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Editorial

28TH TRIENNIAL GENERAL COUNCIL OF AISBOF DEMONSTRATION OF PASSION FOR TRADE UNIONISM

Every gathering, congregation of members, activists, representatives and leaders is indeed a celebration. There cannot be a better testimony to this fact than the historic congregation of delegates observe from every nook and corner of the country during the 28th Triennial General Council of the Federation held from 22nd to 24th, at Guwahati. The three-day program stood out to be a head-turning event. This had many takeaways, learning points and box thinking and beyond all, the organizing capacity of our mighty Federation. It would be worth documenting the grandiose show of solidarity during the historic Triennial General Council held for the first time at Guwahati, the gateway to Seven Sisters – North East States.

The Triennial General Council flagged off with the congregation of leaders of Federation, Affiliates, veterans, delegates, observers and the activists from the host Circle – North East taking out a procession in the premises of University of Science & Technology, Meghalaya. The campus witnessed a mammoth gathering of officers marching in perfect harmony, dressed in colourful attires, displaying the spirit of unity and solidarity. The shouting of slogans 'State Bank Zindabad' and 'AISBOF Zindabad' resonated across the

venue. The delegates, observers and guests were greeted by a traditional Naga war dance, which added tinge of exuberance, excitement and local flavour to the event. The flag of the Federation was hoisted amidst slogans reverberating across the hillocks surrounding the venue in the presence of Com Deepak Kumar Sharma, President and Com Soumya Datta, General Secretary – AISBOF; Com TAP Paul, President and Com Rupam Roy, General Secretary of NE Circle, along with other

leaders from all the affiliates.. The venue was named as "Com Shantha Raju Manch", as a mark of respect to the doyen of banking trade union movement. The opening session was attended by Com Arun Bhagoliwal and Com Sanjeev Bandlish, President and General Secretary of AISBISF and General Managers of NW-1, NW-2 of Guwahati Circle. A magnificent performance by IPTA, Guwahati during the

open session led by renowned singer Ms Tarali Sharma mesmerised the audience.

Com. Deepak Sharma in chaste hindi accorded a warm welcome to all delegates, observers, past leaders and guests. Com Soumya Datta, in his address gave the panoramic picture of the contribution of the Federation in serving the



NATION FIRST, ORGANISATION NEXT, INDIVIDUAL LAST

countrymen and the members. He considered the august assembly as a symbol of unity and solidarity of the entire people of the country who had come in a large number from all parts of the country to partake in this historical occasion and also to decide the future course of the organization. He also complimented the members of the NE Circle association for the wonderful arrangements that they had made to make the general council a grand success. He also recalled the several successes of the Federation and the patriotic stand that was taken by the rank and file across the country. He also narrated at length the various current challenges that are ahead of us and the major issue being the long pending issues with the Indian Banks' Association and the Government including the issues of forthcoming salary revision, the improvements in the superannuation scheme, etc., in details.

The 'Business Session' of the Triennial General Council was an eventful session. Com. Deepak Sharma presided over the Business Session. General Secretary, Com Soumya presented the Report for the triennial, amidst huge applause. Presentation of the report was crisp yet it touched all salient features leaving ample scope for the members to deliberate on the points incorporated in the concise report which included activities, initiatives of Federation, Confederation (AIBOC), UFBU during the period under report. Initiatives like the mass movement #BankBachaoDeshBachao, Bharat Yatra, initiative against privatization etc.

A record number of 59 delegates presented their views and suggestions. While many deliberated on issues concerning the officers' fraternity, others highlighted the valuable suggestions for betterment of our esteemed institution. The subjects ranged from techno-banking challenges, discomforts, pressures, constraints, stress and strains, on perks, issues pertaining to e-learning, forfeiture of perks, disparity in wages of officers, eAB issues, women-centric issues, challenges faced by women officers and suggestions to mitigate them, and many such feedback gave food for thought to leadership. Many speakers touched upon industry level topics and issues like ratification of ILO Conventions, which shows the depth

and vision of the representatives. The efforts, tone and tenor of the deliberations demonstrated their commitment towards the association, their concerns to the bank and beyond all the trust and confidence reposed in the Federation. Speakers and audience were in one voice when they mandated the Federation to resort to organizational action(s), should the need arise to protect the interest of the members

Triennial General Council elected new leadership for the next term - 2022-2025. The following were elected

Com. Rupam Roy as Chairman

Com. Deepak Kumar Sharma as Elected President

Com. Soumya Datta, as General Secretary

A clear-cut succession was also announced as was the tradition of the Federation.



