

*OFFICERS' CAUSE*  
*AUGUST -2022*



**Editorial**

## **BACK TO BASICS : NEED OF THE HOUR**

Advice of McCulloch, Comptroller of Currency of US given in 1863 to bankers are very relevant even today

**B**anking is a business involving trust, confidence, diligence and faith. Unlike the other sectors, the raw material is something dear to all— i.e. money. The human resources in banks are the pivots around which the entire gamut of money, banking and finance revolve around. We are in a unique industry where the raw material is money and the end-product is also money and everything akin to money.

The section of society that provides us the raw material (deposits) expects honesty, trust and an impeccable record of worthiness and safety. On the other hand, the other section of society, who avail credit and related services expect trusted, timely and cost-effective service. Beyond all, society needs Banks and depends on them as they touch everybody's life, in one form or the other. Hence, banks need to be safe and shielded, for the good of the country and its countrymen.

Towards this end, there is an imperative need for the Banks/Government to put in place the required checks and balances, resources and the means to achieve the objectives, both at policy and implementation levels. Any impairment or inadequacy at any end results in catastrophe. Such catastrophe may wipe out bank(s) or erode the trust and confidence of the common man in the banking system.

We must know that the basic principles of banking have never changed. Only the method, procedure, pace, quantity, platforms and the environment of the dispensation of banking services has changed. Fast evolving technology, expectations, human

needs etc. have contributed to these changes. These have ramifications on the way banking is pursued. But with all these, basic banking is still relevant, rather needs to be reinforced. Prudence should not be lost in the realms of technological or cosmetic changes. The fastest finger on a computer keyboard does not make one a good banker. A good banker is one who does not forget the basic banking principles and adapts to the changing scenario.

It is worthwhile to recollect what, Hugh McCulloch, newly appointed U.S. Comptroller of the Currency and later the U.S. Secretary of the Treasury wrote a letter to American banking institutions in the year 1863. While his "Advice to Bankers of 1863" is appended, it is very relevant to cull out a few points in his Advice and introspect within ourselves, relating them to the present-day scenario.

***\* "Distribute your loans rather than concentrate them in a few hands. Large loans to a single individual or firm, although sometimes proper and necessary, are generally injudicious, and frequently unsafe. Large borrowers are apt to control the bank"***

Perhaps, this is the first of a few principles of lending. Often known as ***"Do not put all eggs in the same basket"***, RBI has brought out Prudential Norms of Lending, Exposure Norms etc capping exposure in relation to the capital funds of the bank. Banks also have their own Board approved Exposure Norms, industry-wise, risk-wise etc.

But these have failed to arrest indiscriminate lending to a few high-flying industrialists, capitalists who directly or indirectly own umpteen corporate entities in the name(s) of family members and circumvent the exposure norms, technically defeating regulatory, policy instructions. A situation has arisen where a dozen of big names in the country are attempting to control all critical, strategic and important sectors, which are necessarily funded by the Banks. Banking and Banks in the country are synonymous with Public Sector Banks as PSBs are alone capable of taking large exposures. The result is that PSBs are exposed to huge credit risks. In the event of a businessman landing in an adverse situation, tens of thousands of crore of bank credit will be impaired. Tax payer's money is at peril.

McCulloch is very right in his advice given 160 years ago, *that large borrowings are generally injudicious and frequently unsafe*. It is also a truth that the large borrowers attempt to control and direct the policies and the functioning of the bank on account of their dominance in the business world and their proximity to the power.

***\* The capital of a bank should be reality, not a fiction; and it should be owned by those who have money to lend, and not by borrowers***

We would not have imagined in the wildest of our dreams the present-day way of capitalisation. McCulloch advocated that only the affluent should infuse capital in banks and not the borrowers. How a borrower from banks can be the capital infuser? This has a deeper meaning and impact.

The present-day concept of issuing bonds, Banks investing in them, and the same resources coming back to the Banks as capital is nothing but financial engineering. It creates book entries, raising both the asset and liability sides. The capital infusion should be a reality, and it should come from the ones who are capable of investing (and not borrowers).

***\* Pursue a straightforward, upright, legitimate banking business. 'Splendid financing' is not legitimate banking, and 'splendid financiers' in banking are generally either humbugs or rascals.***

This advice deserves to be framed for display. The

business of banking should be pursued like a business with uprightness and legitimacy.

We have been seeing a different situation altogether. In the garb of demonstrating that one is a super-executive/super-performer, meaningless, unreasonable business targets and timelines are being thrust upon the operating functionaries and followed up with closeness that causes discomfort.

Let us consider the present-day environment in the banking industry. Functionaries are pushed too hard to achieve the unreasonable goal, as if the world ends next week; as if to drink the entire ocean of opportunities; capture all business and go to the pinnacle of achievements. Many resort to splendid financiering to demonstrate and market themselves.

At the operational level, achievements are placed before the health, dignity, respect and safety of the business. The pressure-cooker-like situation drives functionaries to jump these principles to achieve targets! Such pressure not only results in bad business, deviating the path of upright, legitimate business practices but makes functionaries think, worry and develop burn-out symptoms at an early age. This keeps them on the hot plate, ending up with stress-related diseases like diabetes and cardiac problems.

