

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

(Registered under Trade Unions Act 1921-Regd. No. 6908)

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IP No. 500077

Circular No. 31/2016

Date : 13.07.2016

### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 83 dated 13.07.2016 issued by General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,

Soumya Datta  
(General Secretary)

To all our Affiliates / Members:

## PERFORMANCE LINKED INCENTIVE SCHEME

We have to-day sent a communication to the Management on the captioned subject. A copy of the same is enclosed for information.

2. All our members/affiliates are requested to await further developments in this regard.

With greetings,

(Y.SUDARSHAN)  
GENERAL SECRETARY

No:6180/59/2016

Date: 12.07.2016

To,  
The Deputy Managing Director & CDO,  
State Bank of India,  
Corporate Centre,  
Madame Cama Road,  
MUMBAI - 400 021.

Dear Sir,

### PERFORMANCE LINKED INCENTIVE SCHEME

With reference to the e-Circular No.CDO/P&HRD-PM/43/2016-17 dated 7<sup>th</sup> July, 2016. We wish to represent as under:

2. Please refer to our letter Nos. 6180/27/16 dated 18.2.2016; 6180/38/16 dated 30.04.2016; 6180/58/16 dated 23.06.2016 and earlier correspondence, on Career Development System, wherein we had raised many issues and apprehensions. We had also insisted that the CDS should run parallel this year as it is still in its nascent stages and has thrown extremely erratic scores, demoralizing the entire officers' community. The appraisal based on such scores is yet to be completed and the entire promotion exercise is held up. The various discrepancies in the CDS scores have been represented to the respective AGM CDS at Circles, but they are expressing helplessness.

3. The late allotment of KRA's (at the end of December, 2015), deputation of officers to other branches/offices/roles, discrepancies between measurable and Non-measurable cohorts, specialist officers being asked to perform roles outside their cohorts, staff shortage, faulty allotment of budgets, etc., have caused total confusion in implementation of the CDS. This is evident from the fact that the CDS Scores of officers have not yet been converted into grades.

4. Amidst all this, suddenly the Bank has now announced vide Circular No. CDO/P&HRD/PM/43/2016-17 dated 7.7.2016; the linking of such CDS Scores to incentives. More so such incentives are to be given back dated for the performance year 2015-16 when the CDS Scores and grades are not even ready.

Soumya Datta  
General Secretary  
Mobile : 9830044737

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*State Bank of India officers' Association*

(BENGAL CIRCLE)

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5. Apart from the above, withdrawal of the team incentive is a great blow to the concept of teamwork. As we are all aware, the success of a branch, the completion of a task, achievement of business goals, be it deposits, advances, recovery, cross selling, housekeeping, customer service and satisfaction, Industrial Relations amongst officers and workmen, image building, all depends on the combined and collective efforts of the entire team. Withdrawal of the concept of team incentives can lead to one upmanship and discord in the team itself.

6. The CDS/KRA Scores helps an individual officer for promotion, which by itself is a great incentive. Providing individual monetary incentives which can possibly discriminate and differentiate within a team is unfair and sends a very wrong message and will lead to heart burn and frustration. In a manufacturing activity individual performances can be measured. But ours is a service Industry where team work is Paramount.

7. There are innumerable HR issues, including monetary issues pending and overdue since the past couple of years which have not seen the light of the day. The officers across the country who toil day and night have been waiting in vain for settlement of such benefits. The hurry and the manner in which the CDS initiatives are being implemented, has hurt the sentiments of all concerned.

8. We have always maintained that all HR related issues pertaining to the roll out of CDS have to be discussed bilaterally before implementation. In the event of the issues not being discussed and addressed, we shall be constrained to make this an IR issue. We are hurt and agitated and express our deep anguish in the matter. We hope that the sentiments and feelings of the officer's community is respected and that we are called for discussion on the issue.

Thanking you,

Yours faithfully,



(Y.SUDARSHAN)  
GENERAL SECRETARY