

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

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

1, STRAND ROAD, KOLKATA-700 001.

Phone: 2213-0663, 2213-0154, 2213-0665 (after 5.30 P.M.), Fax : (033) 2210-1684



e-mail: [sbioabengalcircle@gmail.com](mailto:sbioabengalcircle@gmail.com)  
[www.sbioabengal.com](http://www.sbioabengal.com)

IP No. 500077

Circular No. 149/2019

Date : 30.11.2019

### To All Members (Please Circulate)

### THE 39<sup>TH</sup> ANNUAL GENERAL MEETING STATE BANK OF INDIA OFFICERS' ASSOCIATION (BENGAL CIRCLE) ADMINISTRATIVE ZONAL COMMITTEE, KOLKATA

### HELD ON 17<sup>TH</sup> NOVEMBER, 2019 AT CALCUTTA UNIVERSITY INSTITUTE AUDITORIUM, KOLKATA

The 39<sup>th</sup> Annual General Meeting of SBI Officers' Association (Bengal Circle), Administrative Zonal Committee, Kolkata was held on November 17, 2019 (Sunday). It started amidst loud slogans in the gathering of over 500 members at the venue. The Flag of State Bank of India Officers' Association was hoisted at 11:00 AM by Com. Debasis Ghosh, President, AIBOC and General Secretary of All India Union Bank Officers' Federation, in presence of Com. Soumya Datta, General Secretary of AIBOC & AISBOF, Com. Asitava Kundu, President, SBIOA (Bengal Circle), Com. Shubhajyoti Chattopadhyay, General Secretary, SBIOA (Bengal Circle) and other SBIOA Seniors, Central/Zonal leadership.

#### **OPEN SESSION:**

The Open Session was anchored by Com. Arunima Ghosh, a young member of the Association. THIS MEETING ASSUMED SPECIAL SIGNIFICANCE IN THE BACKDROP OF THIS YEAR'S THEME: **"50 years of Bank Nationalisation"**.

Before she inviting the dignitaries at the dais, she briefed the importance of Bank Nationalization in 1969 and 50 glorious years of defining contributions to National Economy . On the issue of grave pollution menace, she sought some thought and action towards the target for the Green Portfolio.

Com. Arunima Ghosh then invited Com. Somnath Mukherjee, President and Com. Barun Kumar Das, Chief Regional Secretary, AZC Kolkata who extended a warm and hearty welcome on the stage to Com. Debasis Ghosh, President AIBOC, Com. Soumya Datta, General Secretary AIBOC & AISBOF, Shri Vinod Jaiswal Deputy General Manager (B&O), Kolkata Zone, Com. Asitava Kundu, President, SBIOA (Bengal Circle), Com. Shubhajyoti Chattopadhyay, General Secretary, SBIOA (Bengal Circle), Com. Kusal Chaudhuri, DGS, SBIOA (Bengal Circle), Com. Debasish Mondal, DGS, SBIOA (Bengal Circle), Com. Arun Kumar Roy, AGS, In-charge-Kolkata Com. Raghubar Singh, Deputy General Secretary, SBI Staff Association and Com. Dipak Kumar Basu, General Secretary, SBI Pensioners' Association. All the dignitaries were warmly greeted with saplings by the members of Kolkata Module. The ceremonial lamp was lighted by all the leaders and dignitaries on the dais, the SBIOA seniors and leaders of yester years present at the meeting.

SRIJAN, the cultural wing of SBIOA (Bengal Circle), presented the opening song in Bengali. Com. Debasis Ghosh, President, AIBOC, was felicitated by Com. Somnath Mukherjee, President of AZC, Kolkata and Com. Debasish Mondal, DGS, SBIOA(Bengal Circle), who is going to retire from bank's service on 30.11.2019 was also felicitated by Com. Barun Kumar Das, Chief Regional Secretary, AZC Kolkata.

Com Barun Kumar Das, Chief Regional Secretary, in his address, extended a hearty welcome to all the dignitaries on and off the dais, leaders of the Central Committee along with leaders invited from other Modules and all comrades present in the meeting.

Com. Debasis Ghosh, President AIBOC & General Secretary, All India Union Bank Officers' Federation started his speech with a quote from "Jiban Smriti". He shared his concerns about present trend of Banking related postings in social media. He openly addressed that majority of NPAs were created by policy makers due to their faulty decisions.