The 28th Triennial General Council was a game changer. It was an enriching experience for all. Let us forge ahead to espouse the cause of our members as well as take our institution to greater heights as the "Banker to the Nation"



SUCCESS AWAITS AT THE DOOR WHERE DILIGENCE IS

28TH TRIENNIAL GENERAL COUNCIL AT GUWAHATI – HEAD-TURNING EVENT BEGINNING OF A NEW SAGA

INAUGURAL SESSION – 22ND APRIL 2024

All roads of the country led to Assam, the gateway to Seven Sisters, Guwahati, the Devalaya of Maa Kamakhya, as leaders from all Circle Affiliates, delegates, observers and a very large number of members of North East Circle congregated at the venue of 28th Triennial General Council, the magnificent USTM auditorium rechristened as - Com Shantha Raju Manch, dressed in colourful signature attires, raising thunderous slogans that reverberated across the hillocks surrounding the pristine ambience to greet the occasion in a revolutionary manner.

2. Inaugural Day 22nd April – More than 2000 comrades assembled at the campus of the University of Science & Technology, Meghalaya and took out a procession that traversed along with the picturesque campus. The entire area was splashed in a riot of colours, chanting passionate slogans and wearing a festive look. The entire arena was bedecked with colourful posters, banners, flags of all affiliates, and images of freedom fighters to pay our respectful tribute to the personalities to commemorate the 75th year of independence. The messages on the posters included our demands like 5 day week, Grade pay,



Work-life balance et al, posters also depicted our theme of the 28th Triennial General Council #BankBachaoDeshBachao. The enthusiasm amongst the delegates, observers' and activists' was simply infectious. The flag of the Federation was hoisted by the President, the veteran leaders, the torchbearers of our mighty Federation accompanied by the Presidents and General Secretaries of all

Affiliates along with the undersigned. Later, they were led to the dais by a group of dancers performing the traditional Aao war dance of Nagaland. It was followed by a mesmeric cultural programme performed by IPTA, Guwahati, led by Ms Tarali Sharma which captivated the audience as they showcased the various cultures and traditional performing arts of the 7 states of the North East.

3. Com Kamlakar Singh along with Com Choppy Roy anchored the inaugural session. They called upon the guests on stage. On behalf of the Federation and the host Circle Com Deepak K Sharma, Com T A P Paul, Com Rupam Roy and the undersigned felicitated Com Arun Bhagoliwal, President, AISBISF, Com Sanjeev Bandlish, General Secretary, AISBISF, who is also the General Secretary of NCBE and Convenor, UFBU, Smt. Suranjana Dutta, Shri Lunkim Thangboi the GM-1 and GM-2 of Guwahati Circle



respectively. Befitting to the tradition of the Federation, the torchbearers of the Federation, our past leaders were felicitated in recognition of their colossal contribution to fostering the growth and development of the Federation. The past leaders included former General Secretaries Com G.D. Nadaf, Com. Y. Sudarshan, Com Ramkumar Sabapathy, former Presidents Com BK Awasthi, Com Anirudh Akhauri, Com DT Franco, former Chairman G Subramanyam. Com Samir Kumar Mukherjee, former General Secretary of North East Circle was also felicitated for the immense contribution in espousing our cause during his stint as the Director of the Central Board of the Bank. Com Ajit Chattopadhyay, former Vice-President of our Bengal

ARISE, AWAKE, STOP NOT TILL THE GOAL IS REACHED



Affiliate was also felicitated for his significant contribution to providing inputs for the 8th Joint Note and fitment related issues. The undersigned also placed on record the contributions of all these leaders and the veterans for their contribution. He also recalled the contribution of Com G Muthuswamy and Com Y Sudarshan for their exemplary support in framing the 8th Joint Note. A special felicitation was given to Shri Rahul Paul, a young social activist and digital marketing consultant, who is the architect of the Facebook page <http://www.facebook.com/BankBachaoDeshBachao> and who had conceptualised the welcome video, entire decoration, posters and logo of the Triennial Conference. Com G.D. Nadaf, spoke on behalf of all the senior leaders and expressed happiness that the Federation has preserved and proliferated the practice of recognizing the contribution of seniors. He also urged the members to be always in readiness to call for an indefinite strike in SBI to achieve the demands.

