

# 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. 152/2020

Date : 09.09.2020

### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 110 dated 07.09.2020 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:

#### STAFF WELFARE INITIATIVES

We have sent a communication to the Chairman, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,

**(Soumya Datta)**  
General Secretary

No.6702/61/20

Date: 07.09.2020

The Chairman  
State Bank of India  
Corporate Centre  
Madame Cama Road  
Mumbai – 400 021

Dear Sir,

#### STAFF WELFARE INITIATIVES

We are elated to know that Bank has revised the scheme for payment of ex-gratia and has introduced a scheme for financial support to the children of employees who die in harness.

2. Our Bank, true to its image and tradition, has been a pioneer in introducing avant-garde HR initiatives in the banking industry of the country. We thank you profusely for revising the existing scheme and additionally providing a financial security net to the family of *State Bankers*. We are proud of our Bank's path breaking HR initiatives and wish that the working conditions in the Bank should be second to none, commensurate with the stature of the Bank as "the employer of choice" of the country. These policies, enriched with original thoughts and innovative initiatives will eventually motivate all the staff and officers who have been extending yeoman service tirelessly to the citizenry and the country as well during such unprecedented pandemic. This landmark initiative of the Bank, which speak volumes of its empathy and compassion for the employees, will be remembered by all.

3. We would have been happier if the present compassionate appointment scheme in vogue, could have been simultaneously revised to offer a beacon of hope to the family of our deceased colleagues. We fervently hope that the same would be duly revised shortly. We, from our Federation, will continue to offer constructive suggestions to further achieve the aim and objective of the Bank, as a responsible stakeholder, whose vision is also to foster growth and development of our esteemed institution.

We on behalf of our entire fraternity, once again express our heartfelt gratitude and place on record our sincere appreciation for putting in place such humane policies, which will remain as your enduring legacy in the domain of HR matters.

With regards,

Yours sincerely,

**(Soumya Datta)**  
General Secretary

**Shubhajyoti Chattopadhyay**  
General Secretary  
Mobile : 9434551152