिय मित्रों,

आज सुप-पावर का चौथा अंक आपके हाथ में है, पिछले दो महीनों में हमारे संघ से सम्बन्धित कई विकास की बातें हुई हैं जिनकी चर्चा आपसे करनी है। हालाँकि उनमें से कई बातें अब आपके लिये पुरानी भी हो चुकी होंगी – उदाहरणार्थ हमारा वेतन पुनरीक्षण, महासचिव द्वारा भेजे गये एस. एम. एस. एवं ई-मेल के माध्यम से आपको यह विदित हो ही गया होगा कि पिछले कई दिनों से प्रतीक्षित हमारे वेतन बढ़ोत्तरी का प्रस्ताव अंततः अब मूर्त रूप में आ गया है। इस वेतन पुनरीक्षण को लेकर कई शंकायें प्रकट की गई, बढ़ोत्तरी के दर के विषय में कई भ्रान्तियाँ भी सामने आईं, यद्यपि वेतन पुनरीक्षण की विस्तृत जानकारी अभी स्पष्ट भी नहीं हुई थीं। बिना आधिकारिक जानकारी लिये हुये एस.एम. एस. के माध्यम से कई प्रकार की भ्रामक सूचनायें हस्तान्तरित की गईं। इस प्रकार की हरकतें हमारे अधिकारी समाज से अपेक्षित नहीं हैं। हम बुद्धिजीवी वर्ग से आते हैं। वैसे प्रजातंत्र में सबों को अपना विचार व्यक्त करने का अधिकार है, लेकिन हमें इतना धैर्य तो होना ही चाहिये कि कोई भी प्रतिक्रिया देने के पहले हम आधिकारिक सूचना प्राप्त कर लें। हमारा अनुरोध है कि भविष्य में हमारे साथी इन बातों का ध्यान अवश्य ही रखेंगे।

केन्द्रीय समिति के स्तर पर भी पिछले दो महीने उपलब्धियों से भरे रहे। एस. एम. एस. एवं ई-मेल द्वारा सूचना प्रसारित करने की एक केन्द्रीयकृत व्यवस्था की शुरुआत हुई। यह इस बात का संकेत भी है कि प्राद्योगिकी के इस दौर में केन्द्रीय समिति भी नई तकनीकों के उपयोग में किसी से पीछे नहीं है।

22 अप्रैल 2010 को मंडल प्रबन्धन द्वारा कई अधिकारियों को पिछले वित्तीय वर्ष में उनके सराहनीय योगदान एवं कार्य के लिये पुरस्कृत किया गया। यह कार्यक्रम गया में सम्पन्न हुआ, जहाँ उन अधिकारियों को सपत्नीक आमंत्रित किया गया। हम पुरस्कृत होने वाले सभी अधिकारियों का अभिनन्दन करते हैं तथा ऐसे आयोजन के लिये मंडल प्रबन्धन तथा मानव संसाधन विभाग का धन्यवाद करते हैं। विश्वास है कि आगे भी हमारे संघ के सदस्य पटना मंडल के परचम को इसी प्रकार उँचा उठाये रखेंगे।

मई दिवस के अवसर पर केन्द्रीय समिति के तत्वावधान में राँची में महिला सदस्यों के लिये एक सम्मेलन का आयोजन किया गया। इस प्रथम सम्मेलन में पटना मंडल की लगभग 170 महिला सदस्यों ने भाग लिया। ए० आई० बी० ओ० सी० के महिला विंग की महासचिव श्रीमती जी० पुष्पा कुमार तथा झारखण्ड सरकार की श्रमायुक्त श्रीमती आराधना पटनायक, भा. प्र. से. ने इस सम्मेलन को सम्बोधित किया। पटना मंडल में इस प्रकार का यह पहला सम्मेलन था। सम्मेलन की सफलता इस बात से स्पष्ट होती है कि इसके आयोजन की पूरी जिम्मेदारी महिला सदस्यों द्वारा ही निभाई गई। अंशु गुप्ता, पुष्पा केरोलिन, अनिता कान्दिर, अर्चना सिंह, पर्णा दासगुप्ता, विजया तिग्गा, कविता, विनिता कुमारी और दूसरे महिला साथियों के अथक प्रयास के बिना यह आयोजन कतई सम्भव नहीं था। हम अपने राँची अंचल के सहकर्मियों का भी धन्यवाद करते हैं जिनके सहयोग के बिना यह आयोजन शायद ही हो पाता। हमें आशा है कि आने वाले समय में हम इसी प्रकार के अनेक नये कार्यक्रमों का आयोजन कर सकेंगे।

मित्रों, संघ का कोई भी कार्यक्रम/आयोजन तभी सफल है जब उसमें तन और मन से आप सभी की भागीदारी हो। हमें विश्वास है, आपका यह स्नेह और साथ हमें भविष्य में भी मिलता रहेगा।

आपका,

विकास कुमार

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

WOMEN'S CONVENTION

First Women's Convention of SBIOA, Patna Circle was held with pomp and show on 1st May 2010 at XISS Auditorium, Ranchi. The convention was organized for the first time in the history of SBIOA, Patna Circle. The selection of date 1st May i.e. Labour Day was appropriate for this event which was appreciated by more than 165 female officers working in various branches/ offices of SBI in the States of Bihar and Jharkhand who attended the programme. All the modules were represented by sizeable presence, specially Ranchi and Patna.

Com.L.K.P.Singh, presided over the convention and Com. Vikas Kumar anchored the programme.

At the commencement of the inaugural session, there was Saraswati Vandana and Group song followed by welcome address by Com. Anshu Gupta, the Convenor of the Convention.

Com. L.K.P. Singh in his presidential address listed the various activities and visible changes in last six (06) months. General Secretary Com. Anirudh Akhauri addressed the gathering and listed the important points of recently signed wage settlement w.e.f.01.11.2007.

The Convention was inaugurated by Smt. Aradhana Patnaik, Labour Commissioner, Govt. of Jharkhand who also was the Chief Guest on the occasion. It was also graced by presence of Smt. Pushpa G. Kumar, General Secretary (Women's Wing) of AIBOC, as Guest of Honor. The inaugural convention was attended by Central Committee Office Bearers, alongwith the Office bearers of various Zonal Committees, including all the District Secretaries of Ranchi Module. The Auditorium was tastefully decorated and the ambience boosted the morale of the comrades attending the programme.

Chief Guest, Smt. Patnaik, in her address praised the SBIOA for organising such type of convention and wished that this should be continued in future. She shared her experience and challenges faced by herself as a working women in her various assignments and at different places. She pointed out that working women are more dedicated, honest and devoted to their duties and appealed all the participants to fight the social evils like superstitions and bhrun hatya. She took the opportunity for appealing to other Banks through the presence of large number of print media and electronic media persons to organize such type of convention for the working lady employees in their Banks. She also praised the presence of SBI in every part of the country and also emphasized that this network can be utilized for betterment of women of

the society through various welfare schemes of Central and State Government.

