



STATE BANK OF HYDERABAD STAFF ASSOCIATION

CENTRAL OFFICE: GUNFOUNDRY, HYDERABAD-5001 Regn. No.269
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CIR. No. SA-CO/44/2015

Dated: 10TH November 2015

ALL THE MEMBERS:

Dear Comrades,

We reproduce hereunder the **Circular No. SSBEA/GS/2015, Dt: 09-11-2015**, issued by State Sector Bank Employees' Association (SSBEA) for your information. We may advise our members to sign a letter attached to the Circular and send the same to the Managing Director under copy to us.

A copy may also be endorsed to the Managing Director (A&S), State Bank of India.

With Greetings,

Yours Comradely,

(R. SREEKANTH REDDY)
GENERAL SECRETARY

Dear Comrade,

We are given to understand that the Managements of Associate Banks at the instance of State Bank is putting up misleading information in the Nest by showing some tentative benefits which is likely to accrue on accepting Career Progression and also a letter by the Managing Director informing the employees that if any of them are coerced or threatened to sign a letter of Protest, the same should be brought to the knowledge of General Manager (HR). We have gone through the Notice to the Employees put up on the Nest as well as the Chart indicating the benefits that are likely to accrue on account of Career Progression. Not surprisingly the Managements have once again indulged in misleading our members. The following re the few such points where the Management has deliberately attempted to mislead our members.

1. A comparison is made only on the allowances drawn by the employees as per Bipartite Settlement and the tentative benefit that are likely to be accrued through Career Progression Scheme.. However, the duties and the Passing Powers have not been informed to the employees. It is left to anybody's arithmetic knowledge that when we are getting Rs. 1930 as Special Allowance for passing Rs. 35000/- in cash and Rs. 1,50,000/- in Transfers, what will be the corresponding allowance that is to be paid for passing Rs. 2,00,000/- in Cash and Rs. 5,00,000/- in Transfers. Obviously the Allowance will be more than Rs. 7000/-.

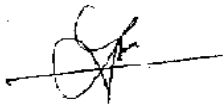
2. At the Chief Associate level employees will be asked to perform 1 Hour Extra and the fixed allowance paid is Rs. 5720/-. Whereas if we calculate Overtime wages for 1 hour extra for 24 days will be much more than the fixed amount. In any case it will go beyond Rs. 8000/-.
3. The comparison made in the Chart is with the existing allowance in Clerical Cadre as per Bipartite Settlement, whereas the duties to be performed are that of Officers in JMGS-I. Quite obviously the comparison should have been made between the allowances paid as per Career Progression Scheme and the salary and allowances (including perks) paid to an Officer in scale JMGS-I.
4. The most important misleading fact in the Chart put up in the Nest where the tentative financial benefit to those who opt for CPS is DA and HRA are calculated on the fixed allowance (Rs.5720/-) that is given to the Chief Associate where as the Fixed Allowance cannot be computed for DA
5. A similar 10% contribution is shown towards Pension and PF Fund whereas in Associate Banks we are not eligible for both PF and Pension Fund.

Since a letter has been addressed to the employees by the Managing Directors advising them to inform the Management the names of such people who are coercing them to sign the protest letter, we may advise our members to sign a letter attached to the Circular and send the same to the Managing Director under copy to the Parent Union.

A copy may also be endorsed to the Managing Director (A&S), State Bank of India.

With fighting greetings,

Yours Comradely,



(N. Venugopal)
General Secretary.

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LETTER TO MANAGING DIRECTOR (ENCLOSED)

STATE BANK OF HYDERABAD
BRANCH

Date : _____

FROM :

Staff Members,
State Bank of Hyderabad,
_____ Branch

TO :

The Managing Director,
State Bank of,
Head Office,

Dear Sir,

YOUR MESSAGE ON NEST - NOTICE FOR STAFF MEMBERS

We refer to the Notice put up on the Nest informing us that some Award Staff members are coercing some of the employees to sign the Letter of Protest against the decision of the Management to implement Career Progression Scheme.

In this regard we wish to clarify that no body is coercing us to sign any protest letter. It is in fact, we are against such unilateral implementation of Career Progression Scheme which is in violation of the existing Bipartite Settlements/Agreements in force.

On the other hand we are surprised and shocked to see to what extent our Management/State Bank Management is misleading us in pursuit of implementing the Career Progression and also getting our consent.

We really do not understand the desperation in implementing the Career Progression Scheme even at the cost of misleading the employees. In our earlier communications also we have requested you to have a discussion with our Parent Union and settle the issue.

It is in fact, our Union who have guided us that what is claimed by the Management to be the financial benefits to those who opt for Career Progression is totally wrong, misleading and baseless.

While our Union will point out the correct facts and how the employees are being misled, we would like to point out couple of major facts that has been deliberately changed/alterd or not mentioned in the Chart that has been put up on the Nest for information of the employees.

1. A comparison is made only on the allowances drawn by the employees as per Bipartite Settlement and the tentative benefit that are likely to be accrued through Career Progression Scheme.. However, the duties and the Passing Powers have not been informed to the employees. It is left to anybody's arithmetic knowledge that when we are getting Rs. 1930 as Special Allowance for passing Rs. 35000/- in cash and Rs. 1,50,000/- in Transfers, what will be the corresponding allowance that is to be paid for passing Rs. 2,00,000/- in Cash and Rs. 5,00,000/- in Transfers. Obviously the Allowance will be more than Rs. 7000/-.

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2. At the Chief Associate level employees will be asked to perform 1 Hour Extra and the fixed allowance paid is Rs. 5720/-. Whereas if we calculate Overtime wages for 1 hour extra for 24 days will be much more than the fixed amount. In any case it will go beyond Rs. 8000/-
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4. The most important misleading fact in the Chart put up in the Nest where the tentative financial benefit to those who opt for CPS is DA and HRA are calculated on the fixed allowance (Rs.5720/-) that is given to the Chief Associate where as the Fixed Allowance cannot be computed for DA
5. A similar 10% contribution is shown towards Pension and PF Fund whereas in Associate Banks we are not eligible for PF or Pension Fund.

We humbly submit once again that no one is coercing or threatening us to sign a letter of protest and views expressed on Career Progression either by us or our Parent Union is one and the same.

Thanking You,

Yours faithfully,
(to be signed by Staff Members)

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