



STATE BANK OF HYDERABAD STAFF ASSOCIATION

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INDEPENDENCE DAY MESSAGE – 2014

Sixty Seven Years ago on this day our Country got Independence through unrelenting struggles and ultimate sacrifice of millions of freedom fighters, from every nook and corner of the Country, through incorruptible love of our mother land, eradicating from their minds all forms of greed, with a vision of oneness and patriotism of highest ideals, resisting British aggression and dominion by way of pure non-violence movement.

On this momentous occasion while we celebrate the Independence Day, we cherish and remember those freedom fighters who laid down their lives for this sacred cause, having given us all and also to the generations to come the greatest gift – the birth right as an Indian citizen. Let us pay our respectful homage in memory of all the martyrs and pray, that we take a pledge to dedicate ourselves to the cause for which they have died and continue to work and serve for the betterment of the people of our country through our esteemed bank State Bank of Hyderabad.

At present we are all experiencing that not only in our country, but also in every other part of the world, humanity is breaking itself into narrow groups based upon superficial and ultimately false differences of caste, creed, race, nationality, religion and culture. Added to this the avalanche of corruption and scams have become the hall mark. Greed has overtaken sensibility, reasoning and passion.

Today we live in a world where the notion of being good has been subverted by the compelling goal of being successful, with changing times new age values of ambition and success are in; honesty and fairness are out. Transformation in conditions of life has sparked a major shift in our value system. In India the problems faced are somewhat more complicated than the problems faced by any other country. Our country which proudly claims to be the largest democracy in the world with 1.2 billion population constituting one sixth of the total humanity, a sense of shame and disgust has set in the minds of the ordinary people because of the rampant corruption, frauds, grafts and gratifications resulting in the huge sufferings, eventually ruining our economy and geopolitical aspirations. It is the resultant contribution of capitalism. Wealth must be produced but not for self indulgence, but for the good of mankind.

To unearth the reasons behind India's lost promise in the period between Independence and 2014, in the recent parliamentary elections, with greater patriotism in the electoral process, the Indian voters have given referendum on economic freedom with an explosion of hope. The road map to overcome and address the grievances agitating the minds of the people is proper governance.

No doubt our Country's contribution to the evolution of humanity has been unparallel. India has produced exemplary Scientists, Doctors, Poets, Philosophers, Statesman, and Intellectuals. Achieving victories in cultural pursuits, religious tolerance, higher education, technology, and nation building fervour, the public sector undertakings, banks nationalisation with a social and economic objective.

We celebrated 45th Anniversary of Bank's Nationalisation on 19th July, recalling the impressive contributions of Public Sector Banks. In 1947, on the eve of our Country's Independence, the total deposits of all the Banks were only Rs.1019 crores, with advances at Rs.424 crores. But today after Nationalisation of banks the total deposits are Rs.80 lac crores with advances at Rs.62 lac crores.

While the achievements and performances of the Nationalised Banks are no doubt impressive, commendable and appreciable, there is still a long way to go. But in the name of remedy and improving the Banking system, the successive Government's have been trying to pursue banking reforms measurers. In the name of banking reforms, they want to privatise the banks and hand them over back to the private sector. They want to merge the banks in the name of global competition.

Instead of these banking reforms, what is needed is to adopt pro-people banking policies. Banking credit should be for empowerment of the people. Right to banking should be made a fundamental right of the people. Public Sector Banks should be further strengthened and expanded to become vibrant engines for equitable economic growth and broad-based development. More and more branches should be opened in the unbanked rural villages. Associate Banks should be freed from SBI and made independent Banks. More and more credit should be given to agriculture and other priority sectors to help self-reliance, employment generation, poverty alleviation, rural development, women empowerment, better infrastructure development, etc. Amid rising concern over bad debts, stringent measures should be taken. Wilful default should be termed as criminal offense and stern action should be taken on such deliberate defaulters to protect and secure the depositors money, who park their hard earned savings in the Banks. Public sector Banks are nation-building institutions and they must remain so.

During the last five years our bank has opened more than 400 branches and has attained national character. Our bank has crossed a business level of 2 lac crores. But at the same time the position in respect of NPAs has assumed alarming proposition. It is a matter of grave concern for all of us. We must unitedly associate to bring down the NPAs by making concerted and vigorous efforts. This is a difficult task but I am sure with the kind of workforce we have, nothing is impossible.

Today we are facing acute shortage on the front of manpower on account of large scale retirements. In coming 3 years, 55% of the present senior staff are likely to retire. At present there are five thousand clerical staff in our bank who have put in less than six years of service. These employees need to be groomed and encouraged properly to carry forward the rich legacy and loyalty set by our predecessors who have worked hard towards the growth, development and progress of our esteemed bank – State Bank of Hyderabad. This provides a defining moment to transform by recruiting the right talent, align their skills to suite the requirement of the bank. There is an opportunity for business process reengineering on the back of manpower transformation. Human resource management practices are most effective when matched with strategic goals of the organisation in terms of number of employees. Retail banking offers a large scope of recruitment. Given the large pool of new management graduates recruitment is not difficult. However, the challenge remains to develop commitment based practices and maintain employee motivation and their competitive impulse to control the rising rate of attrition.

The Indian Banking is passing through a difficult phase. There are emerging issues and challenges too. Let us meet these challenges collectively with utmost dedication and commitment under the stewardship of our Managing Director Sri. Santanu Mukherjee and take our bank to greater heights maintaining harmonious relationship between the entire workforce on a priority basis, to achieve the envisioned patriotic objectives behind the development of our Banking Industry and our country.

Let the Tricolour of our nation fly high.

Jai Hind.

**Hyderabad,
Date: 15.08.2014**

**JAGDISH M BHAVTHANKAR
GENERAL SECRETARY**