The sooner the industry learns against swallowing more than what it can chew, the better will be the quality and safety. Bad business is worse than no business. Targets and timelines should not be such that the basic principles are made to be flouted, and safety jackets are thrown to the wind to achieve numbers. Numbers lose relevance if the objective is not achieved with the expected quality.

We have seen super-achievers have been admonished by the Banks subsequently with imputations and charge sheets. Splendid financiering may harm the banks, in the absence of adequate checks and balances, backed up by principled banking.

It is time that the Banks, Government and banking fraternity paid heed to the advice of McCulloch.

**SUCCESS AWAITS AT THE DOOR WHERE DILIGENCE IS**



## **TRAINEE OFFICERS 2021 BATCH EXTENSION OF TRAINING PERIOD FOR NON-COMPLETION OF 50 E-LESSONS**

We would like to draw your attention to the issue of extending of training period of around 100 Trainee Officers of the 2021 batch across circles for non-completion of e-lessons.

2. Recently, the Trainee officers have been advised that the "Probation of Trainee officers who are not able to score minimum marks stipulated for confirmation in JMGS -I/ have not completed the 50 e-lessons, shall be extended by six months on the loss of seniority.'

3. When respective Circles sought clarification from the Corporate Centre on the fate of the officers who have not completed the e-lessons by 30.06.2022 but have completed them in July 2022, they were advised that ***"The confirmation shall take place only on the completion of the extended probation period, i.e., 6 months, irrespective of the date by which such officers complete the e-lessons."***

4. Sir, the instructions regarding the training period of Trainee officers of the 2021 batch were circulated vide Circular No. CDO/STU-TRAINING/4/2021-22 dated 19 June 2021, which mentions that – the ***"Cut-off date for completion of all the assessments shall be ten months from the start of training"***. There is no specific mention of e-lessons to be completed within 10 months in the circular.

5. It is further mentioned that the "Probation period of Trainee Officers who are not able to score minimum marks stipulated for confirmation in JMGS-1 / have not completed 50 e-lessons shall be extended by six months on the loss of seniority". The mention

of '/' creates colloquial ambiguity as if one has fulfilled either of the two conditions, his/her probation shall not be extended. Again, there is no specific date of completion has been provided in the said circular.

6. The Circle L&D Departments in February 2022, while advising qualifying marks for confirmation, have issued notices which on specifies certificate examinations and there is no mention of e-lessons .

7. There had been continuous efforts from respective L&D departments at circles for completion of assessment exams and certification, as failure in completion would have led to an extension in confirmation by six months, but e-lessons were never emphasized in the communique. We have been given to understand that there was not even a single reminder on Circle sites, or emails during the entire training period for completion of e-lessons.

8. Sir, the ambiguity in the interpretation of the instructions has led to hundreds of cases where the trainee officers who have successfully completed their other assignments, qualified in the test, and completed more than 90% of their e-lessons as on 30.06.2022, are fearing extension of their training period with a loss of senior. To date, we have been informed that almost every trainee officer has completed the e-lessons as well.

9. As head of the HR family in the Bank, we would request your good self to review the matter and bring much succor to the affected officers ensuring that no injustice is meted out to the budding officers.■

---

### **DHARNA BEFORE PARLIAMENT UNDER THE BANNER OF UFBU**

***We reproduce hereunder the text of AIBOC Circular No. 2022/26, dated 22.07.2022 reproduced the Circular No. UFBU/2022/11 dated 21.07.2022.***

#### **Our Dharna before Parliament Against moves of privatisation of Banks**

As already announced and scheduled, we had organised our Dharna before Parliament today in

Delhi. Our Dharna was held near Jantar Mantar, near Parliament Street. Nearly 700 members from all our 9 constituent unions participated in the programme and made it an impressive success.

#### **Our Dharna was addressed by the following:**

1. Com. Girish Chandra Arya, BMS
2. Com. Deepak Sharma, INTUC
3. Com. Amarjeet Kaur, AITUC

**ARISE, AWAKE, STOP NOT TILL THE GOAL IS REACHED**

4. Com. Tapan Sen, ex MP and CITU
5. Com. Rajiv Dimri, AICCTU
6. Com. R K Sharma, AIUTUC
7. Com. Amaresh, TUCC,
8. Com. Arvind Sawant, MP, Shiv Sena/BKS
9. Com. Anil Desai, MP, Shiv Sena/BKSM
10. Com. D Raja, ex MP, CPI
11. Com. Binoy Viswam, MP, CPI
12. Com. N K Premachandran, MP, RSP/UTUC
13. Com. Ravikumar, MP, VCK
14. Com. Rajen Nagar, President, AIBEA
15. Com. Murali Sundararajan, President, AIBOC
16. Com. S.C. Balaji, President, NCBE
17. Com. Sanjay Kumar Khan, Secretary, AIBOA
18. Com. Debashish Basu, General Secretary, BEFI
19. Com. O P Sharma, INBEF
20. Com. Pradip Gupta, INBOC
21. Com. Manmohan Gupta, BNOW
22. Com. Satish Shetty, NOBO
23. Com. C H Venkatachalam, Gen. Secretary, AIBEA

Many other trade union leaders and Members of Parliament from Congress, DMK, RJD, AAP, TRS, CPI-M, etc. had agreed to come and greet our participants but could not come as they were held up in Parliament and other programmes. However, they conveyed their support and solidarity with our struggles and demands.