On a serious note and without an iota of hesitation, he addressed the gathering that issues / achievements related to core sector of banking industry like CASA Deposits, Advances etc. were systematically neglected, the 3<sup>rd</sup> party products – "cross selling" had taken centre-stage. This has created a polarization in the banking industry accross India and the income in the name of "performance incentive" from these 3<sup>rd</sup> party companies are being given to the select few of the top-managements. He expressed his concern & displeasure abusive languages towards the juniors by senior management functionaries had become the norm of the day He expressed that private loss was being compensated by public profit.

**Shubhajyoti Chattopadhyay**  
General Secretary  
Mobile : 9434551152

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Thereafter he briefly discussed some of the agenda that were discussed during the meeting for XI<sup>th</sup> Bi-partite like issues related to Medical insurance and subsidy component of premium, increase in family pension at par with that of Central Government and several other issues.

Shri Vinod Jaiswal, DGM (B&O), Kolkata Module, expressed his pleasure on being invited as the Chief Guest at the meeting and appreciated the efforts of the organisers. He emphasised that the Association had played a very constructive role in Kolkata module as a whole.

He emphasised that discipline should be maintained by all the staff of Kolkata Module. He spelt out three mantras of: a. Work Smart, b. Together we can and c. Aim High Achieve High, for reaching the goal set out by the Bank for the Module. He informed that Bengal Circle became no. 1 in MD Ranking Matrix last month. Kolkata Module became no. 1 in GCC %. He concluded on a note that still a lot had to be done in the areas of NPA Management, Current Account and FI.

Com. Soumya Datta General Secretary of AIBOC and AISBOF was given a very warm welcome by all the members present in the meeting when he was invited to address the house. Referring to Circular "ATOOT", he expressed that SBI had taken a pioneer step in HR matters. He narrated that Happiness Index for the employees should be introduced in the bank.. He apprised the house about present status of various issues / demands / suggestions that were being discussed in the XI<sup>th</sup> Bi-partite settlement meeting with IBA & Finance Secretary. The modalities of PLI are still being worked upon so that the entire banking fraternity could be benefited. Suggestions like changes in promotion policy, waiving of approver in 4-in-1 re-imburement in HRMS to facilitate prompt payment, role of Manager(HR) in CDS, increase in benefits in areas like cost of mobile handsets etc., anonymous complaints, severe punishments in various circles, review of suspension cases for fast disposal and likewise were discussed upon. He concluded wishing that we should all progress. together for a better tomorrow.

Com. Raghubar Singh, Deputy General Secretary, SBI Staff Association shared his concerns that clerical staff were continuously opting-out of the promotion exercise every year in Bengal Circle. He mentioned that a few management functionaries unfortunately derived sadistic pleasure in humiliating subordinates and co-workers. He concluded that we should free ourselves from this menace and work with self-esteem.

Com. Dipak Kumar Basu, General Secretary, SBI Pensioners' Association shared some incidences of misbehaviour with customers and pensioners. He emphasised that it should be a zero tolerance area. He extended his willingness to help the Association in its regular activities.

With the speech of Com. Dipak Kumar Basu, the open session came to an end.

#### **BUSINESS SESSION:**

Business session of the meeting was presided over by Com. Somnath Mukherjee, President, AZC Kolkata, SBIOA (Bengal Circle). At the onset, he requested that under the present circumstances all the members should stay united and show their solidarity to the Association. Thereafter, he read out the Notice of the meeting and its agenda . Pledge was taken by all the members present. As per agenda No.1, on being invited by the president of the meeting, Com. Barun Kumar Das, Chief Regional Secretary,, presented his Annual Report and Com. Saikat Malakar, Treasurer, AZC, Kolkata, presented the audited Statement of Accounts for discussion and adoption.

The following 6 members volunteered the dais to participate in the discussion of the Chief Regional Secretary's Report and Statement of Accounts.

Com.Kunal Sanyal (Elliot Road Branch) appreciating the individuality and distinguishing features, supported Secretary's report. He shared his displeasure & pain for the misbehaviour in Regional P-Review meeting. Senior management officials are trying to demotivate by humiliating officers. He stated that dignity should be maintained/and cannot be compromised.