Guest of Honor, Smt. Pushpa G Kumar was thrilled with the large presence of female participants. She explained in detail, the various activities of Women's Wing of AIBOC and appreciated the support rendered by General Secretary, AIBOC, Com. G.D.Nadaf and appreciated the SBIOA Patna Circle for organizing this type of grand convention with great festivity and involvement. In her key note address she briefed the comrades on the demands placed by Women's Wing of Confederation and the recent developments in this regard. She assured all support from the Confederation in their endeavours to improve the service conditions and welfare of the female officers at their level. Com. Vijay Kumar Singh, Regional Manager, Region III, Ranchi, Com. M.D.Prasad, President, Zonal Committee, Bhagalpur also spoke on the occasion. The convention was attended by Com. T. T. Baitha and Com. K. K. Srivastava, the AGS and President respectively of Muzaffarpur Zonal Committee, Com. Santosh Kr. Jha and Com. Ramayan Prasad, the AGS and President respectively of Purnea Zonal Committee, Com. Kalyan Chatterjee and Com. Ajit Kumar Sinha, the AGS and President respectively of Ranchi Zonal Committee along with Central Committee Office Bearers Com. J.K.Thakur, Com. Suresh Kumar, Com. Arijit Bose and Com.Pankaj Kumar Jha.

The first Committee to represent the Women's Wing of SBIOA Patna Circle was formed with the following Office bearers:

President	: Com. Vijaya Tigga- Mango Br.
Gen. Secretary	: Com. Carolyn Pushpa Singh-PBB, S.K. Puri
Asstt. Secretary	: Com. Anshu Gupta - Patna Module Com. Anita Kandir- Ranchi Module Com. Kanti Pathak-Bhagalpur Module Com. Kumari Shobhna-Purnea Module Com. Minu Kumari-Muzaffarpur Module
Executive Members	: Com. Archana Singh-LHO, Patna Com. Parna Dasgupta-S K Puri Com. Kavita Kumari-Bero Br. Com. Iti Rani Sarkar-Jamshedpur Br. Com. Saroj Nag-Namkum Br. Com. Kumari Vinita-SPB Patna

It was well attended and excellently organized convention by office bearers and the activists of Ranchi Module which has enhanced the image of the Circle Association.

SUP - POWER congratulates the newly elected team of the Women's wing.

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

MEETING OF CENTRAL COMMITTEE

A meeting of the Central Committee was held at Patna of 11th May 2010. The members were briefed on the developments connected with the wage revision and the efforts of the Federation to ensure justice to SBI Officers.

The Committee approved a LEVY collection @ 2% from the net arrears of Salary Revision payable to the members. The fund remaining after payment of LEVY to AISBOF would be utilized for setting up a GUEST HOUSE at New Delhi.

The Committee Co-opted Smt. Vijaya Tigga & Smt. Pushpa Carolyn Singh as Women's representative in the Central Committee.

The Asstt. Secretary of the Wing would be invited to the respective Zonal Committee.

SHIFTING OF REGIONS ON LOCALE

- Reg. -II, Bhagalpur has shifted to Pakur.
- Reg.-III, Bhagalpur has shifted to Dumka.
- Reg.-II, Ranchi has shifted to Bokaro.
- Reg.-IV, Ranchi has shifted to Hazaribagh.
- Reg.-II, Purnea has shifted to Saharsa.
- Reg.-V, Muzaffarpur has shifted to Bettiah.

Central Committee team would be visiting the RBOs shortly.

MEETING OF ZONAL COMMITTEES

Meeting of Zonal Committee, Bhagalpur was held on 23.05.2010. Com Vinod Kumar attended as observer.

MEETINGS OF AISBOF/AIBOC

Meeting of the Executive Committee of AISBOF held on 29th April 2010 at Chandigarh.

Meeting of the Executive Committee of AIBOC held on 24.04.2010 at Chennai.

INCREASE IN GRATUITY

Sup-power congratulates the members on the increase in the ceiling of gratuity from Rs. 3.50 lacs to Rs. 10 lacs. w.e.f 24th May 2010.

INCREASE OF LEASE RENTAL AT BOKARO

One of the issues taken up in the Circle Negotiating Council meeting held on 13.02.2010 was the request of the officers posted at Bokaro centre for 10% increase in rental ceiling of leased house. We are pleased to advise that the Circle Chief General Manager has approved an increase of 10% for the officers availing lease facility at Bokaro Centre.

Consequent upon shifting of many Regions on locale it is necessary to identify other centres where such increase can be requested for.

VISIT OF OFFICE-BEARERS

- i) The General Secretary attended the Special EC meeting of the AIBOC, together with the launch of the Silver Jubilee Celebrations at Chennai on the 24th April 2010.
- ii) The Triennial General Council of SBIOA (Lucknow Circle) was held on the 23rd May 2010 at Lucknow. The General Secretary attended on behalf of the Circle Association.

OBITUARY : We regret to inform the readers of Sup-Power of the premature death of undernoted colleagues during **April 2010-May 2010**.

Name	Place of Posting	Date
Onkar Nath	ABD Motihari	01.04.2010
R.K. Bareria	Patna City	22.04.2010
Manoj Kumar	Gaya	30.04.2010
Ramashish Choudhary	Darbhanga	28.05.2010

We also deeply regret to inform that Shri. P. Kotaiah, Former President of AISBOF expired on 10.05.21010.

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.

SPEAK ANY LANGUAGE BUT GLORIFY INDIA

सच्चाई की अंतिम विजय क्यों ?

मैं ने बचपन से ही पढ़ा है, सुना है कि हमेशा सच्चाई का साथ देना चाहिए, सच बोलना चाहिए। सच्चे आदमी को शुरू में भले ही कष्ट हो, पर अंत में विजय तो सच्चाई की ही होनी है। बचपन में तो उक्त कथन प्रेरणा दायक लगते थे परन्तु जीवन के अनुभवों ने सोचने पर मजबूर कर दिया है कि सच्चाई की अंतिम विजय क्यों? सच्चाई की तो प्रथम दिन से ही यानि शुरू से ही विजय होनी चाहिए।

किसी घटना के अंत में सच्चाई की विजय का दूसरा शब्दों में अर्थ है पूरे घटना क्रम में झूठ की विजय और कुछ क्षण सच्चाई के लिए। आज जिस तेजी से समाज में परिवर्तन का दौर चल रहा है, इसमें कोई भी ईन्सान वो चाहे पुरुष हो चाहे महिला, लड़का हो या लड़की सभी सफलता चाहते हैं चाहे इसके लिए उन्हें झूठ का सहारा ही क्यों न लेना पड़े, उन्हें मतलब सफलता से है। इससे इतना तो स्पष्ट ही है कि जब झूठ जीतती है तो हार तो सच्चाई की ही होती होगी। कोई सच्चाई से सहारे सफलता का प्रयास असफल होता होगा और उसके बदले जीतता होगा झूठ। और हम उस हारे हुए सत्य को यह कर पुनर्जीवित करते हैं कि हिम्मत मत हारो-अंतिम विजय तो सच्चाई की होनी है।

पटकथाओं, उपन्यासों, चलचित्रों में भी यही सब कुछ देखने को मिलता है। एक तरफ सच्चाई के साथ जीवन यापन करता नायक : लाखों मुसीबतों से घिरा हुआ-बिना सवारी के चलता हुआ या बहुत हुआ तो एक साईकिल के सहारे जीवन को खींचता-दो जून

