

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

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

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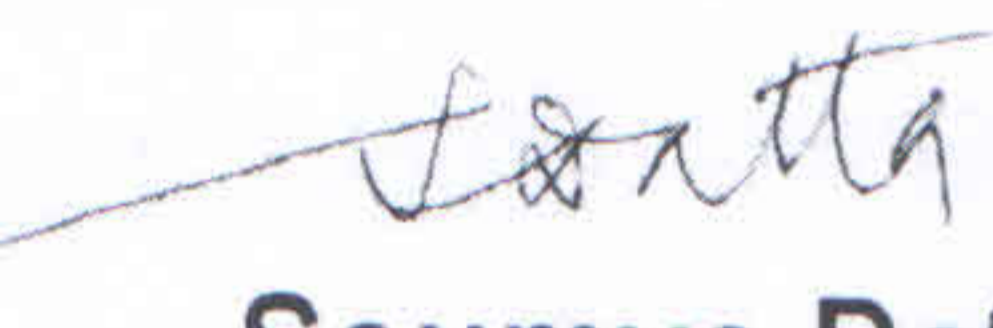
Circular No. 11/2015

Date : 02.05.2015

To All Member (Please Circulate)

We reproduce hereunder the Circular No. 53 dated 30.04.2015 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 :

PROJECT SAKSHAM (BOSTON CONSULTANCY GROUP) **MANPOWER PLANNING AND CAREER DEVELOPMENT SYSTEM (CDS)**

Comrades,

As you are all aware, various presentations are being made at SBLC's in respect of the Project Saksham. The Federation vide its letter No. 6180/05/15 dated 07.02.2015, 6466/06/15 dated 09.02.2015, 6180/10/15 dated 16.02.2015; 6180/20/15 dated 14.03.2015; 6180/21/15 dated 14.03.2015; 6180/22/15 dated 25.03.2015 and 6180/26/15 dated 27.04.2015, expressed very strong reservations and protests against certain provisions in the system. During the formal presentations made by the Management on two occasions also, many suggestions were given and apprehensions were voiced, both in respect of Manpower planning and CDS. Detailed analysis of the various deficiencies in the approach/data sampling adopted by BCG was presented with all logic. Despite the above the presentations are being made in the SBLC's and spread through the trainers containing certain sensitive references to IR/HR related issues like:

- a) Extension of Service/Denial of Service
- b) Transfers/Transfer Policy
- c) Issues related to Salary and Monetary Incentives.

2. The Federation has strongly opposed such moves, which are an intrusion into bilateral areas and hence are extremely sensitive as it affects the morale of the workforce and membership, often creating panic.

Soumya Datta
General Secretary
Mobile : 9830044737

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3. While we are open to suggestions and discussions on the operational part of both the schemes, any intrusion into the HR areas, without discussion will not be acceptable.
4. Members are requested not to unnecessarily panic. The Federation is aware and is alive to all the issues and are being taken up very strongly with the Management. All the sentiments have been conveyed to the Management. It has also been conveyed that the situation is volatile and may lead to an Industrial relations crisis in the event of forcibly implementing the sensitive issues.
5. In respect of Manpower planning members are requested to obtain the data of staff strength (excess/shortage), in their respective branches/administrative offices/RACPCs etc., as mentioned by the BCG from the respective circle report/figures given by BCG and compare the same with the actual requirement and pass on the information to the circle General Secretary/President at the earliest in order to enable us to arrive at the actual requirement. **Please treat the matter as urgent.** Members may await further details in this regard.

With warm greetings,

Sd/-
(Y. SUDARSHAN)
GENERAL SECRETARY

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