

# 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. 107/2016

Date : 16.12.2016

### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 149 dated 16.12.2016 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:

### **PENDING ISSUES OFXTHBPS / INITIATION OF PROCESS FOR XITHBPS DEMONETISATION AND ITS IMPLICATIONS ON BANKING SECTOR**

We reproduce hereunder the text of AIBOC Circular No.71 dated 8<sup>th</sup> December, 2016 contents of which are self-explicit.

(Y.SUDARSHAN)  
GENERAL SECRETARY

### TEXT

#### **QUOTE:**

Our members are aware that our XI<sup>th</sup> Bipartite Settlement is due from 1.11.2017. We felt it necessary to remind IBA for timely initiation of the process in order to set the ball rolling. In this endeavor, we have sent a communication Ref No. 2016/195 of date to IBA, asking them to seek mandate from member banks.

Members are also aware that we are in the process of resolving the pending issues of the last bipartite settlement related to amendments in the Disciplinary and Appeal Regulations. To follow up the matter, we have sent a communication to IBA, vide letter ref No. 2016/196 of date.

We had already advised our members that a representation was made to the RBI Governor vide our letter Ref No. 2016/181 dated 28.11.2016, pointing out adverse impact on the Banking Industry due to directive of maintaining 100% CRR on incremental deposits. We are happy that RBI has announced for the withdrawal of 100% CRR requirement on incremental deposits w.e.f. the fortnight beginning from 10<sup>th</sup> of December, 2016. However, there were some more issues related to demonetization drive, adversely affecting the Bank officers, which need redressal. Therefore, we have sent another communication ref. no. 2016/197 to the Governor, RBI, on date.

The Executive Committee of our Confederation, which met on 6<sup>th</sup> December, 2016 at Bengaluru, expressed its serious concern over the propaganda to malign the image of officials of PSBs, for the overstated statements issued by RBI of supplying more than sufficient new currency notes to the banking sector as against actual short supply and for the widely shared information that currency supply to the New Generation Private Sector Banks is favoured at the cost of Public Sector Banks. Therefore, we strongly took up the case with the Governor, RBI through yet another communication ref. 2016/198 on date itself asking to supply us the data of cash disbursements to top 40 Banks of the country - Region/City wise. We have also demanded to immediately stop unwarranted and exaggerated statements, creating confusion and mistrust.

The copies of all abovementioned communications, which are self-explanatory, are attached herewith for your information and circulation among members.

With comradely greetings,

Comradely Yours,  
Sd/-  
(HARVINDER SINGH)  
GENERAL SECRETARY

Soumya Datta  
General Secretary  
Mobile : 9830044737

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*State Bank of India officers' Association*  
(BENGAL CIRCLE)

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: 2 :

Letter No. 2016/195

Date: 08.12.2016

**The Chairman,**  
Indian Banks' Association  
Mumbai.

Dear Sir,

**SEEKING MANDATE BY MEMBER BANKS FOR 11<sup>th</sup> BIPARTITE SETTLEMENT**

We understand that Department of Financial Services, Ministry of Finance, Government of India had asked Public Sector Banks (PSBs) to initiate the process of negotiations /next wage revision of the employees and conclude it prior to the effective date i.e. 01.11.2017 vide its communication dated 12.01.2016. After that, a reminder was also sent on 24.08.16 requesting PSBs to intimate the present status/ action taken by them so as to conclude the negotiations/ next wage settlement by the effective date, i.e. 1.11.2017, positively. Lastly another reminder dated 21.10.2016 seeking the steps taken was sent. On all occasions copies were marked to IBA for taking necessary actions.

We, therefore, request you to take immediate steps to ensure that the process in this regard is initiated immediately, by seeking mandates from member banks for initiation of the process.

Thanking you,

Faithfully Yours,  
Sd/-  
(HARVINDER SINGH)  
GENERAL SECRETARY

Letter No. 2016/196

Date: 08.12.2016

**The Chairman,**  
Indian Banks' Association  
Mumbai.

Dear Sir,

**RESOLUTION OF PENDING ISSUES PERTAINING TO  
DISCIPLINARY MATTERS SUBMITTED IN XTH BIPARTITE SETTLEMENT**

We wish to draw your attention towards unresolved issues of Xth Bipartite Settlement, in respect of disciplinary and vigilance proceedings. Though formal discussions with officials of IBA took place with our Confederation on 2-3 occasions but no progress was made and the issues have remained inconclusive till date. We are submitting the pending issues once again with our views thereon, with this letter.

Kindly arrange to hold a meeting urgently, whereby our views can further be clarified to the IBA officials for taking up at appropriate level. We hope that all our pending issues pertaining to 10th BPS with regard to disciplinary matters would be resolved at the earliest so that no time is wasted on the long pending issues and we can concentrate exclusively on the issues pertaining to 11th BPS. It will not be out of place to mention that D.O.F.S, MOF, Govt. of India has already sent three communications to PSBs and IBA to ensure to conclude the negotiation/ next wage settlement by the effective date, i.e. 1.11.2017, positively.

