

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

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

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Circular No. 58/2022

Date : 19.04.2022

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 25 dated 19.04.2022 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)

COMPREHENSIVE REVIEW OF SCHEME FOR PROVIDING FURNITURE AND FIXTURES TO OFFICERS

We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,

(Soumya Datta)
General Secretary

No.6710/11/22

18.04.2022

The Deputy Managing Director (HR) &
Corporate Development Officer
State Bank of India
Madame Cama Road
Mumbai- 400 021

Dear Sir,

COMPREHENSIVE REVIEW OF SCHEME FOR PROVIDING FURNITURE AND FIXTURES TO OFFICERS

We wish to draw your kind attention to the fact that the ceiling of entitlement for furniture and fixtures was last revised vide Circular No.CDO/P&HRD-PM/30/2013-14 dated 12.09.13, which was nearly 9 years ago.

02. In fact, considering the steep hike in prices, many banks have already introduced and improved similar schemes to mitigate the problems of the officers on this score. Incidentally, one of the smaller PSBs, which had been under PCA till 2019, has enhanced the entitlement of monetary ceiling of JMGS-1 officers to Rs 1.50 lakh and for workmen to Rs 1.0 lakh. While another PSB, which is still under PCA, has revised the entitlement for JMGS-1 officers to RS 1.50 lakh in 2021.

03. While the list of items allowed in the scheme is being updated by the bank from time to time allowing the officers to acquire the latest and new items in the market, the prices of the listed items of the furniture and fixture have witnessed a steep rise over the last few years. This has legitimately necessitated the need for a comprehensive upward revision of the monetary ceiling along with certain basic changes in the scheme itself.

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04. We are of the considered opinion that the list of furniture and fixture and the period for replacement also needs to be examined thoroughly. The reduced longevity of many electronic gadgets, furniture and fixtures needs to be factored in. Therefore, there is an imperative need to relook at the duration of replacement of the furniture/fixture items. Moreover, we all are aware that Government and the society is now eco-conscious and are against the random felling of trees in order to conserve the environment. This has naturally resulted in a diminished supply of solid wood furniture and the price of such furniture has sky-rocketed. In its place, engineered wood (MDF)/particle boards are being used for furniture. Such MDF/particle board furniture does not last long and after the usage for 3 years, such furniture becomes unfit for use. Further, transfers, shifting of household articles will also affect the durability of the furniture. These are also susceptible to the manifestation of termites and white-ants and **hence replacement becomes a dire necessity after 3 years.**

05. In the light of the above, we request your good office to:

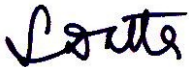
- a. **Increase the monetary ceiling for all the grades in the list substantially**, in tandem with the increase in the current cost befitting the status of officers of the premier financial institution of the country.
- b. **Reduce the period of replacement of furniture to 3 years (from the existing 10 years)**
- c. **Electrical and electronic items to be replaced once in 2 years instead of existing 3 years** as the shelf-life of electronic/electrical items has now come down drastically as such appliances are expected to be upgraded with power-saving and better functionalities at more frequent intervals and are not ordinarily serviceable.
- d. **Officers may be permitted to buy any item of furniture**, fixture, household article, gadgets, mattresses, curtains etc. within the overall limit, **without inter-se ceiling and segregation as furniture, electrical/electronics.**
- e. **Allow all items to all grades** within the respective monetary ceiling to provide the best possible comfort to officers and their families.
- f. **Maintenance charges may please be increased by 50% across the board**, with a provision of availing at the half-yearly interval, as against the present yearly interval, **as the maintenance, deep cleaning/anti-pesticides treatment need to be carried out at intervals of 4-6 months.**
- g. **Entire outstanding furniture and fixtures in respect of retiring officers should be written off, irrespective of the period of availment** as a one-time welfare initiative from the bank. Accordingly, retiring officers should not be insisted on payment of outstanding as a mark of awarding them a financial incentive in recognition of their unwavering services in the bank for decades.

06. A detailed proposal along with e-Circular references is appended for your kind perusal.

We strongly feel that attractive perks in sync with some other PSBs will definitely be a big motivating factor for the employees for career advancement. We shall be thankful for the early revision of the long-awaited ceiling of entitlement of furniture and fixtures for the benefit of the officers' fraternity, the driving force of our esteemed institution.