रोटी को तरसते उसके बच्चे, बहन-दवाईयों के अभाव में दम तोड़ती बूढ़िया माँ और दूसरी तरफ गतल धंधों में अन्तर्लिप्त एवं सभी भौतिक सुख सुविधाओं को भोगता खलनायक-पुलिस प्रशासन को मूट्टी में भींचे-हर क्षण सच्चाई का मखौल उड़ाता-नायक की बहन-बेटी को अपमानित कर अट्टहास करता। पूरी पटकथा में न्याय के लिए डरे सहमे समाज का साथ मांगता वो निरीह नायक, नेताओं और प्रशासन से दुत्कार खाता वो सच्चा नायक और दूसरी तरफ पूरी कहानी में ऐशो-आराम करता खलनायक। ऐसी कहानियों को पढ़ कर, ऐसे चल चित्रों को देखकर आज का युवा वर्ग उस अंतिम कुछ क्षणों के सच्चे सुख को प्राप्त करने के लिए पूरा जन्म कष्ट में क्यों बिताए? और अंत में भी ईश्वरीय शक्ति या किसी चमत्कार द्वारा जब सच्चे नायक को उस आततायी खलनायक को सजा देने का वक्त आता है तो वही समाज, वही प्रशासन उसी न्याय की दुहाई देकर उसे ऐसा करने से रोकता है जो न्याय उसे पूरे जीवन में नहीं मिला।

आज जरूरत है सच्चाई को शुरू से जीताने की, हमें और समाज को अपनी नपुंसकता त्यागने की। ऐसा कहने पर रोक लगानी होगी कि अंतिम विजय सच्चाई की होगी। कहना यूं होगा की सच्चाई की शुरू से और हमेशा विजय होती है.....

राधेश्याम शर्मा

मुख्य प्रबन्धक, कृषि, आर.बी.यू.-1
स्थानीय प्रधान कार्यालय, पटना

CIRCLE PERFORMANCE (2009-10)

DEPOSITS			% Bud achieved	OTHER PARAMETERS		(Rs. in Crores)	
	Mar.'09	Mar.'10	during the year		Mar.'09	Mar.'10	
C & I	17358.57	16594.07	-13.40	Net Result	1394.93	1523.23	
SIB	790.81	1042.11	84.90	Avg Bus/Emp	367.00	435.00	
AGL	1469.39	1824.71	88.83	Net Profit/Emp (in lac)	9.48	10.19	
PER	29819.45	36369.24	63.50	GRR (%)	2.58	2.34	
SEG. TOTAL	49438.22	55830.13	38.24	Expense Ratio (%)	36.37	37.38	
ADVANCES			% Bud achieved	Avg Cost of Dep (%)	4.88	5.17	
	Mar.'09	Mar.'10	during the year	Other Income Ratio (%)	21.06	23.18	
C & I	2665.16	3414.10	101.35	Transaction Cost	1.23	1.27	
SSI	802.77	919.33	65.12				
SBF	1403.54	1606.93	53.24				
AGL	1879.73	2322.25	73.75				
PER	6405.36	8096.94	80.55				
SEG. TOTAL	13156.56	16359.55	80.07				

Some of the notable areas of performance during the year were as under:

- 2nd highest CASA ratio of 62.01% amongst all Circles.
- 3rd in terms of the level of Segmental Deposits.
- 2nd in terms of percentage growth and 1st in terms of percentage budget achievement, in Advances.
- 223%, 120% and 123% budget achievements under Housing, Education and Car Loans.
- 31% increase in 'Miscellaneous Income' with 178% increase in income from 'Technology Products', 138% in 'Cross-selling' and 38% in 'Government Business'.
- Installation of 512 new ATMs during FY 2009-10, taking total ATMs in the Circle to 1062.
- Opening of 80 new branches taking total number of branches in the Circle to 1085.

FEAR NONE BUT ONLY YOUR CONSCIENCE

PREVENTION OF FRAUDS :

IMPORTANT POINTS FOR BRANCH HEADS/MOD'S/ACCOUNTANTS

- Please ensure that all VVRs/BGL Day Books are thoroughly checked by the Officers/Employees as per the Bank's laid down instructions.
- Branch Manager should check VVRs / BGL Day Books / Vouchers on a regular / random basis.
- On checking of VVRs / BGL Day Books, if any voucher is found missing, please ensure that the prescribed procedures in this regard are meticulously followed.
- The Branch Manager should establish all vouchers pertaining to Branch Charges Account.
- Monthly Abstract of Charges should be promptly submitted to Controllers, along with relative enclosures.
- The Branch Manager should meaningfully check Petty Cash.
- Branch Heads are primarily responsible to exercise effective control on expenditure of the Branch as also debits to Income Accounts.
- Please ensure that you are exercising your powers strictly as per the financial powers vested in you.
- Branch Heads/MODs are supposed to scrutinize check the accounts of the staff members posted under their control, and their near relatives periodically. The employees' / officers' life-style should be under constant watch.
- Please ensure that Job rotation policy of the Bank is implemented at your Branch in letter and spirit.
- Secrecy of passwords should be ensured at all costs.
- System Suspense Accounts should be zeroised on a daily basis before E.O.D. process.
- Officers should exercise effective control over the functioning of the Branch. **Courtesy** : SUP-VOICE

ROAD SENSE

- Zebra crossing is for pedestrians;
- Always walk on the right side. It's the safe side.
- Be at road block with patience.
- Stop Vehicle when using mobile.
- Bright drivers dim their headlights.
- Fasten Seat Belts to ensure safety.
- Always use Helmet to save head injury.
- Avoid rickless overtaking. It's risky.
- Never throw waste on the road.
- Help if somebody is in danger.
- Call for help if there is an emergency.
- Drunk driving is a crime.
- Hold Children tightly while on road.
- Hold them on your left side. — **L.K.P. Singh**

जीवन-मंत्र की माला

Life is an opportunity, benefit from it.

Life is beauty, admire it.

Life is bliss, taste it.

Life is a dream, realize it.

Life is a challenge, meet it.

Life is love, enjoy it.

Life is a promise, fulfil it.

Life is a song, sing it.

Life is an adventure, dare it.

Life is too precious, do not destroy it.

—**Mother Teresa**

15 MANTRAS FOR LIVING BETTER

- | | | | |
|------------|----------------|---------|-----------------|
| • Talk | – Softly | • Plan | – Orderly |
| • Eat | – Sensibly | • Earn | – Honestly |
| • Breathe | – Deeply | • Save | – Regularly |
| • Exercise | – Daily | • Spend | – Intelligently |
| • Sleep | – Sufficiently | | |
| • Dress | – Smartly | | |
| • Act | – Fearlessly | | |
| • Work | – Patiently | | |
| • Think | – Positively | | |
| • Trust | – Cautiously | | |
| • Learn | – Continuously | | |

प्रार्थना

हे प्रभु, मुझे शक्ति दो

उन चीजों को स्वीकार करने की, जिन्हें मैं बदल नहीं सकता, जिन चीजों को मैं बदल सकता हूँ, उन्हें बदलने का साहस दो, और दोनों के फर्क को पहचानने की बुद्धि दो।

—डॉ० रीनहोल्ड नीबर

स्वार्थ रहित एवं निष्पक्ष कार्य संघ की शक्ति है।

STRIKE *meaning and scope

—M D Prasad, President
SBIOA, ZC, Bhagalpur.

As per encyclopedia of social sciences, meaning of strike is 'concerted suspension of work by a body of employees usually for the purpose of adjusting an existing dispute over the terms of the labour contract.' Although right to strike is not recognised by our constitution but The Industrial Dispute Act impliedly recognizes the right to strike. Strike is generally understood to be stoppage of work by workers to obtain some concession from employer or to resist a change in service condition/ condition of employment. The right to strike is the employee's ultimate weapon and in course of the century it has emerged as inherent right of every worker.