The Central Trade Union leaders and Members of Parliament and other leaders who spoke on the occasion stressed the importance of unity of bank employees and united actions to resist the present attacks and offensives of the Government. They applauded the united struggles of the UFBU and exhorted us to further strengthen the unity and united struggles.

At the end, the participants in the Dharna adopted a Declaration that if the Government would take any measures to introduce the Bank Privatisation Bill during the current Session of the Parliament, the UFBU would immediately give the call for protest programmes and strike actions.

Another Declaration was adopted conveying the strong protest of UFBU against the dictated, vindictive recommendations of the Report by Arvind Panagaria (formerly of NITI Aayog) and Poonam Gupta of NCAER suggesting wholesale privatisation of Banks and demanding the rejection of the Report.

Thus, our Dharna programme was an impressive success. UFBU-Delhi had made good arrangements for the successful conduct of our Dharna programme. We thank all the constituent unions and all the participants for their active participation in the programme. ■

## OUR STRUGGLE AGAINST THE PRIVATISATION OF PUBLIC SECTOR BANKS GET READY FOR TWITTER CAMPAIGN ON 17TH JULY 2022

*Text of AIBOC Circular No. 2022/25, dated 14.07.2022, reproduced Circular No. UFBU/2022/9 dated 13.07.2022.*

Our constituent Unions are aware that as part of our current agitational programme, we have given the call for the Twitter programme to be undertaken on 17th July 2022, as the Session of the Parliament is commencing on the 18th July 2022.

Under this programme, all our members, employees and officers have to send Twitter messages from their Twitter account to various authorities like Prime Minister, Finance Minister, Labour Minister, etc.

Public personalities, various trade union leaders, etc. can be approached to tweet on that day in support of our demands.

Many of our members are well versed with the popular social media 'TWITTER' but for those who are yet to join on this platform, we are herewith attaching the link for creating a Twitter handle.

**Website:** [www.twitter.com](http://www.twitter.com)

**Android application link:** <https://play.google.com/store/apps/details?id=com.twitter.android>

**iOS application link:** <https://apps.apple.com/in/app/twitter/id333903271>

**Twitter messages:**

Our members may tweet any of these suggested

**WORK IS WORSHIP , DO YOUR DUTY**

messages/similar messages along with hashtags.

- Stop privatisation of Banks
- Strengthen public sector banks, do not privatise
- Recover bad loans, no need for privatisation of banks
- All Banks are in profits, then why to privatise them.
- We oppose privatisation of Banks
- If private banks are more efficient, then why so many private Banks collapsed in the past.
- Major loan defaulters are private corporates, why Govt want to hand over our Banks to them?
- Recover NPAs from private corporate defaulters and profits of all Banks will

further go up.

- Privatisation means an attack on job security – we oppose privatisation
- Privatisation means abandoning social banking – it is anti-people.
- What India needs is strong public sector Banks and not privatisation

***Tweets can be made on 17th July 2022 (Sunday) from 8 AM onwards.***

***The hashtag will be informed on 17th July 2022 by 7:30 AM and it can be forwarded to all our contacts.***

We request all our Unions and members to participate actively in the Twitter campaign and make it a success.■

---

## **HAIL 53<sup>RD</sup> ANNIVERSARY OF BANK NATIONALISATION**

***Text of AIBOC Circular No. 2022/24, dated 10.07.2022 reproduced the Text of UFBU Circular No.2022/08 dated 08.07.2022 .***

**19TH JULY, 1969 - 2022  
HAIL 53RD ANNIVERSARY OF BANK  
NATIONALISATION  
CONTINUE THE CAMPAIGN IN DEFENCE OF  
PUBLIC SECTOR BANKING  
GET READY FOR STRUGGLES AND STRIKES  
AGAINST PRIVATISATION**

19th July, 2022 denotes the 53rd Anniversary of nationalisation of major private Banks in our country. Bank Nationalisation was a very major economic and political event in our country.

When our country became free in 1947 and embarked upon planned development from 1950s, the Banks which were all in private sector did not come forward to contribute for broad-based economic development. Hence as per the recommendations of the Committee on Survey of Rural Credit, the Government made Imperial Bank as State Bank of India in 1955. Then the 7 Associate Banks became part of SBI. Even then it was found inadequate to cater to needs of the emerging and enlarging economy.

In this background, amidst political turmoil, 14 major private banks which belonged to big business houses

like Tatas and Birlas were nationalised. Again in 1980, another 6 private banks were nationalised. Bank Unions and bank employees played a leading role in championing the cause of bank nationalisation.

In the last more than five decades of public sector banking in our country, these PSBs have played a commendable role in boosting economic development, catering to all segments, particularly, priority sectors like agriculture, employment generation, poverty reduction, small scale and medium industry, rural economy, women empowerment, health and education, exports, industrialisation, etc.

With the huge branch expansion, banking services are today available to the common masses. Bank nationalisation has also resulted in huge employment opportunity for the educated youth. Today there are nearly a million bank employees and officers are working in these Banks.