4. After paying floral tribute to the portrait of Com Shantha Raju, former AISBOF and AIBOC General Secretary, a legendary leader of the entire banking trade union movement, the ceremonial lamp was lit by all the dignitaries present on stage. Com Deepak K Sharma, President of AISBOF extended a warm welcome to the members in chaste Hindi, who were present on the occasion along with the dignitaries on the dais. He thanked Com T A P Paul, President and Com Rupam Roy, General Secretary of North East Circle and his entire team for hosting the event and for their untiring services. He detailed the programme ahead and called upon the house to make the event a grand success.

5. Smt. Suranjana Datta, GM-1, Guwahati Circle stressed the aspects which were very relevant to the Bank viz. retention of market share and the threat emanating from the mega-merger of HDFC Bank with parent HDFC as well as from the fin-tech companies and urged upon the members present to keep the flag of the bank flying high. She welcomed all the delegates to explore the natural, scenic beauty of the North East.

6. Com Arun Bhagoliwal greeted the members in his address and expressed his happiness to have been invited to the gala event. Sanjeev Bandlish, General Secretary, All India State Bank of India Staff Federation addressed the house, covering various issues affecting the banking industry and the positive contribution made by both the Federations in handling several important issues like Work From Home, FIMM, Apprenticeship etc. at the bank level and expressed his wish for better co-ordination amongst both the Federation to take up bank related issues jointly. He highlighted the reintroduction of Inter Circle Sports tournaments organized by the bank and the role of the Federations in making it happen. He also talked about the residual issues pending at the IBA level which included 5 day week and updation of pension and efforts that were initiated to fructify these issues.

7. The undersigned in his concluding remarks recollected the contribution of the members in serving the country at times of crisis. He considered the august assembly as a symbol of unity and solidarity of the entire people of the country who

WORK IS WORSHIP , DO YOUR DUTY

had congregated in large numbers from all parts of the country to participate in this historic occasion and also decide the future course of the organization. He detailed various aspects - from the fight to achieve a clear and full mandate for negotiation till the conclusion of the signing of the 8th Joint Note, the pain, agony and the challenges. He also spoke on the residual issues and the effort of the Confederation, which again, is led by the Federation leadership. He touched upon all issues - disparity in wages (vis-a-vis award staff), perks, work-life balance, improvement in the working environment, the achievements, RBC and stoppage of 5-in-1, the action initiated by the Federation, the issues that were clinched and ultimately the challenges ahead. He stressed how important #BankBachaodeshBachao, anti-privatization movements had been, the success of Bharat Yatra and the contribution of Affiliates in these activities. He talked about various positive aspects of Joint Note, concluded amidst COVID, and said that residual issues have engaged serious attention of UFBU, and expressed hope to resolve them. He congratulated the NE Circle Team led by Com TAP Paul and Com Rupam Roy for the excellent arrangements. He was certain that the 28th Triennial General Council would be an occasion to remember. The Inaugural function concluded with the vote of thanks proposed by Com Nilesh Radia.

BUSINESS SESSION ON 23rd & 24th April 2022:

8. The Business Session was an eventful occasion and it began with the Cheraw dance which is popularly known as Mizo Bamboo Dance. It was followed by the rendition of a revolutionary song by delegates of Kerala Affiliate attired in traditional dresses, led by General Secretary Com G R Jayakrishnan. President Com Deepak Sharma along with the undersigned invited the Jb. Md Mahbubul Hoque, the Chancellor of the University of Science and Technology, Meghalaya and Chairman, Education Research and Development Foundation (ERDF) and felicitated him. Jb. Md Mahbubul Hoque in his brief address shared with the house how he build this edifice from scratch. He also shared that the university was providing free education to approximately 20% of the students and sought support from banks and other organisations under CSR. Com. Bhushan Mahajan, General Secretary of the Maharashtra affiliate spontaneously responded to the appeal and donated Rs 100,000/- from his circle association to the University. Com. Rupam Roy, General Secretary of North Eastern Circle announced that his Circle will donate an amount

equivalent to all donation that pours in during the conference from different affiliates.