Characteristics of strike :

The main characteristics of strike can be said as:

- i) An established relationship between strikers and the authority/person against whom strike is called.
- ii) The relation being of employer and employee.
- iii) There should be existence of dispute(s).
- iv) Relationship should continue even during hostilities.

Types of strike :

Strikes may be divided into under noted types:

a) Primary strike : As the strike as weapon directly used against the employer it takes various forms according to circumstances such as 'sit down', 'tool down', 'pen down', 'go slow', 'boycott', 'picketing' 'black ban' etc. In tool down, pen down, go-slow, workers peacefully enter the premises of work without indicating that they are on strike and stay there and usually remain seated without working with tool or pen as the worker may be in sit down group of employees forcibly takeover the possession of the properties of the business such as plant etc. to stop production and refuse access to other workers/owner. In other words there is an element trespassing by the strikers upon the property of the employer. In go-slow the strikers knowingly slow down the pace of the normal working. In picketing the strikers' gathers just on gate or other important place of the establishment to stop entry into the establishment. Boycott relates to totally stoppage of work remaining inside the establishment.

b) Secondary strikes : It is nothing but coercive method adopted by the workers against employer connected by production or employment with alleged

unfair labour condition .In this strike pressure is applied not directly against the employer but against person(s) who has some sort of business /trade relations with primary employer. Such persons can be said secondary employer of the strikers. In such a situation secondary may threat to severe its relation with primary employer and resultantly primary employer comes under pressure to deal with its employee. The secondary employer has no direct dispute with the workers.

c) Sympathetic strike : The purpose of such strike is to add others and the striking employees having no direct relation to their interest. This strike can be turned as unlawful as it is an unjustified invasion to the rights of the employer. A motive of strike is not dependent on right to strike hence; sympathetic strike can not be turned always as unlawful. .

Strike and collective bargaining : Strike is a recognised mode of agitation to press home demand of workers in the process of collective bargaining. Strike is regarded as powerful weapon of collective bargaining and is fraught with possibility of industrial dislocation and becomes powerful levers to bring agreement between employer and employees. The unions having sufficient membership are able to bargain more effectively with the management than an individual worker. Collective bargaining for seeking improvement on matters like wages, basic pay, dearness allowance, bonus, provident fund, gratuity, leave, holidays and various terms of service and condition of employment labour are main object of unions and when demands for this issues are put forward, a strike is resorted as an attempt to induce the employer to open negotiation and agree to the demands raised by the unions. Sometimes only threat to strike makes the employer to concede to the demands of unions.

Workers evolved the strike as a weapon for direct action during their long struggle with the employer as it involves withdrawal of labour disrupting production, services and running of the enterprises. The unions use it to bring employer to see and meet points of unions with a view to solve the disputes between them.

Cessation or stoppage of the work by the employees is detrimental to the production, economy and well being of the society hence, strike can not be resorted to pressurize the management to accede to the demands that they can not get lawfully. For instance, strike can not be resorted to pressurize the

DO NOT SHED BLOOD, SHED HATRED

management to pay bonus apart from the provisions of Payment of Bonus Act.

Illegal strike : In America and England there are certain objects that render strikes illegal but in India in the field of the Industrial Law it is not object which render a strike illegal but when there is a breach of statutory provision an industrial strike turns illegal. In India commencement of strike during pendency of conciliation, adjudication and arbitration proceedings and for sometimes even after conclusion of such proceedings is prohibited. A strike may be illegal only when it contravenes provisions of law. A strike commencing without contravention of any statutory provisions would be legal even if it were violent. An illegal strike will invite disciplinary proceedings against the employees because it is misconduct.

Judicial review of strike :

A particular strike is justified or not is question of fact which has to be judged in the light of the facts and circumstances of the case. A strike can be termed unjustified if it is perverse and irrational. Therefore, the question whether a strike is justified or unjustified is to be examined by taking into considerations of various factors such as service condition of employee, nature of their demands, urgency of the cause of the demands, the reason of not resorting to dispute resolving machinery etc.

Wages for the period of strikes :

The employees can not be entitled for wages for the period of the strike even if the strike is legal. Whether the strike is illegal but justified or it is legal but unjustified the employees are not entitled for wages for the period of strike. In the two judge bench in the Bank of India vs. T. S. Kelawal (Supra)## the court

took the view that whether the strike is legal or illegal, the employees are not entitled to wage for the period of the strike on the principle that whoever voluntary refrain from doing work when it is offered to him, is not entitled for payment of work he has not done. In other words court held the doctrine 'no work no pay'

Chronology of some recent important strikes observed by us:

Date(s) of Strike	Remarks
From 01.08.1946 to 15.09.1946	For 40% general increase in salary & introduction of Government leave Rules
From 10.06.1969 to 26.06.1969	Suspension of 04 Officers for observing work to rule. First ever Indefinite Strike of Supervising Staff in the world.
02.05.2003	By Officers
21.05.2003	Both by Supervising & Award
24.02.2004	Both by Supervising & Award
24.08.2004	Both by Supervising & Award for Salary Revision.
05.11.2004	Both by Supervising & Award
22.03.2005	Both by Supervising & Award against merger & acquisition and also 74% FDI in Private Banks.
29.09.2005	Both by Award & Supervising staff against disinvestment & Labour Law
03.04.2006 to 09.04.2006	Indefinite Strike by Award & Supervising Staff for pension reform.
27.10.2006	Both by Award and Supervising staff for second option of pension

HIDDEN DESIRE

To fly beyond limitless sky beyond perception
 Beyond any imagination is the persuasion hidden within me.
 To reach any destination is not my forte
 To meet any obligation is not my sigh
 I just want to soar, soar up very high in the sky
 Where there is no boundary no inhibition
 Where spirituality persists
 Where only peace exists
 Where harmony prevails is my dwelling place
 Whatever may come in between
 The myth, The prejudices
 I can break the barriers, any obstacle which hinder my way.
 Where no hatred, agony or jealousy no conspiracy

Where only intimacy persists
 Is there any place so incredible and unblemished?

My heart so confident
 Asks me to close my eyes
 My senses evokes and connects to thy
 With my eyes closed and tensions apart,
 unruffled by the miseries
 I find myself in a brighter world
 Where my every dream is realized

I came to know its none the other
 but my real inner being the "real me"
 And I discovered that my sub-consciousness
 Is my sanatorium a place to retreat.

Composed by : Puja Sinha, PO - 2008 batch, SPB Branch, Patna.

विद्या ददाति विनयम् - विद्या अर्जन की कोई सीमा नहीं ।

BANKING WITH CORE BANKING - PART III

In this part of "Banking with Core Banking" we shall discuss about the 3rd pillar of "Safe Banking in Core Banking", i.e. the Intermediary System Suspense Accounts and implications of outstanding entries in such accounts.

Suspense Accounts, traditionally have been used to park such transactions the final leg of which could not be immediately ascertained or where the transaction will be completed after some time. Examples are 'Excess Found in Cash', Advance against LFC', etc. In the manual system, there were only three such accounts, viz. Sundry Deposit Account, Suspense Account and IBIT. Moreover, transactions in such accounts were infrequent, quite controlled and followed specific discipline, like vouchers to be authorized by the BM only, periodical balancing and reversal within the specified time frame.

Computerisation necessitated certain parking accounts (System Suspense Accounts), pending completion of a transaction, besides the above mentioned three accounts of manual era. The need for more intermediary parking accounts in computerized environment arose due to the following factors, which also warranted certain actions on our part: .