When our country is celebrating the 75th Anniversary of Independence, we need to further strengthen our economy to move forward and, in this task, our public sector banks have a crucial role to play. But unfortunately, the Government is keen on diluting the role of public sector Banks and encouraging private Banks. Their main agenda is to privatise public sector Banks and hand them over

**LET CUSTOMER SERVICE BE OUR MOTTO**

back to the Corporates.

These measures are retrograde and not in the interest of the people at large. The hard-earned savings of these people are held by Banks as Deposits. Hence, we have been opposing these moves and efforts. Last year, at the call of UFBU, bank employees and officers observed strikes for 4 days i.e. on 15th and 16th March and 16th and 17th December, 2021 to convey our protest and opposition to privatise the Banks.

There are reports that during the ensuing monsoon session of the Parliament commencing from 18th of this month, the Government may introduce the Banking Laws Amendment Bill which will enable them to privatise the Banks and try to get it passed in this Session of the Parliament.

Hence, in the last meeting of the UFBU it was decided that our campaign against attempts of privatisation of public sector Banks should be intensified and we should try to solicit more and more support to our cause from all cross-sections of the society.

In this background, the following programmes are

given for implementation by all our unions:

1. **17th July 2022 – twitter campaign opposing privatisation of Banks**
2. **19th July, 2022 – Mass meetings, processions, rallies, public meetings, etc at all centres hailing nationalisation of Banks and their achievements and opposing privatisation of Banks.**
3. **21st July, 2022 – Mass Dharna before Parliament by leaders and activists of constituent unions of UFBU.**
4. **Call for Strikes at short notice looking to developments during Parliament Session, introduction of Bill, etc.**

Comrades, we all are aware of the policies and mindset of the Government. Hence, only a strong protest and opposition to the privatisation moves will convey our opposition to the Government's efforts. Hence, we request all our units to intensify our campaigns at all levels and keep our members ready and prepared for eventual strike actions. Let us make the programmes a success. ■

---

## **31<sup>ST</sup> ANNUAL GENERAL MEETING OF SBIOA NORTH-EASTERN CIRCLE MARCH OF SOLIDARITY**

It had been a momentous occasion for our Affiliate, SBIOA North Eastern Circle to complete yet another milestone in their history through a successful culmination of the 31st Annual General Meeting, an event that has left many memories that will remain fresh for years in the eyes of the beholders.

2. The morning hue with light drizzle in the picturesque capital city of Meghalaya dappled with its usual charm was set ready to welcome the leaders from all across the country. A large number of delegates and members congregated at the venue of the 31st Annual General meeting of the SBIOA North Eastern Circle at the glittering U SOSO Tham Auditorium had been the witness of a variegated portrayal of its surroundings with thematic hoardings and banners coalesced with reverberating slogans that made the atmosphere electrifying all around.
3. The morning event marked its start with a Solidarity March where hundreds of members and leaders of the Circle along with leaders from all across the country participated and marched along the street of the abode of the rain god (Meghalaya).

The entire street was speckled with a riot of colours matched with chanting of slogans in the manifestation of the revolutionary spirit and never yielding attitude that scripts its uniqueness for the comrades of SBIOA North Eastern Circle.

4. The Solidarity March making navigation through the welcome entrance which was spotted with our signature theme **"Bank BachaoDeshBachao"** was followed by the flag hoisting where the President AISBOF, Com. Deepak K Sharma, along with other senior office bearers of the Federation, President and General Secretary of the Circle joined hands with the undersigned in making the Circle Association flag fly high with a solemn resolve to make it fly higher.

5. As a mark of the rich cultural heritage of the state and as a depiction of customary respect for its guests, the dignitaries were led to the auditorium of U SOSO Tham which was re-christened after one of the colossus figures of SBIOA from the North East, as the Com. Syamal Chakrabarti Manch, by a group of dancers performing the traditional Khasi Armour

**BE TRUTHFUL, BE FEARLESS**

Dance. The atmosphere inside the hall was electrifying with a host of lady members attired in traditional Khasi costumes gleefully welcoming each of their guests with other comrades of the circle extending their usual humble gesture as a sign of their delightfulness in discharging the responsibilities to ensure their guests feel cozy comfort. The hall inside was jam-packed with many others outside who congregated from nooks and corners of the seven sister states to witness the festival of camaraderie and to soak in the fraternal warmth.

6. Com. Piyali Ghosh along with Com. Savio Pathao adroitly anchored the Inaugural session of the event befitting to the atmosphere prevailing all around. To start with, the entirely in-house talent team from the Shillong Region, led by Com. Subhajit Paul and Com. Savio Pathao presented a melodious rendition of a chorus followed by the theme song of the event **"Solidarity Forever"**. Following this, a popular Khasi song performed by Ms. Catherine Pyngrope and her talented group of singers and musicians on the traditional Khasi instruments, added surreal and ethnic flavour to the event.

7. After a scintillating performance by the singers, the hosts called upon the stage Comrade President of the Circle, T.A.P Paul and the General Secretary, Com. Rupam Roy with a request to felicitate the guests and the dignitaries whom they invited to the dais one after the other. Comrade Deepak Sharma was escorted to the dais by Com. Bijoy Krishna Dutta who was first to be felicitated by the Circle President and the General Secretary then undersigned was invited to the dais of the circle Annual General Meeting and received due felicitation from the General Secretary and the Circle President. Then one after another, all the general secretaries and presidents of different affiliates including the General Secretary of SBISA and also one of the senior vice presidents of the staff federation Com. Pradip Baishya was invited to the dais and felicitation was done with a bouquet of love and respect by the key office bearers of the circle. A befitting felicitation was also offered to the Guest of honour of the meeting Smt. Suranjana Dutta, General Manager- NW-1 of the Circle.