9. Com. Deepak Sharma presided over the Business Session and called the meeting to order, read the notice of the meeting and called upon the General Secretary to present the report. General Secretary presented the Report to the House along with the annexed Accounts. In his crisp presentation of the report, he touched upon all the salient points for the benefit of the delegates, from international, national events, activities of All India Bank Officers' Confederation, UFBU, Federation and activities of each Affiliate. He also very exhaustively covered the valuable contributions made by the Federation in tackling several issues confronting members during the last 3 years particular the pressures of the management and government. He also complimented the rank and file across the country for having stood by the Federation in tackling all the challenges during the period.

10. 59 delegates from across the country spoke on various aspects and deliberated on the General Secretary's Report. While many speakers appreciated the functioning of the Federation and complimented the General Secretary's Report, which they felt was a document to be preserved, others raised issues confronting the officer's fraternity, like extended working hours, calling of officers on Sundays/holidays, pressure to sell third party products, disciplinary matters, toxic behaviour of controllers, shortage of manpower at branches, conversion of specialist officers to generalists, regressive decision to link reimbursement of 5-in-1 to completion of mandatory learning, the disparity in salary between workmen and officers, delay in fitment and stagnation increment, stoppage of increments on account of opting out, there was also constructive criticism that emanated from the members. General Secretary took note of the deliberations, feedback, suggestions and the aspirations of delegates. He responded to queries/feedback/concerns covering all aspects of the discussion. Before concluding he sincerely thanked the entire house for providing an opportunity of a lifetime to lead the Federation and Confederation and gave a clarion to the membership to be prepared to launch a decisive struggle at the bank level if the justified demands of the officers' fraternity are not addressed within a reasonable period of time.

11. The General Secretary Report and the Accounts, presented as part of the Report were adopted by

LET CUSTOMER SERVICE BE OUR MOTTO

the House unanimously.

12. Com Rupam Roy, read out the proposed amendment to By-Laws which were approved by the Executive Committee and Resolutions placed by the Executive Committee on various aspects affecting officers/trade union fraternity. House approved the amendments to the By-Laws and the Resolutions. Through these Resolutions, a clear message was conveyed to the appropriate authorities that if the valid and just demands of the State Bank Officers' fraternity were not addressed and the pending issues were not resolved, the Federation leadership will not hesitate to plunge into organizational activities as was deemed appropriate.

13. The house approved the appointment of Chartered Accountants M/s Jayachandran & Co. for the period 2022-2025. President declared the conclusion of the 28th Triennial General Council and thereafter the House approved the appointment of Returning Officers to conduct elections for electing new leadership.

14. During the short break dancers from the State of Manipur performed the Khamba Thombi dance form.

CONDUCT OF ELECTIONS - NEW LEADERSHIP TAKES OVER:

15. House approved the appointment of Com. Prabir Sorkhel as Returning Officer and Com T S Saggu, Com. Priyavrat, and Com. Dilip Kumar Mandal as Assistant Returning Officers. The elections were conducted by the committee in a professional, fair and transparent manner with the participation of over 500 delegates in the process. Returning Officer Com Sorkhel declared the results upon completion of the process.

16. The following Delegates were elected to the positions mentioned there against:

Com. Rupam Roy	-	Chairman
Com. Deepak Kumar Sharma	-	President
Com. Soumya Datta	-	General Secretary

A well thought out succession plan has also been drawn to ensure vibrancy and a mix of youth with the experience to charter the vehicle of our mighty organization moving in the right direction during the ensuing years of struggle who are capable of facing

the impending challenges.

As a part of the succession plan, (i) Comrade Deepak Sharma will assume the office of the General Secretary of the Federation once Comrade Soumya Datta demits his office during the month of November 2022 on account of his superannuation from the active services of the Bank. (ii) Comrade Rupam Roy will assume the office of the President, once Comrade Deepak Sharma takes up the responsibility of the General Secretary. (iii) Comrade R Balaji will assume the office of the Federation Chairman, once Comrade Rupam Roy assumes the office of the President of the Federation (iv) When Comrade Deepak Sharma demits his office on 30.11.2024, on account of superannuation, Comrade Rupam Roy will take up the responsibility of the Federation General Secretary from 01.12.2024 (v) On superannuation of Com. R Balaji, Comrade A Sai Prasad will be taking over the responsibility of the Federation Chairman.