Com.Puspajit Kumar (Vivekananda Road Branch) supporting the Secretary's Report, mentioned that unscientific targets were being given to the branches, daily targets kept on changing which created a total atmosphere of confusion. YONO app is not user friendly like PAYTM & PHONE PE. Lastly, he suggested for some sort of tie-up with schools for the admission of children of bank employees/officers on transfer.

Com. Anupam Kedia (SME N S Road Branch) supported the Secretary's report and mentioned staff shortage in his branch. This has led to a dismal state of compliance position and poor NPA recovery. He suggested for redistribution of newly acquired businesses as per Bank's stipulated bench mark (not more than 20 accounts per Relationship Manager). He also highlighted the stringent takeover norms of the bank over the norms for financing green-field projects.

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General Secretary  
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Com. Atish Mondal (Kalighat Branch) supported the Secretary's report and emphasised the necessity to stay united. He suggested review the Circle Transfer Policy and Standardisation of medical bills/charges to make them more officers' friendly.

Com. Aniruddha Sinha (SME Exim Branch) appreciated the Secretary's report and said that senior officials from controlling office were regularly insisting for daily business figure although a SME intensive branch might have no significant figure for daily reporting.

Com. Sourav Banerjee, LHO, Kolkata supported the Secretary's report and expressed his dismay over suicides committed by bankmen which needed thorough investigation from the angle of misbehaviour by any employer.

Thereafter, Com Barun Kumar Das, CRS, responded suitably to the issues covering shortage of manpower in SME Branch, Cross selling, late sitting, CDS, misbehaviour with employees/officers, work-life balance. He also expressed his concern that core business of the bank was being continuously neglected due to rising 3<sup>rd</sup> party business (referring to cross-selling companies). He informed the house that provision of visiting medical officer in Region-IV of Kolkata Module had been taken up with appropriate level. He also expressed his gratitude for suggestions and support extended by Com Gopal Chandra Chakraborty, ex-CRS, even after his retirement.

On the Miscellaneous Agenda, Com Arun Kumar Roy, AGS Kolkata, greeted everyone in the meeting. He said grooming of new recruits was needed. More training should be imparted to staff for enhancing their knowledge about latest Circulars, instructions of the bank. Association has remained focused on leading by example in conducting such programmes. Contact with fellow colleagues should be widened so that officers don't feel lonely. Team building is the essence of better performance.

The undersigned in his deliberation, cited examples of higher ranked officers who remained active in the Association. He mentioned that leaders should frequently visit the branches and patiently listen to the grievances of members. The various issues raised by the members during the meeting viz., technical problems, RACPC matters, etc. were already being taken up at the appropriate level. The new leadership, after taking mantle from Com. Soumya Datta last year, is continuously visiting nooks and corners of the Circle to meet the officers' community at branches to get first-hand knowledge of their problems. Although, lot of issues discussed with the top management for resolution but not always reaching to the general members. He then went on highlighting recent activities of the Association that are being taken up at appropriate level e.g. Online holiday home portal with viewing capability for individual members, loans recommended by Service Manager in LOS where alternate officer (Field Officer/ RMPB) is not available, Leased Accommodation, 4-in-1 approval, non release of Annual/ Stagnation Increment on time, Mid-term postings & long deputations affecting CDS score, Revision in loading & unloading charges for leased accommodation at same centre, shortage/ unavailability of permanent messengers at branches, continuous late-sitting, Full/ proper utilization of capability level by clerical staff at branches and likewise were some of the issues discussed. He shared his views at length on privatization of the banks. He stated that social media platforms were being extensively used to broadcast false propaganda.

The undersigned said frequent transfer must be monitored as it affected CDS. On the topic of work life balance, he said the circulars issued must be followed strictly. He opined that late sitting, calling officers on holidays and conducting of meetings till late evening were parts of disease. He called for improvement in interpersonal relations and stopping of the 'information pollution' being spread on social networks. He reiterated the need for a review of transfer policy in the Circle which is expected early materialization.. He said that SBI as a brand symbolized trust and it must not be allowed to be diluted.

Before concluding the meeting, Com. Somnath Mukherjee urged for taking up painful path of real revolution instead of taking short-cut path of WhatsApp-revolution. Thereafter, vote of thanks was offered by Com. Mrityunjaya Chakrawarthy and the meeting finally concluded with the rendition of the song "WE SHALL OVERCOME".

**With revolutionary greetings,**



**Shubhajyoti Chattopadhyay**  
**(General Secretary)**

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Mobile : 9434551152