8. As a mark of acknowledgment of their contribution to building the edifice of the North Eastern Circle Association, office bearers of yesteryears were given due honour through a respectful felicitation. The senior executives of the bank, comrades from the sister organisation and federation office bearers are

among others who were felicitated and a warm welcome was offered.

9. Then it was the most captivating moment of the day when the entire house accorded a standing ovation to welcome Shri Conrad Sangma, the Hon'ble Chief Minister of the state of Meghalaya as a mark of respect for one of the most iconic leaders under the sky of the North-East. Hon'ble CM was then invited to the dais and given due honour by offering felicitation.

10. A respectful floral tribute was offered to the legendary leaders of the North Eastern Circle Com. Shyamal Chakrabarti whose name the auditorium was dedicated and Comrade Pulin Chandra Sharma, the ex-president of the circle Association.

11. The Hon'ble Chief Minister and other dignitaries on the dais were invited to lit the ceremonial lamp to invoke the blessings of purity, goodness, good luck and power of unity. The ceremony was followed by the welcome address by Com. Rupam Roy, the General Secretary of the Circle through his warm welcome address successfully set out the tone and tenor of the meeting which later on became a guiding tune for the other speakers to deliberate.

12. The circle CGM Arvind Kumar Singh due to his pre-occupation on account of the visit of the Hon'ble Finance Minister Smt. Nirmala Sitharaman could not make himself available for the meeting and preferred a virtual mode to convey his message to the members. In his brief presentation, the Circle CGM expressed his regret for not being able to present himself in the meeting physically and termed it as a lost opportunity for him not to be able to share the dais with the Chief Minister of the state Shri Conrad Sangma. He then wished the meeting to be a grand success and also appealed to the membership to be sensitive about customer services and business development. He also wished the dignitaries from all across the country cozy comfort stays and a safe journey back home.

13. It was one of the rarest of occasions when the Hon'ble Chief Minister was requested to deliver his words of wisdom and he enthralled the audience with his rich content and the lucid style of deliberation that marks him unique in terms of oratory excellence. Shri Sangma taking a cue from the welcome address stressed the endeavour on the part of the bank officials to leverage the great reputation and trust clubbed with its reach and acceptance as the Brand

**OUR LIFE IS WHAT OUR THOUGHTS MAKE IT**



State Bank of India to thrive to be the global leader in the domain of banking. He was high in appreciation of the 216 years old bank and tried instilling the belief that if wished then the sky can be the only limit set for the State Bankers to achieve. He acknowledged the requirement for more manpower in the Bank and also mentioned about tremendous opportunity to expand and include the untapped villages and masses through its mission toward financial inclusion. While being vociferous on the importance of doing the right things at the right got the opportunity, the iconic chief minister stressed being proactive and upright in fulfilling visions without being concerned about its negative outcome. He impressed upon utilisation of power and authority without fear and fervour that does not leave a scope for repentance in the future. Being optimistic about a transformed Banking force he reckoned the fields of excellence that the Bank is capable of achieving and concluded wishing that this agglomeration of leaders from various parts of the country will surely brainstorm strategies resulting off-take of the brand SBI to a new height while wishing the event a grand success.

14. The guest of honour for the meeting, Smt. Suranjana Dutta at the outset acknowledged the contribution of Hon'ble Ex-Speaker of Lok Sabha and the Late father of the Chief Minister Shri Conrad Sangma in giving shape to the dream of having a local head office for the North Eastern Circle. The house through a huge round of applause re-affirmed the contribution and paid their respectful homage to the noble soul. General Manager (NW I), LHO, Guwahati, Smt. Suranjana Dutta then acknowledged the contribution of all the employees that actually resulted in the circle getting the top most positions in several parameters set for performance evaluation. She also appealed to the membership to continue their effort to sustain our PAN India positions and also to get equipped to counter any challenges thrown to dislodge the Bank from its prime position. She concluded wishing the 31st Annual General meeting a grand success.

15. President of AISBOF, Comrade Deepak Kumar Sharma gave yet another captivating speech that infused vibrancy and energy in the auditorium and deliberated on the issues concerning the bankers. He also urged the Hon'ble Chief minister to leverage his authority and help us restore flawless network connectivity and also opined that due to lack of suitable bandwidth resulting in poor connectivity

most of the time our members though willing cannot deliver the desired level of services to our customers. He was also vociferous on the extant/proposed government policies which are potentially threatening the very fabric of the Public Sector framework.

16. The issue of inadequate manpower to handle the day-by-day increase of work volume and its impact on customer service was also broadly dwelt upon by Com. Deepak K Sharma. He concluded by congratulating the organisers of the meeting for a gallant show and wished the business session a grand success. He concluded his speech with best wishes to Com. Bijoy Dutta for a happy, healthy, peaceful and contended post-retirement life.