- i. Certain types of transactions are completed in two independent steps, like drafts issue involves funds receipt as step 1 and writing of draft as step 2.

As single sided accounting was followed in the manual system at the transaction stage and double entry was completed at the day-end through balancing of Clean Cash etc. two steps processing did not pose any problems.

In the computerized system, on the other hand, double entry had to be completed simultaneously. As such an in-between account was needed, called System Suspense Account, on the premise that when all the drafts are issued, which must be issued on the same day, outstanding in this System Suspense Account will become NIL.

The essence, therefore, is that - **entries parked in System Suspense account will be cleared the same day with completion of transactions.**

- ii. In computerization, Straight Through Processing (STP) is followed for certain type of transactions. STP is nothing but automated transaction flow without any manual intervention. Examples are Trickle Feed, ATM Transactions, RTGS, Batch Posting etc.

Nothing is perfect in Life, so is the working with and working by Computers. Automated processing

too may encounter certain exceptions, like Account No may be wrong in the bulk upload file.

In order to facilitate the STP, some System Suspense Accounts have been opened, so that the transactions encountering exceptions are parked therein and the automated processing proceeds smoothly.

Some of the examples and actions are :

- a. **99512 - Batch Posting OLRR :** entries pertaining to failed transactions in a batch are parked in this account. While authorizing the batch, when one does not get a "Batch Successful" message, it would mean that batch has failed and some amount may have been posted to 99512. *What the concerned official has to do is to retrieve the failed batch, rectify the problem transaction and re-post the batch. Entry in 99512 will thus be automatically reversed.*
- b. **98571 - Reject Trickle Feed Account :** when any error in account no etc is found during the trickle feed Posting, the related amount is parked in this account so that all the correct transactions are posted successfully. *A trickle feed status report is generated immediately in the reports folder of the date. This report should be perused daily and all the failed transactions reversed from this System Suspense Account manually.*
- c. **98581/ 98582 - ATM Suspense Accounts :** These two are very critical accounts now-a-days and being monitoring closely from the Top Management levels. These accounts get entries pertaining to incomplete transactions at ATM. 98582 is more important now as it represents the situation where customer's account has been debited but cash not dispensed. As per RBI guidelines, customer has to be reimbursed within 12 days, else penalty @ Rs.100 per day beyond 12 days has to be paid by the Bank. *Both these accounts need to be checked on daily basis and reconciled.*
- iii. **Clearing** in Bank always involved use of Suspense / Sundry Deposit Accounts. Position has not changed with computerization. As a point of emphasis, what we must do in respect of clearing related Suspense Accounts is to keep a proper track of entries parked and ensure that entries are reversed on completion of the clearing cycle. *Any delay in day-to-day reconciliation of these accounts may create lots of complexities and land us in deep trouble.*
- iv. **98533 & 98534** are System Suspense Accounts, created for such exception conditions for which no specific System Suspense Accounts are created. These accounts are to be used for such

STOP CRYING START TRYING

rarities, monitored closely and reconciled urgently. These are reconciliation type accounts.

Unfortunately, these accounts are being treated as 'free parking', which is fraught with grave risks. Adequate controls and immediate reconciliation in these accounts is a necessity.

As I had discussed in the previous issue, outstanding entries in System Suspense Accounts are much like 'unbalanced Transfer Scroll' of manual system. 'Unbalanced Transfer Scroll' meant that all the vouchers / transactions have not been accounted for. Similarly, entries in System Suspense Accounts mean that all the transactions have not properly been accounted for and that these are yet to be reflected in the right account.

Our job is to do Banking Transactions correctly and it is our responsibility to ensure that transactions

done with our PF Index No. (ID) hit the right account and do not remain in Transit as entries in System Suspense Accounts. For our facility, certain reports are generated in daily reports folder, which reflect the outstanding entries in System Suspense Accounts. These reports are:

- i. *Audit BGL Accounts - Age-wise Break-up: Entry-wise breakup of outstanding in Reconciliation Type System Suspense Accounts.*
- ii. *List of Non Zero Intermediate Suspense Accounts: consolidated outstanding in various System Suspense Accounts - both reconciliation and non-reconciliation type.*
- iii. *Age-wise Report of System Suspense Accounts: Entry-wise breakup of outstanding in non-reconciliation Type System Suspense Accounts*

Wish you a Safe and Sound Banking in Core Banking

S.K. Agrawal, RM-V, Patna

CAN TRADE UNIONS HELP IMPROVE PRODUCTIVITY ?

INCREASING CONTRACT LABOUR WILL LEAD TO INDUSTRIAL DISTURBANCES

WORKERS ARE THE BACKBONE OF THE industrial sector, but they are ignored by the employers. The tendency of the management is to extract maximum work from workers by paying minimum -possible wages. Such industries are run by big capitalists and industrialists.

Workers and the factory owners are always engaged in dispute related to wages, bonus, number of working hours, overtime, pension, compensation, medical benefits or provident fund contribution etc. To solve all the problems of the workers, the trade union movement was launched and, accordingly various trade unions now exist that are constantly working for the welfare and betterment of the workers.

Trade unions also get worker participation in the management as company shareholders. By doing so, the workers are encouraged in sharing profit of the company and they become a partner of the company, ensuring total involvement of the workforce while taking decision for maximum production apart from maintaining industrial harmony. Keeping in view the prevailing economic conditions and global recession, the trade unions apart protecting the interest of the workers also look after industrial growth of the country. The workers, as part of the management, can improve the productivity and expand the business of the industry. This way, a new industrial relations is formed to face the international competition.

The trade unions also consider the question of contractualisation of workers' services in industrial and services sectors. It has been noticed for the past several years that in the name of globalization of market, productive and service centers are engaging labour on contract basis, victimizing and eliminating

permanent workers. The trade unions take seriously this alarming situation that leads to industrial disturbances contributing to more strikes and lockouts, thereby reducing production and prosperity of the country besides badly affecting growth rate.

To control the deteriorating situation and protect the workers as guaranteed by the workers as guaranteed by the Constitution, I suggest the following measures :

- No employer should be allowed to employ more than 10% of workforce as contractual labour, or
- Completely prohibit contractual workers from the regular job/production. Let the managements engage contract labour purely on temporary basis, or
- Contractual workers and trade union may be asked to form a labour cooperative society through which the recruitment of contract labour may be made and the wages along with other benefits may be determined in consultation with the labour cooperative society and trade unions. All the future permanent vacancies are to be filled with the above workers.

If the above three proposals are not acceptable to the industry and the government, then all the contract workers should be paid wages, allowances and other facilities on par with permanent workers on the principle on equal pay for equal work. This way, the trade unions provides enthusiasm and encouragement to workers which, in turn, results in increased productivity.

—G. Sanjeeva Reddy MP & President INTUC.

Source : ET Finance

विलम्ब से असंतोष बढ़ता है ।

TEAM WORK

A tortoise and a hare had an argument about who was faster.

Hare - I'm the fastest runner.

Tortoise - That's not true. The fastest is me.

They decided to run a race. They agreed on a route and started off.

The hare shot ahead and ran briskly for some time. Then seeing that he was too far ahead of the tortoise, he thought he'd relax for a moment before running again. Hare whispered - Poor guy! Even if I take a nap, he could not catch up with me. He sat under the tree and soon fell asleep. The tortoise plodding on overtook him and soon finished the race.

