

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. 101/2020

Date : 22.05.2020

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 81 dated 22.05.2020 issued by the General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,

Shubhajyoti Chattopadhyay
(General Secretary)

To all our Affiliates / Members:

Dear Comrade,

CREATION OF FI&MM NETWORK IN CHANDIGARH CIRCLE ON PILOT BASIS PROPOSED PAN INDIA ROLL-OUT IN THE MONTH OF JUNE 2020

We reproduce hereunder the joint communiqué dated 22nd May, 2020 submitted by the All India State Bank Officers' Federation and All India State Bank of India Staff Federation to the Deputy Managing Director (HR) & CDO on the captioned subject for your information.

With greetings,

(Soumya Datta)
General Secretary

Shubhajyoti Chattopadhyay

General Secretary

Mobile : 9434551152

State Bank of India Officers' Association
(BENGAL CIRCLE)

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AISBOF
All India State Bank Officers'
Federation, SBI BLDGS,
65, ST. MARK'S ROAD,
BANGALORE-560 001



AISBIF
All India State Bank of India
Staff Federation,
C/o. S.B.I. Local Head Office,
Sector -17 B,
CHANDIGARH

No.9207/41/20

Date: 22.05.2020

The Dy. Managing Director(HR) &
Corporate Development Officer,
State Bank of India,
Corporate Centre, 19th Floor,
State Bank Bhavan,
Madame Cama Road,
MUMBAI-400 021.

Dear Sir,

CREATION OF FI&MM NETWORK IN CHANDIGARH CIRCLE ON PILOT BASIS
PROPOSED PAN INDIA ROLL-OUT IN THE MONTH OF JUNE 2020

We invite a reference to our letters dated 8.7.2019, 29.7.2019, 19.8.2019 and 7.9.2019 on the aforesaid issue and our subsequent discussions on the same held with Chief General Manager(HR) and HR officials on 28.8.2019 at Corporate Centre, Mumbai followed by a meeting with DGM(IR) and both the General Secretaries of Chandigarh Circle Associations at Chandigarh in the presence of DGM & CDO and other HR officials of Chandigarh Circle. In the series of letters and discussions, we had brought to the attention of the management about various practical problems being faced by the employees of Chandigarh Circle during the implementation of the pilot project causing hindrances in the successful implementation of the project, many of which are still to be resolved.

2. In this regard, we are thankful to the management of Corporate Centre, Mumbai and place on record our appreciation to HR Department officials at Corporate Centre for their earnest efforts in addressing the issues. We are also thankful to HR Department officials for having agreed to our proposal of removing the post of DGM & CDO and AGM(HR) from FI&MM Network. We are also thankful to you for having agreed to our proposal for not creating a separate vertical for FI&MM under the Corporate Centre and bring the FI&MM Network under the control of Circle Chief General Manager thereby resolving a lot of issues regarding the movement of employees and officers from R&DB to FI&MM network and vice versa specially for rural assignment of officers, career path, redeployment and 5 year transfer policy for Award Staff.

3. We are also thankful to you for having agreed to our proposal of bringing back FI&MM Network from Patiala to LHO Building at Chandigarh thereby avoiding a lot of expenses of the Bank specially for creation of parallel departments in both R&DB and FI&MM Network. Now, after shifting to Chandigarh LHO these departments of FI&MM will be merged with already existing departments of R&DB thereby removing duplication of work that was being performed by officers at Patiala.

4. Besides these issues, we have raised many other issues on administrative control, circle level transfer policies, structured meetings, disciplinary authorities, bilateral forums and many HR related issues viz. whether transfers within a Centre from R&DB Networks to FI&MM Network, branches/officers will be treated as inter-module or inter-network. There is still no clarity about the authority structure with regard to

Shubhajyoti Chattopadhyay
General Secretary
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career progression, redeployment/5 years transfer exercises for Award staff and intra-region/inter-region/inter-module routine/request transfers for officers and employees in addition to request transfers on compassionate grounds. Similarly, there are many other issues related to business, HR, welfare etc. which have been referred to you in the above referred letters.

5. Now, we have been given to understand that FI&MM Network is going to be rolled out PAN India w.e.f. June 2020 amidst an unprecedented situation in the country facing lockdowns and social distancing to contain spread of COVID-19 pandemic, which has resulted in an unprecedented disruption to the economic activity in the country and forcing the Government of India to announce Lockdown 4.0 till 31.05.2020 with all possibility of further extension to contain the outbreak of the dreaded disease. The logistics, movement of people across the country has taken a huge hit. We anticipate that even local movement will be difficult in the coming days with the surge in the numbers of Corona affected people in the country. In such conditions, the proposal of rolling out of FI&MM project PAN India involving large scale movement of staff appears illogical, given the restriction on transfers within Circles. Further, the stimulus/financial package announced by the Honb'le Prime Minister on 12.05.2020 followed by a series of announcements by Honb'le Finance Minister to increase the money flow and to take care of GDP etc. RBI has also come out with many announcements latest being reduction of repo rate from 4.4% to 4% for economic revival and to boost credit off take. Thus, the role of our Bank, the premier financial institution of the country, in this fiscal stimulus, is bound to be very crucial. In this background, any major structural changes in the Bank at this juncture may prove counterproductive.

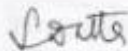
6. As per our experience in Chandigarh Circle, we are of the considered view that the proposed model is fraught with many shortcomings and risks. The HR issues raised by us in our above referred letters should be addressed before implementation of FI&MM Network throughout the country. Sir, any model which we are creating in the Bank should necessarily be customer centric, having the ease of acquiring and managing business and operations and at the same time be HR friendly also.

7. Keeping in view the problems whether business or staff/shortcomings/ unresolved HR issues and present unpredictable situation across India due to the pandemic, we request that roll out of the proposed vertical/network should be kept in abeyance till normalcy is resolved. In this regard, both the Federations will give many more suggestions once we will meet in the proposed presentation on FI&MM Network by the Corporate Centre which was scheduled on 25th March 2020 and subsequently deferred indefinitely due to lockdown. However, we assure you that the entire staff and officers of the bank will go the extra mile for the cause of the bank as they are now combating the present challenge as frontline 'Corona Warriors' in this trying times.

8. Please acknowledge the receipt of this communication and advise us the developments in this regard.

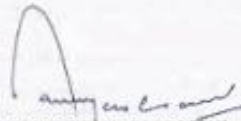
9. Please treat the matter as **EXTREMELY URGENT**.

Yours sincerely,



(SOUMYA DATTA)
GENERAL SECRETARY

ALL INDIA STATE BANK OFFICERS' FEDERATION



(SANJEEV K. BANDLISH)
GENERAL SECRETARY,

ALL INDIA STATE BANK OF INDIA STAFF FEDERATION

Shubhajyoti Chattopadhyay

General Secretary
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