The list of elected Office Bearers for Triennial 2022-2025 is annexed herewith. The Office Bearers against the vacant posts of the Executive Committee will be advised in due course, after the first meeting of the new Executive committee on receiving the nominations from affiliates.

The house resolved to create an enabling office in New Delhi where the headquarters of all the Ministries/ Departments of the Central Government and the Department of Financial Services is located. The General Secretary of the Delhi Affiliate will be the Joint General Secretary of the Federation to enable him/her to represent the issues on behalf of the Federation. He/ She will maintain close liaison with the MPs, representatives of Print and Electronic Media, DFS etc. for the furtherance of our activities. He/ She will also be responsible for following up on court cases (if any)/ other legal matters on behalf of the federation.

The house also resolved to create two Joint General Secretary positions for Mumbai Centre where the corporate office of the bank is located. The General Secretary of the Maharashtra and Mumbai Metro affiliates will be the Joint General Secretaries at the Centre.

17. Comrades, the 28th Triennial General Council was a stupendous success and will be etched in the golden letters in the annals of the history of the

BE TRUTHFUL, BE FEARLESS

Federation. The event was held for the first time in North East Circle. The zeal and enthusiasm of the comrades were beyond the words that explain. The jubilancy indicates the trust and confidence of delegates and members reposed in the Federation leadership. This is also the barometer of the passionate trade unionism that can take the Federation to new heights, which eventually is capable of protecting the interest of the fraternity.

18. Before concluding this communication, the undersigned must place on record the dedicated services of the NE Team and their band of volunteers, who worked tirelessly 24x7. We witnessed a different

level of dedication and involvement as well as the support received from the secretariat.

19. Last, but the most important aspect – is that the tree that has deeper roots grows to greater heights. The more we connected to membership, the stronger will be the Federation. Let us forge unity and solidarity. Let us be armed with knowledge, conviction and passion. Let us sweat during peace lest we do not bleed during war. Let us take a fresh resolve to protect the public sector banks for the greater interest of the common man and to protect the sovereignty of the nation.

GLIMPSES OF 28TH TRIENNIAL GENERAL COUNCIL



OUR LIFE IS WHAT OUR THOUGHTS MAKE IT



LET US BUILD A STRONG AND SELF RELIANT INDIA



DUTY FIRST, RIGHT NEXT



NEVER BEND BEFORE THE INSOLENT MIGHT

COMPREHENSIVE REVIEW OF SCHEME FOR PROVIDING FURNITURE AND FIXTURES TO OFFICERS

Text of AISBOF Circular No. 25/2022 dated 19/04/2022.

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.

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.

TIME AND TIDE WAIT FOR NONE

- 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.

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

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.

IN THE SKY THERE IS NO DISTINCTION OF EAST AND WEST

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

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

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)

FACILITY OF LEASE ACCOMMODATION FOR BOTH SPOUSES WORKING IN THE BANK

Text of AISBOF Circular No. 26/2022 dated 20/04/2022.

With reference to the above, we refer to the facility of providing leased accommodation to an officer as per clauses mentioned in Service Conditions and subsequent clarifications as mentioned in Circular nos. CDO/P&HRD-PM/72/2007-08 dt. 05.03.2008, CDO/P&HRD-PM/35/2011-12 dt. 22.06.2011 & CDO/P&HRD-PM/39/2011-12 dt. 09.07.2011 w.e.f. 01.07.2011. CDO/ P&HR - PM / 36/2012-13 dated 21.9.2012. As per extant circular instructions, officers are eligible to avail of leased accommodation on a requirement basis subject to eligibility on the basis of designation and place of assignment/place of choice as per convenience.

02. Herein, we wish to highlight, that while

furniture and fixtures can be availed separately by both spouses, they are eligible for only one leased accommodation if they are posted at the same centre. This is an impediment to retaining the acquired furniture/fixtures due to insufficient storage space. We have come across cases where officers have to shell out an additional amount to arrange for an extra room for the storage of excess furniture.

03. Incidentally, as per the 8th Joint Note signed between the officers' associations and IBA, it has been decided to extend LTC/HTC entitlement to both spouses working in the same institution separately during their respective block of four years.