The moral of the story is: Slow and steady wins the race

The story continues..... The hare did some soul searching. He realized that he'd lost the race because he was overconfident, careless and lax. He asked himself-Why did I lose the race? So he challenged the tortoise to another race. The tortoise agreed. Hare asked-Can we have another race?

Tortoise replied- OK!

This time the hare went all out and ran without a stop from start to finish. He won the race easily.

The moral of the story is: Fast and consistent will always beat the slow and steady. It is good to be slow and steady but it's better to be fast and reliable.

The story continues..... The tortoise did some thinking this time, and realized that can't beat the hare in a race in its current format. He thought-How can I win the race? He then challenged the hare to have another race, but on a different route. The hare agreed.

Tortoise asked- Can we have another race? This time we'll go through a different route.

Hare said- Sure!

They started off well. The hare ran at top speed until he came to a broad river. The finishing line was on the other side of the river. The hare sat there wondering what to do. In the meantime the tortoise reached, swam through the river and finished the race.

Hare whispered- What should I do?

The moral of the story is: First identify your core competency and then change the playing field accordingly.

The story continues..... The hare and the tortoise, by this time, had become pretty good friends and they did some thinking together. Both realized that the last race could have been run much better. So they decided to do the last race again, but to run as a team this time.

Hare-Hi, buddy, How about doing our last race again?

Tortoise-Great! I think we could do it much better, if we two help each other.

They started off, and this time the hare carried the tortoise till the river bank. There, the tortoise, took over and swam across with the hare on his back. On the opposite bank, the hare again carried the tortoise and they reached the finishing line together. They both felt a greater sense of satisfaction!

The moral of the story is : It's good to be individually brilliant and to have strong core competencies, but unless you're able to work in a team and harness each other's competencies, you'll always perform below par because there will always be situations in which you'll do poorly and some one else does well.

There are more lessons to be learnt from the story.

Note that neither the hare nor the tortoise gave up after failures. The hare decided to work harder and put in more effort after his failure. The tortoise changed the strategy because he was already working as hard as he could.

Another vital lesson learnt: When we stop competing against a rival and instead start competing against the situation, we perform far better.

To sum up :

- Never give up when faced with failure.
- Fast and consistent will always beat slow and steady.
- Work to your competencies
- Compete against the situation, not against a rival
- Pooling resources and working as a team will always beat individual performers.

Compiled by : Badri Nath Jha, Chief Manager (PBBU-II) , LHO,Patna

BASE RATE:- INTRODUCTION OF NEW LENDING RATE SYSTEM

- Presently, all Indian Banks are following BPLR (Benchmark Prime Lending Rate) system for credit Pricing.
- System of BPLR was introduced by RBI in the year 2003 with an objective to bring transparency in lending rates.
- As Bank resorted to sub BPLR lending, RBI felt that the original objective of transparency of lending rates has not been achieved.
- Because of sub BPLR lending it was also difficult to assess the transmission of policy rates of the RBI to lending rates of banks.
- In order to achieve the transparency and transmission of monetary policy to the lending rate, RBI has instructed the banks to move to another system called "**BASE RATE**"
- Base Rate will be the minimum rate for all loans
- Banks are not permitted to resort to any lending below the Base Rate. Henceforth all loans be priced only with reference to the Base Rate except DRI advances, loans to banks own employee and loans to banks depositors against their own deposit.
- An illustration for computing base rate has been given by RBI as:- Base Rate is equal to sum of Cost of Deposit/funds, Negative Carry on CRR and SLR, Unallocatable Overhead Cost and Average Return on Net Worth.
- However, Bank may choose any benchmark to arrive at the Base rate for a specific tenor that may be disclosed transparently and are permitted to change the benchmark and methodology anytime during the initial six month period i.e. end- December 2010
- Banks are required to review the Base Rate at least once in a quarter with the approval of the Board or the Asset Liability Management Committee.
- Changes in the Base Rate should also be conveyed to the general public from time to time through appropriate channels. Banks are required to exhibit the information on their Base rate at all branches and also on their websites.
- Base Rate system would be applicable for all new loans and those old loans that come up for renewal.
- Existing loans based on the BPLR system may run till their maturity.
- If the existing borrowers want to switch to the new system, before expiry of the existing contracts, an option may be given to them, on mutually agreed terms. Banks, however, should not charge any fee for such switch-over.
- Actual lending Rate on a loan will be the Base Rate plus other customer specific charges. Customer specific charges will constitute spread over Base Rate. These will be Product specific operating cost, Credit Risk Premium and Tenor Premium. Base rate will replace the BPLR system with effect from July 1, 2010

Md. Rafi Ahmad, Dy. Manager, Risk Rater, LHO Patna

DO YOU KNOW ?

- William Procter, an established candle maker, and James Gamble, an apprentice to a soap maker, might never have met. Married to two sisters, their father-in-law suggested a business partnership. This was to stop them from feuding over raw materials that both of them needed in their businesses. In 1837, Procter & Gamble was born as a result.
- Chaudhry Rehmat Ali was the man who gave Pakistan its name in a book "Now or Never", which was published in 1933. 'P' of Punjab, 'A' of Afghani border, 'K' of Kashmir, 'S' of Sindh an 'stan' of Baluchistan were put together to name the still to be created homeland of the Indian Muslims. (Compiled by **Sri Gurpreet Singh**, Asstt. SBI Sukhanand, Moga, Punjab)
- Morarji Desai is the only person in the world who has received the highest awards of both India and Pakistan - Bharat Ratna and Nishan-e-Pakistan. (Contributed by **Sri S. Raghunatha Prabhu**, SBI, Punnapra)
- The name of Switzerland used on Swiss stamps is not in any of Switzerland's four official languages (German, French, Italian or Romansch), but in Latin. (Compilation of **Sri Gurpreet Singh**, Asstt. SBI Sukbanand, Moga, Punjab)
- Blue is one of the best choice of colours while going for an interview. Blue symbolises authority and trustworthiness. This is considered a perfect representation to make in front of a potential boss at an interview. Incidentally, our great institution has the symbol in blue. (Contributed by **Sri S.R.Rajagopal**, State Bank of India Zonal Inspection Office, Chennai)
- What is the difference between 'damage' and 'damages'? Damage means loss or injury. Eg. The building suffered damage in the earthquake. Damages is a legal term that means financial compensation for loss or injury. Eg. After the air crash, the surviving passengers claimed damages from the airline. (Compiled by **Sri S. R. Rajagopal**, State Bank of India Zonal Inspection Office, Chennai)
- Sachin Tendulkar was named after famous music director, S. D. Burman whose full name is Sachin Dev Burman. (Compiled by **Sri Susan Varghese**, SBI, Kumbanad, Pathanamthitta)
- World's highest cricket ground is in CHAIL, Himachal Pradesh. Built in 1893 after levelling a hilltop, this cricket pitch is 2444 meters above sea level. (Compiled by **Sri Gurpreet Singh**, Asstt. SBI Sukhanand, Moga, Punjab)
- The first 30 Cricket Tests played from 1877 to 1888 were only between ENGLAND and AUSTRALIA. The 31st Test in 1889 saw the advent of SOUTH AFRICA being the third nation to play Test matches. (Compiled by **Sri Gurpreet Singh**, SBI Sukhanand, Moga, Punjab)
- Libya is the only country with a single coloured national flag. (Contributed by **Sri Gurpreet Singh**, Assistant, SRI Sukhanand, Moga)
- ATM was invented by Luther Simijan, a Medicine drop-out. (Contributed by **Sri S. Raghunatha Prabhu**, SBI, Punnapra)
- Indore is the only city of our country to have both IIT & IIM. (Compiled by **Sri Naveen Kumar**, Library Chowk Branch, Amreli, Gujarat)

—Courtesy : SBI TIMES

लक्ष्य की प्राप्ति के लिए संघर्ष ही साधन है ।

CORRESPONDENCE WITH BANK

No.Assn/Bank/ 31 /2010-11
The Dy. General Manager &
Circle Development Officer,
State Bank of India,
Local Head Office, Patna.