17. The undersigned in his keynote address eulogised the membership about the exemplary show off of solidarity and congratulated the organising committee for an excellent showcase of all-around arrangements. He dealt in detail with various aspects of the 8th Joint Note and also appraised the house on the development as regards the residual issues and the effort of the confederation in pressing our demands for 5 day work week, updation of Pension, scrapping of NPS and restoration of old pension scheme et al. Asserting it as an officer driven industry, he was critical on the issue of disparity aroused due to disproportionate rise in pay vis-a-vis our award staff counterparts during the last few salary negotiations at the bank level warranting immediate settlement of our demand for implementation of grade pay for officers. His deliberation found special mention on mandatory learning and its practical utility and was vehement in voicing his resentment on the issue of stoppages of 5-in-1 on its non-completion. He appraised the house about the court case lodged and the action initiated by the federation in this regard. He stressed the importance of **"BankBachaoBachao"** movement and was eloquent on the nationwide mass movement across all cross-sections of society, and how it had resulted in forcing the government to defer the introducing of the Banking Reform Bill during the winter session of the Parliament. He congratulated the N.E Circle Association team led by Com T.A.P Paul and Com. Rupam Roy for the excellent arrangement with special mention of the contribution of Com. Bijoy Krishna Dutta is the guiding force in showcasing an extravagant display of solidarity and camaraderie in this part of the country as well as in the Federation. He concluded by wishing Com. Dutta is happy and contended retired life.

**LET US BUILD A STRONG AND SELF RELIANT INDIA**

18. Followed by the deliberation of the undersigned, it was the turn of Comrade Pradip Kumar Baishya, the General Secretary of Circle Staff Association who shared his thoughts on issues concerning the Bankers and congratulated the organisers on the successful completion of the 31st Annual General Meeting of the SBIOA N.E Circle.

19. The President Com. T.A.P Paul in his speech offered his heartfelt thanks to the dignitaries who traveled all the way including the Hon'ble Chief Minister Shri Conrad Sangma in absentia and the Guest of Honour Smt. Suranjana Dutta for attending the meeting and adding value to the endeavour.

20. The open session of the 31st Annual General Meeting marked its conclusion with a 'Vote of Thanks' proposed by the Vice President of the Circle

Association Com. Hemant Deka Kharkongor.

21. The open session was followed by the Business Session, a session of the circle membership to share their views, give suggestions, feedback and brainstorm to give momentum to the already steered up chariot of the SBIOA North-Eastern Circle under the dynamic leadership of Com. T.A.P Paul and Comrade Rupam Roy. The undersigned is sanguine the circle leadership shall be able to address all their issues and the pain points of the memberships will surely meet total mitigation.

22. The meeting at Shillong witnessed a total accomplishment of all the parameters of a trade union meeting surpassing our expectations and redefining solidarity in its own way to give a lasting impact on our imagination. ■

**Kudos to Team SBIOA North East.**

---

## **SBIOA, JAIPUR CIRCLE – 3RD GENERAL BODY MEETING A GRAND EXHIBITION OF SOLIDARITY**

23rd July 2022, witnessed a gala demonstration of camaraderie, solidarity and passion as over a thousand members of SBIOA (Jaipur Circle) congregated at "Sanjeev Gupta Manch - Deep Smriti Auditorium" in the Pink City – Jaipur along with executives of the bank, veteran leaders, well-wishers, retired executives, members of other fraternal organizations to celebrate the 3rd General Body Meeting of the Circle. The rhythmic beats of drums and the passionate rendition of organizational slogans enthralled the environment. The dais was dedicated to "Com Sanjeev Gupta" in recognition of his passionate trade unionism, who passed away during the Corona pandemic.

2. The meeting commenced by hoisting of the flag of SBIOA Jaipur Circle by the AISBOF Leadership - Com Rupam Roy - Chairman, AISBOF Com. Deepak Kumar Sharma- President, Com. Ramavtar Singh Jakhar – President of Circle, Com Vinay Kumar Bhalla - General Secretary of Circle and the undersigned in the august presence of the local management functionaries, the Presidents and General Secretaries of various Circle Associations and other office bearers. The venue reverberated with thunderous slogans, raising the passion of trade unionism in each present on the occasion. More endearing was the significant presence of youth, demonstrating the confidence and the trust of youth in the trade union movement. An eye-catching documentary

highlighting the illustrious journey of the Association, the struggle, achievements and diverse activities were screened which were appreciated by one and all. The audience was called upon to download Facebook Lite App, and invite all their acquaintances to our FaceBook Page #BankBachoDeshBachao to give momentum to the movement.

3. The event commenced on a passionate note with the #BankBachoDeshBachao slogan reverberating in the auditorium continuously. Com Ramavtar Singh Jakhar, President and Com. Vinay Bhalla, General Secretary of Circle association welcomed Shri Bhupendra K Dak, IPS, Director General Prisons, Rajasthan Police, Chief Guest, Shri Rajesh Mishra, Chief General Manager of the Circle and General Managers of the Circle & CAO, Circle Development Officer & DGM Shri Bhupendra Joshi, President and General Secretary of Federation, office bearers of other Circle Associations and Pensioner Association. The event formally commenced with Ganesh Vandana, followed by the mesmerizing presentation of Rajasthani folk Kalbelia Dance by Nathu Lal Group of performing Art and lighting of lamps by dignitaries. A short documentary on the journey of SBIOA Jaipur Circle was screened. A brilliantly scripted and directed 'welcome video' highlighting the city of Jaipur and the activities of the Circle Association was screened followed by equally captivating short clips on the #BankBachaoDeshBachao movement.

