

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

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

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Circular No. 51/2022

Date : 08.04.2022

### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 22 dated 29.03.2022 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)

Dear Comrades,

### **23<sup>rd</sup> General Council Meeting of SBIOA (Patna Circle) Massive Show of Solidarity**

26th March 2022 would be written in golden letters in the annals of the history of SBIOA (Patna Circle), which witnessed a massive exhibition of solidarity and unity. All roads led to S.K. Memorial Hall, near Gandhi Maidan, Patna as over 3000 members congregated at the venue from every nook and corner of the states of Bihar and Jharkhand to attend the 23<sup>rd</sup> General Council, which incidentally commemorated the 50<sup>th</sup> year of foundation.

02. The entire area of the meeting venue bore a festive look and leaders from all affiliates and senior functionaries of the bank were greeted with drumbeats and accorded a warm welcome. Slogans resonated across the venue and the enthusiasm amongst members was simply infectious. The event started with the hoisting of the Association flag by Com Deepak Sharma, President, Com Kamlakar Singh, President and Com Ajit Kumar Mishra, General Secretary of Patna Circle respectively and the undersigned in presence of other affiliate leaders and activists.

03. Com Kamlakar Singh, Com Ajit Kumar Mishra, President and General Secretary of the Circle Association were welcomed on the dais by the organizers amidst thunderous applause. Com Deepak Sharma, President of AISBOF and the undersigned along with Presidents and General Secretaries of all circles were accorded a warm welcome on stage. The show of '**Unity in Diversity**' was amply demonstrated as the anchor of the program Com Pallavi Prashar greeted them in their native language.

04. A standing ovation and a rousing reception were accorded to the Chief Guest of the program Shri O.P. Mishra, DMD (HR) & CDO. In fact, his gracious presence in the meeting as Chief Guest elevated the importance and significance of the meeting to a new dimension altogether. Shri Surender Rana, CGM, Shri Manoj Kumar Gupta, Shri Mrigank Jain, Shri Sunil Arora, General Managers along with Shri Sanjay Prakash, DGM (IR) were also accorded a warm welcome.

05. The office bearers of other Circle Associations present on the dais included:

Com Nilesh Radia & Com Pinakin Brahmabhat	President General Secretary	Ahmedabad
Com Nagesh VN & Com S K Srinivas	President General Secretary	Karnataka
Com Asitava Kundu & Com Shubhajyoti Chattopadhyay	President General Secretary	Bengal
Com Madan Kishore Jain & Com Sanjeev Sabhlok	President General Secretary	Bhopal

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Com Saubhagya Kumar Panda & Com Arun Kumar Bishoyi	President General Secretary	Bhubaneswar
Com Sanjay Sharma	President	Chandigarh
Com Nallaperumal Pillai	President	Chennai
Com Jatinder Pal Singh Sethi & Com Sushil Ahuja	President General Secretary	Delhi
Com Appaswamy S	President	Hyderabad
Com Vinay K Bhalla	General Secretary	Jaipur
Com V K Premchandran & Com G R Jayakrishnan	President General Secretary	Kerala
Com A K Agnihotri & Com Pawan Kumar	President General Secretary	Lucknow
Com Mohan S Gohil & Com Manohar B Devrukhkar	President General Secretary	MMC
Com Udaram Hedao & Com Bhushan Mahajan	President General Secretary	Maharashtra
Com Rupam Roy	General Secretary	North East
Com Suryanarayana Rao	Vice President	Amaravati Circle

06. Com Kamlakar Singh and Com Ajit Kumar Mishra President and General Secretary honored and welcomed the Deputy General Managers, yesteryear leaders and other guests. The function was inaugurated by the lighting of the lamp by Chief Guests. At the very outset, Kumari Shailja daughter of Com Ajit Mishra performed a mellifluous rendition of Sarasvati Vandana which was appreciated by everyone present in the auditorium. On the occasion, of marking the 50th year of purposeful existence of the Circle Association, Shri O.P. Mishra, DMD (HR) & CDO, the Chief Guest of the program formally released three books viz. Sup-Power, Know Your Leaders and Disciplinary Proceedings.

07. Com Ajit Kumar Mishra was greeted with thunderous applause and was accorded a standing ovation as he delivered his welcome address. In his warm welcome address, he touched upon the rich history of undivided Bihar and expressed his happiness to welcome all to the celebration of the Golden Jubilee year of the SBI Officers' Association (Patna Circle) The Circle Association which was formed in 1972 with a strength of only 580 members has now has 7000 members and is a vibrant wing of AISBOF. This was made possible by the sacrifice, toil and sweat of the veterans. The Circle Association has reached a pinnacle of glory due to the responsible trade union movement and for having espoused the cause of members in the right earnest. He thanked all the dignitaries on the dais for attending the function. He also took this opportunity to announce that Com Amaresh Vikramaditya, Executive Committee member, has been unanimously chosen to shoulder the responsibility as General Secretary of SBIOA, Patna.