We expect and await an early response in this regard.

Thanking you,

Faithfully Yours,  
Sd/-  
(HARVINDER SINGH)  
GENERAL SECRETARY

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**Soumya Datta**  
General Secretary  
Mobile : 9830044737

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*State Bank of India officers' Association*

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: 3 :

Letter No. 2016/197

Date: 08.12.2016

**The Governor,**  
Reserve Bank of India,  
Mumbai.

Dear Sir,

**DEMONITISATION AND ITS IMPLICATIONS ON BANKING SECTOR**

At the outset, we hail the decision taken by Reserve Bank of India of withdrawal of 100% CRR requirement on incremental deposits with effect from the fortnight beginning from 10th of December, 2016. This will certainly provide relief to the banking sector which was suffering without any fault of theirs and for the reasons explained by us in our letter No. 2016/181 dated 28.11.2016. However, we did not find any relief on account of incidence of interest loss due to the maintenance of 100% CRR on incremental demand and time liabilities w.e.f. 26.11.2016. We would like to once again reiterate that the incidental expenses due to demonetization – including additional establishment expenses and interest loss due to 100% CRR – must be borne by the Government and this additional load should not be passed on to the banks which are already bleeding due to policy paralysis of the Government and harsh provisioning norms of the Regulator.

You are aware that heavy amounts of demonetized currency were received and processed during the period after 8th November, 2016. Pressure of work and long working hours all these days might have resulted in shortage or delay in remittances. Even fake notes might have been processed due to non-availability of infrastructure and shortage of sorting machines. In view of the exceptional circumstances, levy of any penalty to the banks by Reserve Bank of India may further adversely affect the profitability of the banking industry and also the morale of its work force. We, therefore, request you not to levy any penalty in view of special circumstances. Any shortage or loss due to fake currency should in no case be passed on to the officers, who otherwise also are not processing either deposits or disbursements of currency notes and are simply custodians of the currency overnight.

You will kindly agree that the fear of accountability for any procedural or processing mistake is the highest in banking industry. For any loss occurred, even unintentional, the search of a scapegoat starts. We will request you to issue necessary guidelines and ensure that there is no witch hunting exercise against officers in case of any lapse in handling of currency or credits/debits in the accounts, including Jan Dhan accounts, in which KYC has been complied. We sincerely hope that a pre-emptive approach of Reserve Bank of India will go a long way in maintaining the credibility of the Public Sector Banks and their employees, who have proved that they are far ahead in implementing the policies of the Government and Regulators than their peer New Generation Private Sector Banks.

With best regards,

Faithfully Yours,  
Sd/-  
(HARVINDER SINGH)  
GENERAL SECRETARY

Letter No.2016/198

Date: 08.12.2016

**The Governor,**  
Reserve Bank of India,  
Mumbai.

Dear Sir,

**DEMONETISATION – ACUTE SHORTAGE OF CASH**  
**DISCRIMINATION AGAINST PUBLIC SECTOR BANKS**

We are an apolitical Organisation of more than 2,80,000 Officers working in Public Sector/Private Sector and Co-operative Sector Banks in India. We are doing our best to ensure that the demonetization exercise is undertaken strictly as per the guidelines and instructions issued by the Regulator and Government of India. However, we are very much disturbed with the propaganda unleashed against the Public Sector and Old Generation Private Sector Banks, pointing out deficiencies in the services of these banks. Whereas, enormous irregularities and violations of the guidelines reported in New Generation Private Sector Banks are deliberately hidden from being made public.

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**Soumya Datta**  
General Secretary  
Mobile : 9830044737

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: 4 :

The Executive Committee of our Confederation, which met on 6th December, 2016 at Bengaluru, expressed its serious concern over the mismatch between the statements issued from your Office that more than sufficient supply of new currency notes is being made to the banking sector and the actual supply received by them, particularly in 'B' & 'C' class cities. Insufficient supplies made to the Public Sector Banks is exhausted in the first two hours only and for the remaining day, the bank officials are left to face the anguish and wrath of public who holds them responsible for the shortfall. Besides, it is also widely talked that the currency supply to the New Generation Private Sector Banks is favoured at the cost of Public Sector Banks. Therefore, it is all the more necessary that the position is clarified by supplying us the data of cash disbursements to top 40 Banks of the country - Region/City wise. Nevertheless, our request and demand from you is that unwarranted and exaggerated statements which are creating confusion and mistrust, are stopped, immediately.

We, on our part, assure best of our efforts in carrying on the exercise of demonetization,

Thanking you,

Faithfully Yours,  
Sd/-  
(HARVINDER SINGH)  
GENERAL SECRETARY