

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

(Registered under Trade Unions Act 1926-Regd. No. 6908)

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IP No. 500077

Circular No. 158/2018

Date : 02.11.2018

### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 132 dated 29.10.2018 issued by the 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:

#### **ADDITIONAL LEAVE/SUBSISTANCE ALLOWANCE TO OFFICERS SUFFERING FROM CANCER**

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

With greetings,

**(RAMKUMAR SABAPATHY)**  
**GENERAL SECRETARY**

No: 8104 /64/18

26<sup>TH</sup> OCTOBER, 2018

**The Dy.Managing Director & CDO,**  
State Bank of India,  
Corporate Centre, Madame Cama Road,  
**MUMBAI.**

Dear Sir,

#### **ADDITIONAL LEAVE/SUBSISTANCE ALLOWANCE TO OFFICERS SUFFERING FROM CANCER**

We solicit your kind reference to our letter No. 8104/50/17 dated 14.7.2017 requesting for introduction of additional sick leave of 6 months to officers who are forced to exhaust their leave for availing treatment for cancer.

2. While this is yet to be considered by the Bank, our affiliates have reported that number of officers suffering from Cancer has increased substantially and a few of them are required to remain on Extra Ordinary Leave on Loss of Pay for a considerable time after exhausting all leave. They are unable to meet their financial obligations towards the family commitments including the education of their children due to huge expenditures incurred on treatment over and above the reimbursable expenses.

3. In view of the above, we request you that if sanction of additional sick leave in such cases is not feasible, Bank may consider extending subsistence allowance to such officers till they are able to resume their duties. This may be considered as gesture of goodwill by the Bank towards the Officers as ;

- Globally such provisions find acceptance under social security schemes.
- Such scheme if introduced will boost the morale of all the employees and they will feel the comfort of security.
- It will not entail much of cost to the Bank to introduce such social security scheme considering the benefit it will accrue in terms of employee satisfaction and reputation the organization would earn as a caring employer.

4. As Compassion has been the backbone of all our endeavour and forms the pillar of each of the HR initiatives that the bank takes, such beneficial provision for an ailing Officer will not only facilitate the concerned Officer regain his health but will also be of great help to family members of such Officer.

We therefore request you to take a favourable view in this regard.

Thanking you,

Comradely yours,

  
**GENERAL SECRETARY**

**Soumya Datta**  
General Secretary  
Mobile : 9830044737