08. Shri O.P. Mishra, DMD (HR) & CDO, in his keynote address expressed happiness that Patna Circle was leading all Circles in MD Ranking consecutively for the last 7 months. He congratulated the officers for their stellar performance. He acknowledged the contribution of the officers and the performance reflected that the Management and Association were working in tandem. He said that Bank and the Federation were working in unison for the welfare of the staff. He mentioned the high expenses ratio of the bank and also said that each welfare measure involves substantial cost. He stressed the importance of customer service, adapting to market preferences and minimization of disciplinary cases, making State Bank as most preferred bank and also stressed the need for data purity. He expressed his happiness that Association was grooming young and congratulated Com Amaresh Vikramaditya, the General Secretary-designate. He expressed concern about sharing information/problems on social media platforms. He stated that it was a distinct possibility that competitors of our esteemed institution were employing professionals to sully the image of our bank by posting negative comments and posts on social media. He called upon all to exercise caution. He also stressed the importance of leading a healthy lifestyle. He also called upon the Association to groom young and women to take forward the flag of the trade union. He lauded the role and contribution of Com Ajit Kumar Mishra, who would be laying down his office on 31<sup>st</sup> March 2022.

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09. Shri Surender Rana, CGM, Patna Circle, congratulated the Circle Association on its 50<sup>th</sup> Anniversary and expressed happiness to witness the large gathering. He congratulated the officers of the Circle for their contribution to the outstanding achievement of the Patna circle by emerging 1<sup>st</sup> in ranking for consecutive seven months. He said that he believed in positivity as often stressed by the Chairman of the bank. He touched upon the need for ensuring quality customer service. He acknowledged the various staff welfare measures initiated by the bank and mentioned the recent measures like the spectacle reimbursement facility. He urged the need to improve balance sheet numbers, operating profit, data purity etc.

10. Shri Manoj Kumar Gupta, Shri Mrigank Jain, Shri Sunil Arora, General Managers greeted the members during their addresses.

11. Com. Deepak K. Sharma, President of AISBOF, took the podium amidst huge applause. As usual, with his exemplary oratory skills, he enthralled the audience. He congratulated the Patna Circle officers who gathered in large numbers to attend the historic event of the 50<sup>th</sup> anniversary. He congratulated Com Ajit Kumar Mishra for his able leadership and contribution to the trade union movement. He was vocal about the capability of the officers of the bank and the dedication displayed in Patna Circle which had been amply reflected in achieving excellence in all areas. He also pointed out that the Federation has been raising issues for the benefit of the fraternity over the years, many of which have since been fructified. In this context, he stated that the demand for reimbursement of spectacles was first flagged by the Federation in 2012. He drove home the importance and the need of **#BankBachaoDeshBachao** movement and placed on record that it was due to the initiative of the Confederation, which was one of the prime reasons for the deferment of the banking amendment bill during the winter session of the parliament. He appreciated the efforts of Patna Circle in the movement.

He informed the house that there were many issues pertaining to the officers' fraternity and have been flagged to the corporate centre by the Federation leadership. He congratulated Com Sunil Kumar and the undersigned for their contribution to the successful achievement of the 8<sup>th</sup> Joint Note settlement. He thanked DGM (IR) for his contribution to staff welfare measures. He was very vocal that the Federation has been flagging issues of working environment and welfare measures. He touched upon the burning issue of connectivity and difficulties faced by the branches.

12. The undersigned during his address congratulated SBIOA (Patna Circle) for celebrating the 50<sup>th</sup> anniversary of the association. He stated that all Circles were consciously drafted with representatives of the youth in various tiers of the organisation. The selection of Com Amaresh Vikramaditya, who had joined the bank in 2009 as a Probationary Officer as the General Secretary designate, was a revolutionary decision as it would encourage the youth across the country to espouse the cause of members by working for the association. He recollected the contribution of SBIOA (Patna Circle) under the astute leadership of Com Ajit Kumar Mishra during the Covid pandemic. The Association leadership went out of the way to support members and the society from admitting patients to the hospital, arranging oxygen cylinders, medicines to making arrangements for the funeral. He profusely appreciated the yeoman service rendered by Com Ajit Kumar Mishra and his entire team, which enhanced the image of the Bank in society. He placed on record the contribution of Com Sunil Kumar in the signing of the 8<sup>th</sup> Joint Note. He said that for the first time, every segment of officers has got their due share in wage revision. Family Pension revision to 30% without any cap was a dream fulfilled. He expressed unhappiness that Government did not recognize officers as front-line warriors, though they were the fraternity who implemented the schemes of the Government.