04. Keeping in view of the hardship faced by officers, we propose that in case of determining

OVERCOME ANGER BY LOVE, EVIL BY GOOD

leased accommodation of working spouses individual eligibility of both husband and wife may be taken into account and they should be extended the option to club their entitlements, irrespective of hierarchy, within a permissible proportion @ 50% of spouse's eligible amount or the entitlement can be fixed @ 150% of the individual entitlement of the applicant so as to facilitate them to avail

accommodation in an area of choice with sufficient living space.

We, therefore, request your good office to consider our suggestion and bring about suitable modifications in the computation of eligibility for leased accommodation with an additional facility for working spouses to avail of leased accommodation jointly.

**FITMENT FORMULA ON PROMOTION FROM
CLERICAL CADRE TO JMGS-I ON OR AFTER 01.11.2017
REVISION OF ADJUSTING PAY AND PERSONAL ALLOWANCE
REMOVAL OF ANOMALIES FOR READJUSTMENT OF STAGNATION
INCREMENTS IN CLERICAL CADRE AND PROMOTION TO JMGS-I THEREAFTER**

Text of AISBOF Circular No. 27/2022 dated 20/04/2022.

Consequent to the 8th Joint Note / 11th Bipartite Settlement for wage revision, IBA has issued an advisory dated 24th March 2022 to all banks regarding the 'Fitment Formula' of pay of employees on account of implementation of the provisions thereof.

02. We are of the considered opinion that the quantum of Adjusting Pay and Personal Allowance at our bank-level needs to be revised and possible anomalies, as illustrated hereunder, are to be addressed before implementing the fitment formula for promotion from clerical cadre to JMGS-I on or after the 1st November 2017.

ADJUSTING PAY:

With a view to arriving at Adjusting Pay apart from Basic Pay and PQP, if any, the quantum of 'Differential' is added and it is subject to revision incommensurate with the Special Pay of Chief Associate in our Bank.

Thus, in the case of an officer, who at the time of promotion, is already at the maximum clerical scale or who notionally would reach the maximum stage of clerical scale thereafter and be eligible for stagnation reliefs (viz. Fixed Personal Allowance, Professional Qualification / Graduation Allowance and Stagnation Increments), if at any time the difference between the Basic Pay as an officer and the aggregate of clerical Basic Pay and PQP, that

he/she would have been actually in receipt of or notionally entitled to, is lower than Rs.7,550/- w.e.f. 01.11.2017 to 30.11.2020 and lower than Rs.11,000/- from 01.12.2020 onwards (equivalent to Special Pay of Chief Associate) an Adjusting Pay equal to the shortfall shall be paid to him/her. The Adjusting Pay so arrived on or after 01.11.2017 will be reckoned for D.A. and Superannuation benefits.

9th STAGNATION INCREMENT IN CLERICAL CADRE AND FITMENT ON PROMOTION TO JMGS I

As per the existing fitment formula in our Bank clerical staff who gets a promotion to JMGS-I staying at the 8th stagnation increment is fitted at the maximum stage of the JMGS-I scale in terms of Annexure-A (Fitment Table w.e.f. 01.11.2012) of Bank's circular no. CDO/ P&HRD-IR/ 1 / 2017-18 dated 07.04.2017. With the introduction of the 9th stagnation increment in 11th BPS w.e.f. 01.11.2017, if one clerical staff gets a promotion to JMGS-I while drawing the 9th Stagnation Increment, during his/her fitment as JMGS-I a Compensatory Allowance apart from Adjusting Pay needs to be introduced accordingly as all stages in JMGS-I scale for fitment is exhausted.

PERSONAL ALLOWANCE

Since the introduction of Personal Allowance w.e.f. 01.11.2002 in our Bank, the quantum of this allowance is being revised equivalent to the last increment drawn in clerical scale as has been revised after every wage revision.

EVERY HUMAN BEING IS THE AUTHOR OF HIS OWN HEALTH OR DISEASE

Hence, in the case of the officers who are already drawing Personal Allowance of Rs.1,310/- p.m. and those officers who will be eligible for Personal Allowance after 01.11.2017, the amount of such Personal Allowance shall be revised to Rs.1,990/- p.m. w.e.f. 01.11.2017. The said Personal Allowance will be payable till the officer reaches the Basic Pay of Rs.89,330/- i.e. up to the 5th stagnation increment of MMGS-II. Thereafter, the Personal Allowance of Rs.1,990/- will be tapered off at the rate of ½ of the allowance in two instalments against future increments.