4. After paying floral tribute to the portrait of Late Com Sanjeev Gupta, Jaipur Circle Deputy General Secretary and state secretary of AIBOC, Rajasthan, the ceremonial lamp was lit by all the dignitaries present on stage.

5. The following office-bearers of various affiliates were present:

Com Nagesh Varkur Nagraj	President	Bengaluru
Com Srinivas Shroff Kanivehalli	General Secretary	Bengaluru
Com. Asitava Kundu	President	Bengal
Com. Madan Kishore Jain	President	Bhopal
Com Amitava Das	President	Bhubaneshwar
Com Arun Kumar Bishoyi	General Secretary	Bhubaneshwar
Com. P. Nallaperumal Pillai	President	Chennai
Com. Jatinder Pal Singh Sethi	President	Delhi
Com. Sushil Ahuja	General Secretary	
Com. S. Appaswamy	President	Hyderabad
Com. V.K. Premachandran	President	Kerala
Com. G.R. Jayakrishnan	General Secretary	
Com. A.K. Agnihotri	President	Lucknow
Com Pawan Kumar	General Secretary	
Com. Mohan Shamji Gohil	President	Mumbai Metro
Com. Manohar Baboo Devrukhkar	General Secretary	
Com. Udaram Hedao	President	Maharashtra
Com. Bhushan Mahajan	General Secretary	
Com. Amaresh Vikramaditya	General Secretary	Patna

6. Apart from the Presidents and General Secretaries, the event was graced by officer bearers from other affiliates and AISBOF Secretariat. Befitting the legacy of the Circle Association, retired office-bearers, and representatives of AIBOC & AISBOF were felicitated.

7. Com. Vinay Kumar Bhalla, General Secretary, Jaipur Circle, welcomed the delegates. In his address, he appreciated the positive attitude of Shri Rajesh Mishra, CGM who has always been open to suggestions and has provided easy access. He also said that issues pertaining to officers' fraternity were being flagged regularly to Circle Management and many of them have been addressed by the management. He further said that he was hopeful that the issues remaining will be resolved at the earliest. He thanked the members (more than 1200) and graced participants despite incessant rains, demonstrating a tremendous show of unity and solidarity. He also raised the issue of the shortage of staff in the Circle despite which the Circle achieved exemplary growth in all aspects of the bank. He expressed concern that the shortage of Scale I and II officers of about a thousand were a matter of worry which has created pressure on the frontline staff.

8. Com Ramavtar Singh Jakhar, in his presidential address, recalled the warm relationship of the CGM

and other Executives had with the Association and thanked and welcomed all the guests and members for making the event a huge success. He emphasized the need for unity. He urged the members to take part in all organizational activities for achieving a decent wage revision. He welcomed the vibrant officers from Jaipur Centre and officers who had come from far-flung areas like Jodhpur, Bikaner, Kota, Udaipur and Alwar Modules for the grand success of the General Council meeting.

9. Shri Bhupendra Dak IPS, Director General Prisons, Rajasthan Police, and Chief Guest of the meeting, congratulated and thanked the officers' fraternity for the yeoman services rendered by them during a pandemic. He appreciated the Circle Association for many of its initiatives and the active participation of officers. He advised the bankers to become stronger and be on the frontline in serving the people of the country. He urged bankers to be positive in their mindset and extend service to the customers and keep themselves free of tension.

10. Shri Rajesh Kumar Mishra, CGM, Jaipur Circle in his inaugural address recollected the cordial relationship the Circle Association has with Circle Management. His address profoundly inspired the audience as he dwelled on several issues concerning the bank, work-life balance, and the importance of being human. The entire house spontaneously applauded when he said that all of us must remember at every moment that we were all human beings. He acknowledged the contribution of the Association to achieving countless benefits for the entire fraternity and all the executives, who were present on the occasion, are members of the association for more than two decades. He stressed the importance of Customer Service in the Banking Sector. He stressed ranking in Customer Service among all circles. While he touched upon various aspects of banking, he concluded that we must all aim at doing something for society to gain respect for ourselves in society. He also touched upon the issue of customer service, compliance, and the threat of the Bank losing its premier position in the wake of the merger of HDFC and HDFC Bank.

11. Com. Rupam Roy, Chairman, AISBOF in his brief address appreciated Jaipur Circle for the vibrancy and the enthusiasm displayed during the last Triennial at Guwahati. He wished the success of the 3rd General Body Meeting of Circle Association. He appealed to officers to raise voice against Bank

**NEVER BEND BEFORE THE INSOLENT MIGHT**

Privatization strongly.

12. Com. Deepak Kumar Sharma, President of AISBOF congratulated Jaipur Circle officers who gathered in large numbers to witness the historic event. He appreciated officers working in the circle which had reflected in achieving excellence in all areas. He called upon members to be united to resolve the pending issues. He touched upon the issues like bank privatization, the game-changing movement **#BankBachaoDeshBachao** conceptualized by AIBOC, residual issues of 8th Joint Note, 5 Day Week, Pension updation, Scrapping of NPS, shortage of staff, work-life balance, compliance, staff accountability etc. He also said that efforts are being made to resolve pending residual issues before the commencement of the next wage negotiation. He assured that the Federation will ensure protecting self-respect of its members. He also stressed the need for improvement in internal customer service and assured the circle leadership all help in resolving the issues flagged by the General Secretary of the Circle Association during his welcome address. He also suggested to Bank renaming the Sandhya Shivir instead of Ratri Chaupal.