He touched upon the issues bothering the officers' fraternity in the Bank. He expressed in no uncertain terms about the way the business figures were being achieved. He said that there were several instances of fraud surfacing in branches that were headed by recipients of Chairman's club membership. The rat race for the first position was inimical to the bank. In the past, there were instances when a particular circle had been a frontrunner in virtually every parameter. Now, a lot of irregularities have been unearthed. So, any achievement can only be appreciated if it stands the test of time. The bank should encourage all to work complying with systems and procedures.

He said the Federation had been demanding change in promotion policy so that each officer has an opportunity to complete all assignments, get ample exposure and be ready to shoulder higher responsibilities. The fast-track promotion policy pursued in all PSU Banks has proved to be counter-productive. He appreciated the role of DMD (HR) & CDO in formulating a promotion policy for the overall benefit of the bank giving weightage to branch/operational assignments/exposure.

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He denounced the linking of Mandatory, Role-Based Certification to 5-in-1 allowances. The benefits were a result of negotiation by the Association with the Bank that had existed since the pre-Pillai days. The mobile bill reimbursement was to facilitate customer service. Hence, the decision to stop these reimbursements to officers who could not complete the mandatory learning lessons/RBCs was retrograde and regressive. He informed the house that along with Com Deepak K Sharma, President, he too did not complete mandatory learning to consciously demonstrate their stand on the issue. If the 5-in-1 of members were stopped, the leaders should also take the hit, he said. He questioned the efficacy of the extant training system. Learning, he said, cannot be forced. He said that the Federation was forced to pursue legal recourse to set right the gross injustice once for all.

He stressed the need to ensure quality customer service. He urged upon the members to ponder for a while before turning back any customer. At the same time, he touched upon the treatment of internal customers. While the bank was extremely sensitive on the issue of customer services, it was unfortunate that our officers were subjected to ill-treatment by controllers in public forums. He appreciated the concern of DMD (HR) & CDO on this contentious subject, however, he urged that action should be taken against such perpetrators.

Talking about the cost of welfare measures, he said that the bank has been magnanimous all along in ushering in welfare measures. However, for introducing new welfare measures cost should not be the only criteria. He said that the bank has incurred substantial expenditure on many initiatives like In-touch Branches, Buddy, FIMM, etc, which have been aborted later. There needs to be accountability for these decisions.

He touched upon the disparity that arose on account of enhanced special allowance to staff. He requested DMD (HR) & CDO that a Grade Pay should be introduced from JMGS to DMD level to obviate disparity in salary between officers and workmen.

He appreciated the efforts of DMD HR, DGM (IR) and Team HR at CC for their continued support. He expressed confidence that they will ensure that the interest, dignity and respect of the officers' fraternity were taken care of.

He touched upon the unique movement unheard in the annals of banking trade union history – i.e. **#Bharat Yatra**. He recalled the start of the journey, the threats, challenges, intimidation, mammoth gatherings, town hall meetings, Prabhat pheri, evening gatherings roadside meetings etc, which evoked tremendous response from the public and generated public awareness about the ill motives of the Government. He recollected the innocuous question of a journalist – “Will you be able to reach Delhi” at the commencement of the Jatha to which he had replied “ **Rok sake to Rok Lo!**” He recollected that all the comrades had displayed grit and gumption as they traversed the length of the country from Kolkata and Mumbai to Delhi culminating in a massive show of strength at Jantar Mantar Delhi, where the undersigned had said “**Picture abhi baki hai, mere dost!**”. Amidst thunderous applause, he said “**AIBOC Jhukega Nahin**”.

He concluded his address by placing on record the colossal contribution of Com Ajit Kumar Mishra in espousing the cause of the members and for proving tremendous support and encouragement in taking the Federation forward.

13. Com. Sunil Kumar, Advisor AIBOC, spoke on contemporary issues with the oratory skills he was well known for. He criticized the policy of the Government drafting the officers of the bank for Panchayat elections, which was affecting the functioning of banks and customer services. He said that there was a need to fight against the privatization of banks.

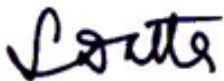
14. The function was concluded with a Presidential address and vote of thanks by Com Kamlakar Singh, President, SBIOA (Patna Circle).

15. Comrades, the General Council of Patna Circle was historical. It coincided with the 50th year of its foundation. The takeaway from the event is very clear. The members are ready to take the bank to new heights of glory. At the same time, there is discontent and angst against the prevailing working condition at the ground level which requires urgent attention.

Federation congratulates team Patna Circle for this historic General Council.

With greetings,

Yours Comradely,



(Soumya Datta)  
General Secretary

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