Date: 14.05.2010

Dear Sir,

SHIFTING OF REGIONS ON LOCALE

We refer to the discussion held in the CNC meeting on the 14th Feb, 2010 at Jamshedpur wherein the problems arising out of shifting of Regions on locale was discussed and it was assured that the Regions will be shifted to RBOs only after proper arrangement and logistic support is provided. This is also recorded in the Management reply forwarded to us vide letter No. HR/NBK/252 dated 8th April,2010.

2. In this connection, we have been informed that the Region-III of Bhagalpur is being shifted to Dumka under a make shift arrangement at Dumka Branch, instead of to a premises identified for the RBO. Since the space at Dumka Branch is not adequate, the complete Region is not being shifted and the Chief Manager (Administration) with his officers will continue to function from Bhagalpur.

3. We also would like to advise that the issue of repatriation of officers who had to shift to Motihari and Chapra without completing their tenure at Muzaffarpur is yet to be sorted out, which was assured to us during the CNC meeting and in subsequent discussions with the Asst. General Manager (HR).

4. We request you to please look into the matter and arrange for repatriation of officers from Motihari and Chapra to Muzaffarpur, prior to shifting of other Regions which is proposed in the coming week. We also request that the shifting of Region-III, Bhagalpur to be deferred till proper arrangements for its complete shifting is made.

5. We await your urgent advices in the matter.

Yours faithfully,

Sd/-

(A.AKHAURI)
GENERAL SECRETARY

No.Assn/Bank/ 30 /2010-11
The Dy. General Manager &
Circle Development Officer,
State Bank of India,
Local Head Office, Patna.

14 MAY 2010

Dear Sir,

IMPLEMENTATION OF TRANSFER POLICY

I invite a reference to our letter dated 27.4.2010 on the captioned matter sent to you by mail, response to which is still awaited.

2. In this connection it has come to our notice that yesterday an officer from Deoghar Region has been transferred out of turn for Ranchi Module. Repatriation of officers in Scales I/II from one Module to another without completion of minimum stay of two years, as provided in Para-5 (b), page No. 100 of Reference Book on Staff Matters (Vol. I), is becoming a regular feature and is being done under outside influence, which is unacceptable. Numerous requests of officers who have not completed their minimum period of stay and have applied for transfer on compassionate grounds, as provided in Para 8.3.1, are pending at HR Department for months together without even being recorded in a chronological order. The Department does not think it proper to put up these applications to the competent authority for a decision. However, the HR Department goes out of its way to circumvent the rules and convey out of turn transfers at the instance of outside influence.

3. In view of the resentment created out of these irregular transfers, we request that all officers who have completed a minimum period of 1½ years in the other Module be repatriated back. The Association will be compelled to start "Work to Rule", Dharna and demonstration in all the Administrative Offices after a week if by that time all such, officers are not relieved.

This is for your information.

Yours faithfully,

Sd/-

(A.AKHAURI)
GENERAL SECRETARY

अखबारों से

प्रभात खबर

संची, सोमवार, 3 मई, 2010

एसबीआई का पहला महिला सम्मेलन, कमेटी बनी विजया तिग्गा अध्यक्ष बनीं



प्रथम महिला सम्मेलन का उद्घाटन करते अतिथिगण.

संची : स्टेट बैंक ऑफ इंडिया ने मई दिवस के मौके पर प्रथम महिला सम्मेलन का आयोजन किया. एक्स-आइएएसएम में आरोपित सम्मेलन में महिला अधिकारियों की पहली नयी कमेटी भी बनी. इसमें विजया तिग्गा को अध्यक्ष बनाया गया. मुख्य अतिथि के रूप में उपस्थित अम.युक्त अध्यापक पटनावाक ने महिला सशक्तिकरण पर बल दिया. कहा कि इसके लिए महिलाओं को एकजुट होना होगा. इसमें महिला प्रकोष्ठ की महाराष्ट्रिय पुष्पा कुमार ने भी विचार रखे. अधिवेशन की अध्यक्षता: एसबीआई अधिकारी सच, पटना मंडल के अध्यक्ष वैभी शिंह ने की. रांच के महासचिव अनिरुद्ध अखौरी ने देश स्तर पर महिला मंडल के कार्यक्रमों के बारे में बताया. कार्यक्रम को सफल बनाने में विकास कुमार, अमित कुमार सिन्हा, कल्याण चटर्जी, आलोक कुमार श्रीवास्तव, नील मोहन यादव, केके दास, समर श्रीवास्तव, अजय कुमार सिन्हा, गौतम सक्कार ने सहयोग किया.

नयी कमेटी

अध्यक्ष-विजया तिग्गा, सचिव- पुष्पा कैरोलिन, सहसचिव-अंशु गुप्ता, अनिता कन्दर, कान्ति पाठक, कुमारी शोभना, मीनू कुमारी, कार्यो/अधी सलवर-अर्चना सिंह, पी.वास गुप्ता, कविता कुमारी, इति शर्मा सहकार, संरोज नज, कुमारी विनिता.

दैनिक जागरण दि, 28.05.2010

प्रोन्नति का आधार बताया जाना चाहिए

नई दिल्ली, प्रे: केंद्रिय सूचना आयोग (सीआईए) ने कहा है कि किसी सरकारी कर्मचारी को उसके साथी के तुलना में प्रोन्नति मिले आभा पर ही नहीं, इसके संबंधित जानकारी नूचना अधिकार को नूनु (आईआई) के कृत नूनुया कर्तव्य जानी चाहिए। आयोग ने एक आदेशों कािका पर नूनुवर्त के बाद नूनुवर्तसी को निर्देश दिया कि वह उक्त जानकारी मानने वाले व्यक्त को नूनुवर्तन की बाधक प्रती नूनुवर्त करे। मुख्य सूचना आयोग नूनुवर्त इन्वीवुल्व में नूनुवर्त, किसी कर्मचारी का उसके सम्बन्ध में नूनुनात्मक रूप से किया गया नूनुवर्तन विधायक प्रोन्नति समििति का अंश नूनुवर्त होता है। इसके द्वारा विभिन्न कर्मचारी को योग्यता को पूरी नूनुवर्तन के साथ परखा जात है। यह हर नूनुवर्तन का अधिकार है कि उसे जाना जा नूनुवर्त उससे नूनुवर्तन कैसे किया गया। इससे उन्हें नूनुवर्तन मिलेगी और वे नूनुवर्तन नाने ही नूनुवर्तन। आयोग ने यह

