



STATE BANK OF HYDERABAD STAFF ASSOCIATION

CENTRAL OFFICE: GUNFOUNDRY, HYDERABAD-5001 Regn. No.269
Phone: 040-23387262, 300, 396, 217, 23387696 040-66661941 Fax: 040-66661941
e mail sbhsahyd@gmail.com – website – www.sbhsa.org

CIRCULAR NO. SA-CO/31/2015

Dated: 20TH July 2015

ALL THE MEMBERS:

Dear Comrades,

We reproduce hereunder the **CIRCULAR LETTER NO. 27/141/2015/37, dated: 16th July, 2015**, issued by our National Organization – AIBEA, for your information.

With Greetings,

Yours Comradely,

(JAGDISH M BHAVTHANKAR)
GENERAL SECRETARY

CIRCULAR LETTER NO. 27/141/2015/37, 16th July, 2015

Dear Comrades,

- **AIBEA CC decides to continue the struggle against the offensives of SBI management on employees in Associate Banks – WHY ?**

Units are aware that our members in all the Associate Banks viz. SB Mysore, SB Travancore, SB Hyderabad, SB Patiala and SB Bikaner and Jaipur observed a 100% successful strike on 4th June, 2015 against the attacks of SBI management on our basic trade union rights of representation and collective bargaining and against attempts to foist SBI service conditions on Associate Banks' employees.

Following this, AIBEA gave the solidarity strike call on 24th June, 2015 and three rounds of conciliation meetings were held by the Chief Labour Commissioner to find an amicable solution to the demands raised by SSBEA. But since the SBI management remained obstinate, it was decided to escalate the issues to Finance Minister and Labour Minister and in the meantime, our strike was temporarily postponed.

All these developments were discussed in our recent Central Committee meeting held at Rajkot on 8th and 9th instant and it has been decided to pursue our demands and also prepare ourselves for further struggles if the issues remain unresolved or if there is any further provocation from the management.

During the conciliation meetings held by the CLC, SBI management repeatedly stated that if the unions do not accept the SBI's Career Progression scheme, SBI would unilaterally offer the same to the employees in Associate Banks. We pointed out to them that such a step would be retrograde and unwarranted as it

would amount to altering the service conditions bilaterally settled by our unions at the bank level or under industry-level BP Settlement.

Now we learn that at the instance of SBI management, the Associate Bank managements have broadcasted the SBI Scheme through the Intranet with a view to directly allure the employees. Appeal letters have been sent by the respective MDs directly to the employees .

Here is why our reservation on SBI's Career Progression Scheme ?

Some of the conditions in the CPS are as follows:

- The Bank may at its discretion, **extend business hours** in respect of all transactions upto 2 hours.
- The Bank may introduce **7-day banking, shift system and round the clock banking.**
- The Bank may also **stagger working hours** at fully computerised branches in accordance with the subsisting Settlements.
- The Bank may at its discretion utilise the services of the staff for **marketing and selling different products** of the Bank and its subsidiaries/joint ventures or **any other product of any agency/entity** with whom the Bank may have arrangement, for recovery of bad loans and such other activities
- The Bank may **offer rewards/incentives and allowances to employees on a case-to-case basis** as deemed fit by the Bank.
- The Bank may **continue outsourcing** including hiring services from outside computer agencies in essential areas to meet its requirements, having regard to operational efficiency and cost effectiveness.
- Before payment of drafts, Inter office Instruments, banker's cheques etc. the **specimen signature of the signing officials will be verified by Special Assistant.**
- **Active assistance to the Branch Manager in achieving the budgetary goals, monetary business etc.**
- **After business hours**, where the volume of work so permits, **Senior Assistant may be given other duties, within his cadre such as deposit mobilisation etc.**
- **'Special Assistants'** - They are required to perform the duties prescribed for **Special Assistants and Workmen Head Cashiers** and **exercise-passing powers vested in officers in the Junior Management Grade.**
- They are **also required to perform the duties of Senior Assistants/Computer Operators.**
- The **'Special Assistants'** will also be posted as **in-charge of cash and valuable at non-currency chest branches**, at the discretion of the Bank.
- To **exercise passing powers vested in officers JMGS I** viz. to pass cheques and other debits to constituents' accounts, drafts, Inter office Instruments, Government payments etc. for amount not exceeding **Rs.1,00,000/- in cash and Rs.4,00,000/-** by Transfer.
- Keeping **custody of security forms/cheque books** etc.

- To **work as in charge of cash** at non-currency chest branches and **discharge the duties, functions and responsibilities of the Cash Officer** as joint custodian.
- To work as **In-charge ATM cash, hold custody ATM cards and ATM PINs.**
- **Replenish cash in ATMs.**
- To work as **In-charge Safe Deposit Lockers.** Also perform the duties relating to recovery of locker rent.
- **Processing of business proposals and compilation of opinion reports on borrowers.**
- **To ensure timely completion of day's transactions.**
- As regards the Branches having only Branch Manager as a single permanent officer preferably **special assistant may be entrusted the job of Users Administrator activity.**
- Drafting of letter/notes, signing all types of intimations, advices of routine nature to constituents.
- To hold joint custody of security forms.
- Attending to all **work connected with the processing and disbursement of loans** sanctioned against the pledge of gold ornaments, **including responsibility for purity, value and correctness of weight of gold ornaments** and all **matters connected with follow-up of the loans in question.**
- A Special Assistant working as in charge of cash will also **hold joint custody** with the Branch Manager/Accountant **of the ornaments so pledged.**
- To **acknowledge receipt of cash without any limit** and passing powers delegated to him.
- **Employees** should **accept/make payments of cash other than at cash counters.**
- On special occasions it might be necessary **to attend to cash transactions outside business hours.**
- The bank may also require the employees to proceed on **deputation to other branches at short notice** to meet the needs of administration.
- All employees appointed as Senior Assistants/Special Assistants in terms of this policy are liable to **transfer at the discretion of the Bank to/from any branch/office within the Administrative Office**
- **Outsourcing of Bank's maintenance work at all the branches/offices/ establishment/ residential complexes etc.**
- **Outsourcing of cash replenishment in ATMs and also introduction of total outsourced model of ATMs.**
- **Increase in working hours from 39 hours to 45 hours** (minimum one hour every day) in a week for Senior-Special Assistants to facilitate completion of entire work including closure of cash.
- The Senior-Special Assistants **shall not be entitled for payment of over time** for the extended working hour and will be required to complete the work within their working hours.

- The **working hours for the Senior-Special Assistants on week days (excluding Saturdays) exclusive of recess period shall be 7 ½ hours and 5 hours on Saturday.**

SBI management wants CPS with these conditions to be accepted as a pre-condition by SSBEA and Associate Bank employees, if the demands of SSBEA for extension of Govt. guidelines on Compassionate Appointment, increase in staff housing loan, etc. are to be discussed by them.

That is why SSBEA is resisting these pre-conditions. That is why SSBEA is opposing these SBI policies. That is why all of us have to support them in this fight against the offensives of the high-handed SBI management.

With greetings,

Yours comradely,



**C.H. VENKATCHALAM
GENERAL SECRETARY**

WE DEMAND:

- **De-link Associate Banks from SBI**
- **Do not curb trade union right of representation**
- **Vacate attacks on trade union in SBBJ**
- **Extend compassionate appointment scheme as per Government guidelines.**
- **Increase quantum of staff housing loan.**
- **Recruitment of sub staff and part time employees**
- **Resolve pending demands**
- **Do not impose SBI service condition and career progression in Associate Banks**