

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. 67/2016

Date : 07.09.2016

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 116 dated 07.09.2016 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:

BENEFITS RELEASED ON ACCOUNT OF CNC AGENDA

As you are aware the Federation has been continuously raising various monetary as well as non-monetary issues. We hope that the members have been going through the Federation site <http://aisbof.org>, where we put all our circulars for the members to read and understand.

2. The Central Negotiating Council meeting was held on 26th of August, 2016 at the Corporate Centre, Mumbai. We are happy to announce that due to the continuous follow up and efforts of the Federation, the following issues have been resolved and the Bank has issued circulars as under:

1. **Enhancement in Brief Case Allowance** (e-Circular No.CO/P&HRD-PM/61/2016-17 dated 6th September, 2016)
2. **Out of Pocket expenses for working late/coming early in clearing CPC's, switch centers etc.,** (e-Circular No.CDO/P&HRD-PM/62/2016-17 dated 6th September, 2016)
3. **Enhancement in Silver Jubilee Memento on Completion of 25 years of service** (e-Circular No.CDO/P&HRD-PM/65/2016-17 dated 6th September, 2016)
4. **Enhancement in memento amount on retirement** (e-Circular No. CDO/P&HRD-PM/64/2016-17 dated 6th September, 2016)
5. **Retention of mobile on retirement phone purchased prior to one year of retirement** (e-Circular No.CDO/P&HRD-PM/63/2016-17 dated 6th September, 2016)
6. Lodging expenses for Defence representatives. (Circular yet to be released)
7. Enhancement in Entertainment Allowance. (Circular yet to be released).

Apart from the above, the following issues have been discussed:

- 1 Shortfall in 10th Bipartite Settlement.
- 2 Pending appointment of Officers Director on Board of the Bank.
- 3 Issues related to Merger of Associate Banks.
- 4 a) Enhancement in leased accommodation rentals.
b) An officer staying away from his family may be permitted two leased accommodation within his eligibility.
- 5 Revision in monetary ceilings on cost of Brief Case.
- 6 Enhancement in permanent transfer allowance and transportation charges.
- 7 Lumpsum payment on account of Annual closing.
- 8 Review of per kilometer rate for travel by own car.
- 9 Reimbursement of cost of spectacles.
- 10 Enhancements in SBI Life Group Insurance cover in line with facility extended by them to Purvanchal Grameen Bank.

Soumya Datta
General Secretary
Mobile : 9830044737

State Bank of India officers' Association

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11. Circle Transfer Policy to be formulated as per Model Transfer Policy guidelines approved by Corporate Centre.
12. Monetization of Leave Fare Concession.
13. Notices received from Income Tax Dept., by Officer's directly on account of foreign travel under Leave Fare Concession.
14. Adequate and uniform compensation for late sitting and working on holidays and weekly off days.
15. Group Insurance for all Staff loans like personal OD, Vehicle loan etc.
16. Work from Home concept for officers and Provision of Crèche facility at major centers for women officers with small children.
17. **Housing loan scheme - improvements:**
 - a) Withdrawal from PF Balance for Housing purpose to be enhanced to 2 from the present 1.
 - b) Reduction in eligibility criteria from 5 years to 2 years.
 - c) Notional HRA to be taken for calculating eligibility of Housing Loans. Interest on overdraft (personal loan) not to be reckoned.
18. Withholding of increments under running scale and stagnation for officers opting out from promotion exercise.
19. Issues related to Career Development Scheme (CDS)– unscientific KRA's and its impact on officers' morale.
20. Undue pressure for cross selling.
21. Conversion of RMRO's/CRE's into general cadre for optimum utilization and review of the promotion policy in line with general officers.
22. Rectification/clarification of Personal Allowance and Fitment formula from clerical to JMG.
23. Implementation of transfer tracking in HRMs-Relieving of Officers.
24. HRMS- Unable to put through entries of reimbursement of mobile handset in I FAMS.
25. Acute shortage of officers at branches and posting of additional officers for branches manned by single officer. Posting of adequate clerical staff & maintaining a fair officer-clerk ratio. Special recruitment drives to be undertaken for appointment of clerks and officers.
26. Payment of N.E.:
 - (a) Allowance for local officers at par with officers from outside.
27. Implementation of Transfer/Posting of Sports persons as per the sports compendium and extant guidelines and recruitment of Sportsmen.
28. Implementation of Compassionate Appointment Scheme – Government Guidelines.
29. New Pension Scheme members (NPS) mandatory contribution towards the fund should not be reckoned while arriving at the 60:40 ratio while sanctioning staff advances.
30. Cash Penalty imposed on Joint custodians of currency chest branches in case of shortage/fake notes detected at RBI. Accounts of Joint custodians are debited directly.
31. Undue delay in making relief arrangements for officers who are under inter circle transfers and subsequent pending Reliefs of ICT at Circles.
32. Improvements in Mediclaim Insurance for retirees.
33. **Improvement in Superannuation Scheme:**
 - a. Removal of anomaly of 6th bipartite retirees vis-à-vis 5th bipartite retirees.
 - b. Pension Revision of retirees under 5th and 7th Bipartite Settlement.
 - c. Improvement in Commutation Formula.
 - d. 50% of the last drawn pay as pension without any limit.
34. Repatriation of 19 Trainee Officers of 2014 batch of Kolkatta Circle who were posted to NE Circle.
35. H.R. Conclave on the lines of Jodhpur Conclave.

3. **We shall pursue the above issues and note to keep you informed of all the developments.**

With greetings,



(Y.SUDARSHAN)
GENERAL SECRETARY