READJUSTMENT OF STAGNATION INCREMENT IN CLERICAL CADRE AND EFFECT OF FITMENT ON PROMOTION TO JMGS I ON OR AFTER 01.11.2017

On account of the introduction of the readjustment exercise of Stagnation Increment(s) according to the provision of 11th Bipartite Settlement, some anomalies will arise in Basic Pay between the officers who have been promoted from clerical cadre to JMGS-I between 01.11.2017 and 30.11.2020 and from 01.11.2020 onwards. During the preparation of the fitment formula for the officers promoted from Clerical Cadre to JMGS-I before 01.11.2020 and from 01.11.2020 onwards the possible anomalies are required to be taken into consideration. With a view to assessing the possible anomalies, we cite one illustration as appended.

One clerical staff reached the maximum stage of the clerical scale on 01.11.2012

(without JAIIB / CAIIB) and got a promotion to JMGS-I on 30.04.2020

Stagnation increment at 3-year periodicity- his/her Basic Pay will be as under:

		10 th BPS Clerical	10 th BPS JMGS-I	11 th BPS JMGS-I
On 01.11.2012	Maximum stage (20 th stage)	31540		
On 01.11.2015	1 st stagnation increment	32850		
On 01.11.2018	2 nd stagnation increment	34160		
On 30.04.2020	Promoted to JMGS-I FITMENT (As he/she was on BP Rs.34160 for more than one year --ADOP)		39400	59860
On 01.04.2021 (ADOP)	Anniversary Increment in JMGS-I			61850
On 01.04.2022	Anniversary Increment in JMGS-I			63840

Fitment arrived at as per Annexure-A (Fitment Table w.e.f. 01.11.2012) of Bank's circular no. CDO/ P&HRD-IR/ 1 / 2017-18 dated 07.04.2017.

One clerical staff reached the maximum stage of the clerical scale on 01.11.2012

(without JAIIB / CAIIB) and got a promotion to JMGS-I on 23.04.2021

After readjustment of Stagnation increment at a 2-year periodicity his/ her B.P. will be as under:

		10 th BPS Clerical	10 th BPS JMGS-I	11 th BPS JMGS-I
On 01.11.2012	Maximum stage (20 th stage)	31540		
On 01.11.2015	1 st stagnation increment	32850		
On 01.11.2018	2 nd stagnation increment	34160		
On 30.04.2020	Promoted to JMGS-I FITMENT (As he/she was on BP Rs.34160 for more than one year --ADOP)		39400	59860
On 01.04.2021 (ADOP)	Anniversary Increment in JMGS-I			61850
On 01.04.2022	Anniversary Increment in JMGS-I			63840

The above example clearly indicates the difference in Basic Pay of two officers of the same seniority and qualification and it is to be noted that the officer who was promoted even one year after i.e. on 23.04.2021 will draw a higher Basic Pay on any given date than the officer who was promoted on 30.04.2020 i.e. one year before.

In view of the above observations, we urge your good office to make necessary revisions/changes to the above components and remove the possible anomalies on account of readjustment of stagnation increment(s) accordingly.

HE WHO SEEKS HAPPINESS BY HURTING WILL NEVER FIND IT

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DEARNESS ALLOWANCE

The Index Numbers for the quarter ended March 2022 are as under:

DA for May, June and July 2022.

Month	Index as per 2016 series	Conversion Factors	Index as per 1960 series
Jan.2022	125.10	4.63 X 4.93X2.88	8223.90
Feb.2022	125.00	4.63 X 4.93X2.88	8217.32
Mar.2022	126.00	4.63 X 4.93 X2.88	8283.06
Total			24724.28
Average 24724.28/3			8241.43
Rounded off			8241
Difference in excess of 6352 points			1889
Number of Slabs			472
D.A.paid for the previous quarter's slabs			471
Difference			1
New DA Rate			33.04

Accordingly, Dearness Allowance is payable to Officers on 472 (i.e.471+1) slabs with effect from 01-05-2022 as against 471 slabs for the previous quarter. The rates worked out are as per the industry level scales up to Scale VII including SBI.

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