आदेशों के प्रोन्नति अधिकारियों की अधिकार पर ही नूनुवर्तन को केंद्रित

नूनुवर्त आदेशों के प्रोन्नति अधिकारों बखन सिंह की आदेशों कािका पर दिया। भारतीय प्रोन्नति सेवा (आईपीएस) में प्रोन्नति निर्देश देने से इनकार के बाद उन्होंने आईआई के कृत नूनुवर्तन दायर की। उन्होंने प्रोन्नति से संबंधित नूनुवर्तन सेवा को घटाने प्रोन्नति की कार्यो/अधी को एक प्रति हासिल करने के लिए रांच लोक सेवा आयोग (एनएसई) के पास नूनुवर्तन के अधिकार से संबंधित नूनुवर्तन प्रोन्नति दायर की। नूनुवर्तन से नूनुवर्तन नूनुवर्तन नहीं मिलने पर सिंह ने सीआईए का दायरा नूनुवर्तन दायर किया। इन्वीवुल्व ने अपने फ़ैसले में कहा, प्रोन्नति से संबंधित विधायक प्रोन्नति समििति का निर्णय गुप्त या प्रोन्नति नहीं होना चाहिए।

हिन्दुस्तान

संची, सोमवार, 03 मई, 2010

कर्तव्य के प्रति सजग रहें महिला अधिकारी

ऑफिसर्स एसो का सम्मेलन

संची: अली इंडिया बैंक ऑफिसर्स कांफेडरेशन महिला प्रकोष्ठ का महासचिव पुष्पा अंशु कुमार ने कहा है कि महिला अधिकारियों को अपने कर्तव्य के प्रति सजग रहने की आवश्यकता है। साथ ही उन्हें अपने अधिकारों के प्रति जागरूक भी रहना चाहिए। वह एक मं को स्टेट बैंक ऑफ इंडिया ऑफिसर्स एसोसिएशन पटना मंडल की ओर से आयोजित प्रथम महिला अधिवेशन में नूनुवर्त: मुख्य अतिथि बोले रही थीं, आ आभुवन अंतरधान परम्परा ने महिला सशक्तिकरण के लिए एसोसिएशन के कार्यो/अधी को सफलता की। साथ ही सामाजिक व्यवहारों में खिलाफ संघर्ष करने को आह्वान किया। पटना मंडल के महासचिव अनिरुद्ध अखौरी ने महिला प्रकोष्ठ के अध्यक्षताओं और नूनुवर्तन के लिए नूनुवर्तन के प्रोन्नति विन्दुओं पर नूनुवर्तन। इन अवसर पर पटना मंडल स्तर पर महिला अधिकारियों को विशेष गतिमि गतिमि की गई। इसमें विजया तिग्गा को अध्यक्ष, पुष्पा कैरोलिन को सचिव, अंशु गुप्ता, अनिता, कान्ति पाठक, कुमारी शोभना और मीनू कुमारी को सहसचिव बनाया गया। कार्यो/अधी सदस्य के रूप में अर्चना सिंह, पी.वास गुप्ता, कविता कुमारी, इति शर्मा सहकार, संरोज नज, कुमारी विनिता।

HINDUSTAN TIMES, RANCHI, MONDAY, MAY 03, 2010

SBI holds first women's convention

State Bank of India Officers' Association organised the first women's convention on May 1, which was attended by a large number of female officers working in SBI in Bihar and Jharkhand. Ljubov Commissioner Anurupa Patnaik, Pushpa G Kumar, general secretary All India Bank Officers' Confederation-women's wing and others attended.

GLIMPSES OF 1ST WOMEN'S CONVENTION



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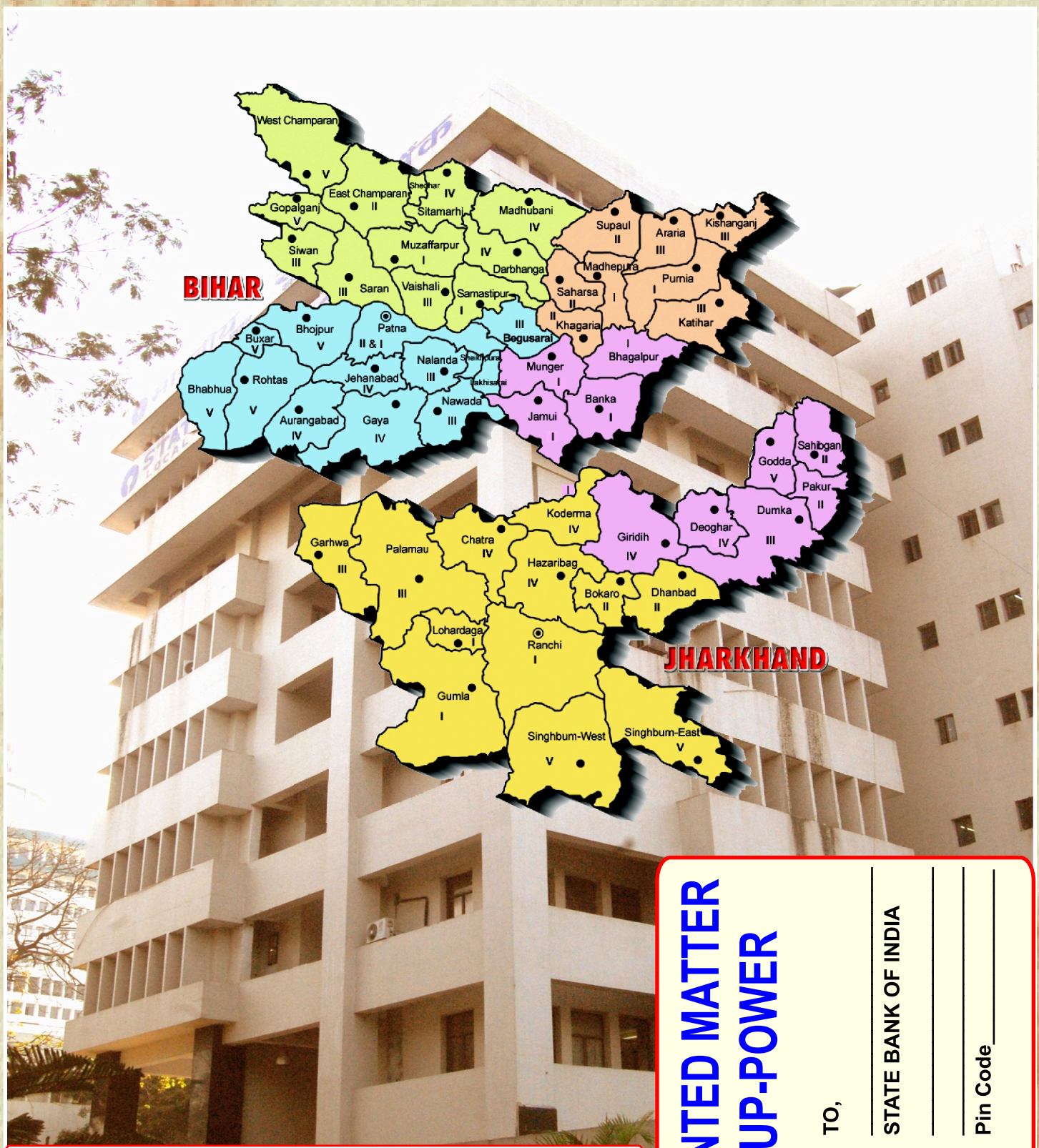
**SMT ARCHANA SINGH GIVES HER VIEWS
ON WOMEN'S EXPECTATIONS**



**SMT. VINEETA KUMARI PRESENTS PAPER
ON PROBLEMS OF WOMEN OFFICERS**



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