

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. 27/2016

Date : 23.06.2016

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 79 dated 23.06.2016 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:

CAREER PROGRESSION FOR VISUALLY IMPAIRED OFFICERS IN SBI

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:6305/57/2016

Date: 23.06.2016

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

Dear Sir,

CAREER PROGRESSION FOR VISUALLY IMPAIRED OFFICERS IN SBI

With reference to the above, we would like to put forth some of the issues as under,

The Bank started recruiting Visually Impaired persons as Probationary Officers since 2005. Bank also promoted Visually Impaired employees from Clerical Cadre to Officers Cadre as Trainee Officers and JMGs in the past few years. As a result, there are significant number of Visually Impaired officers in our Bank as Deputy Managers, Assistant Managers, POs and TOs. These young officers have a long career ahead of them in the Bank.

2.With regard to promotions for Visually Impaired officers, as per the extant policy, completion of mandatory Operational and Rural and Semi-urban (RUSU) assignments stand as impediments. Operational assignments in the Bank include roles/jobs like Field Officer, Accountant, RMPB, etc., which invariably involve going through physical documents like vouchers, documents, hand written material. Assistive technology used by Visually

Soumya Datta
General Secretary
Mobile : 9830044737

State Bank of India officers' Association

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Impaired like Screen Reading Software and OCR software do not enable them to navigate through hand written texts. Unless human assistance is provided, these jobs are difficult to handle for the Visually Impaired. Moreover, roles/tasks identified by Bank for Visually Impaired officers vide its Circular CDO/P&HRD-PM/98/2011-12 dated 10.02.2012 do not include any of the operational assignments. Even for posting them in jobs identified in the said Circular. Completion of mandatory assignments is a prerequisite. As a result, Visually Impaired officers in the Bank are being deprived of opportunities for growth in their career.

3. Bank vide its circular clearly states that persons who joined the Bank under Physically Handicapped category should not be denied promotional opportunities merely due to their physical disability. However, the circular also states that they would be eligible for such promotion for only such posts which are identified for persons with disabilities. Hence it is necessary invariable to identify more jobs/roles for Visually Impaired officers at various scales. This will enable better career growth for them ensuring their true empowerment.

4. In the present scenario where information is available and exchanged in electronic format, more jobs in Customer Relationship Management, HR, HRMS, research in ATIs, FPWM, E-learning, balance sheet analysis, risk rating, NPA/SMA monitoring/controlling, follow up in RBO/AO/business units etc., can be performed by Visually Impaired by optimally utilizing technology. These jobs/roles are only indicative, and a thorough study can be carried out for identifying more Jobs/roles for Visually Impaired officers.

5. Our Bank stood as pioneer in empowerment of Visually Impaired by providing assistive technology, training, and setting up Inclusion Center. At this juncture, it will be highly encouraging for Visually Impaired if proper career growth is ensured through identification of more roles/jobs including the roles/jobs for enabling them to complete the mandatory assignments.

6. We request you to please look into the matter and arrange to issue suitable guidelines for the better future of "Persons with Disabilities" (PWD).

Thanking you,

Yours faithfully,



(Y.SUDARSHAN)
GENERAL SECRETARY