With regards,

Yours sincerely



(Soumya Datta)
General Secretary

En: as above

LIFE SPAN OF FURNITURE AND FIXTURES: (Existing)
(e-cir No. CDO/P&HRD-PM/6/2010-11 dated 28.04.2010)

	Furniture & Fixtures	Existing life span	Proposed life span
1	Furniture & Fixtures	10 Years	5 years
2	Electronics consumer items	5 years	3 years
3	Curtain, Inverter- Battery & Mattresses	3 years	2 years

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At present an officer can avail of the facility to purchase new electronic items 6 times only during the entire service life and for the purchase of furniture the facility will continue to be availed 3 times only during his entire service as per existing instructions. The life span of all items shall be reckoned from the date of purchase.

PROPOSED:-

Wooden furniture items	6 times
Electrical & Electronics items	10 times
Curtain, inverter –Battery and mattresses	15 times

FURNITURE MAINTENANCE:-

(e-cir No. CDO/P&HRD-PM/30/2013-14 dated 12.09.2013)

(e-cir No. CDO/P&HRD-PM/76/2013 - 14 dt 28.02. 2014)

Grade/Scale	Amount per annum	Proposed maintenance
JMGS-I	11,000/-	18,000/-
MMGS-II	12,000	19,500/-
MMGS-III	13,000/-	21,000/-
SMGS-IV	15,000/-	24,750/-
SMGS-V	18,000/-	37,500/-
TEGS-VI	30,000/-	75,000/-
TEGS-VII	35,000/-	90,000/-

An officer is not eligible for furniture maintenance if the purchase of furniture is less than 50% of the total entitlement. We propose minimum 15% utilization of the overall entitlement for making an officer eligible.

MONETARY CEILING FOR PURCHASE OF RESIDENTIAL FURNITURE & FIXTURES

(e-cir. No. CDO/P&HRD-PM/30/2013-14 dated 12.09.2013)

(e-cir. Serial No. 799/2013-14 dated 17.10.2013)

Grade/Scale	Existing Monetary ceilings at all centers	Proposed monetary ceilings at all centers (50 % increase over present ceilings)
TEGSS-I	700000	10,50,000
TEGS-VII	600000	9,00,000
TEGS-VI	500000	7,50,000
SMGS : V	250000	3,75,000
SMGS: IV	165000	2,47,500
MMGS:III	140000	2,10,000
MMGS:II	130000	1,95,000
JMGS:I	120000	1,80,000

The above ceilings shall be exclusive of taxes.

PRESCRIBED LIMITS / SUB-LIMITS ON THE PURCHASE OF FURNITURE ITEMS

(e-cir. No. CDO/P&HRD-PM/23/2014-15 dated 07.07.2014)

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The bank has prescribed certain sub-limits on the purchase of furniture items within the overall monetary ceiling for residential furniture// Fixtures provided to officers of different Grades. An example is stated below for follow-up and better understanding.

Grade	Overall monetary ceiling	Items of wooden furniture (50% of the total monetary ceiling)	Items of electronic items (50% of the total monetary ceiling of each Grade)	Sub entitlement of curtains	Sub entitlement of mattresses (20% of the overall ceiling)
SMGS-V	250000/-	125000/-	125000/-	22000/-	50000/-
SMGS-IV	165000/-	82500/-	82500/-	16000/-	33000/-
MMGS-III	140000/-	70000/-	70000/-	13000/-	28000/-
MMGS-II	130000/-	65000/-	65000/-	13000/-	26000/-
JMGS-I	120000/-	60000/-	60000/-	11000/-	24000/-

*(Mattresses, curtain, inverter battery shall be within the 50% ceilings of electronic items)

The following **sub-ceiling for the cost of Battery** provided at the residence of officers up to SMGS – V was fixed vide circular letters No. **CDO/P&HRD- PM/34/2008-09 dated 15.07.2008**. However, the battery will be allowed to be replaced after every three years from the date of purchase of the item.

Grade	Overall ceiling for purchase of Furniture & Fixtures (Rs.)	Sub-ceiling of Battery for Inverter (Rs.)
SMGS – V	2,50,000	9,000.00 (proposed 18,000)
SMGS-IV	1,65,000	9,000.00(proposed 18,000)
MMGS- III	1,40,000	9,000.00(proposed 18,000)
MMGS - II	1,30,000	9,000.00(proposed 18,000)
JMGS- I	1,20,000	9,000.00(proposed 18,000)

PROVISION OF FURNITURE & FIXTURE ON RETIREMENT

- (e-cir No. CDO/P&HRD-PM/6/2010-11 dated 28.04.2010)
- (e-cir No. CDO/P&HRD-PM/22/2010-11 dated 30.07.2010)
- (e-cir No. CDO/P&HRD-PM/23/2014-15 dated 07.07.2014)
- (e-cir No. CDO/P&HRD-PM/34/2019-20 dated 09.09.2019)

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