13. The undersigned congratulated the Chief General Manager of the Circle for his lucid speech highlighting the need for a humane approach and implementing work-life balance, and for not calling the officers to work on holidays. He said that issue of the absence of work-life balance is a matter of serious concern having an impact on industrial relations. He congratulated SBIOA Jaipur Circle for organizing the grand show of solidarity. He expressed happiness that momentum had been built up across the country to save public sector banks with **#BankBachaoDeshBachao** movement, and it is of paramount importance to sustain it. He said that the banking fraternity, including pensioners, look up to our leadership. He touched upon various issues like 5 Day work week, family pension revision, pension updation, the quest for decent salary revision, and resolving the residual demands of the 8th Joint Note. He said that AIBOC is committed to a fair, reasonable wage revision with improvement in other service conditions.

14. Shri Prabhat Kumar Mishra, General Manager, NW-I touched upon the competition of Private Sector banks and payment banks, the concern on fraud and reputation risk and the need to avert them. He said that Association and Management should be

real partners in progress and work together for the betterment of the bank and the employees.

15. Shri Hemant Karaulia, General Manager, NW-II, called upon all to make SBI retain its premier position. He expressed his concern about the effect of the merger of HDFC Bank with HDFC and the threat to the premier position. He urged all present to make sincere efforts to steer clear of all competition.

16. Shri Chandra Bhushan Kumar Singh, General Manager, NW-III, expressed his pleasure and welcomed the dignitaries to the Pink City Jaipur. He congratulated and thanked the officers' fraternity for organizing the successful event. He expressed his concern about customer service and appeal to each officer for making the Jaipur Circle No-1 in the Customer Service parameter.

17. Shri Pradeep Sharma, General Manager, CAO, Chief Guest, expressed his happiness that the Circle had contributed a major share in the business and profit of the bank. He cautioned about the use of social media and the possible damage to the image of the bank. He thanked the Circle officers for achieving the best in all parameters and hoped to continue the same spirit and the imperative need for compliance.

18. Shri G K Jain, Chairman, Rajasthan Marudhara Gramin Bank, expressed his happiness that the circle association for inviting him and said that still member of the Circle Association, amidst huge applause. He welcomed all the delegates to explore the Maru Dhara.

19. Comrades, the Annual General Meeting at Jaipur proved a grand event of passionate trade unionism and a show of strength and unity. The massive gathering amply demonstrated the urge of the officers to be united. This also provided us an opportunity to interact, understand and get connected to the ground, to forge a bonding so that the trade unionism and the legacy flourishes and proliferates for the common good of the officers' fraternity, working class and the bank as well.

20. Sr. Vice President Sh. Mansingh Kachhawaha delivered the vote of thanks. The event was adroitly anchored by Com. Dharamveer Singh Bhatia and Com. Gopal Soni. We congratulate our affiliate, SBIOA (Jaipur Circle) and the vibrant leadership and membership who made the event a huge success.

**TIME AND TIDE WAIT FOR NONE**



OFFICERS' CAUSE ENGLISH MONTHLY-RNI. NO.36617 / 81 TOTAL NO. OF PAGES 12 AUGUST-2022
REGN.NUMBER.KRNA/BGE/202/2021-2023 REGD. NUMBER.527/MDS PUBLISHED ON 10TH OF EVERY
MONTH-POSTED AT BANGALURU PSO, MYSORE ROAD, BANGALURU - 560 026 POSTED ON 15TH OF
EVERY MONTH-LICENSED TO POST WITHOUT PREPAYMENT. LICENCE NO. PMG BG/WPP/82 2021-2023

## DEARNNESS ALLOWANCE

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

### DA for Aug, Sep and Oct 2022.

Month	Index as per 2016 series	Conversion Factors	Index as per 1960 series
Apr.2022	127.70	4.63 X 4.93X2.88	8394.92
May.2022	129.00	4.63 X 4.93X2.88	8480.28
Jun.2022	129.20	4.63 X 4.93 X2.88	8493.43
<b>Total</b>			<b>25368.52</b>
Average			25368.52/3
Rounded off			8456.17
Difference in excess of 6352 points			8456
Number of Slabs			2104
DA paid for the previous quarter slabs			<b>526</b>
Difference			472
New DA Rate			<b>54</b>
			<b>36.82%</b>

Accordingly, Dearness Allowance is payable to Officers is 526 (i.e.472+54) slabs with effect from 01-08-2022 as against 472 slabs for the previous quarter. The rates worked out are as per the industry level scales up to Scale VII including SBI.

Subscribe to			Registered news paper
OFFICERS' CAUSE	DOMESTIC ENQUIRY	LABOUR RESEARCH	
SUBSCRIPTION	SUBSCRIPTION	SUBSCRIPTION	
Annual : ₹.40/-	Annual : ₹.40/-	Annual : ₹.30/-	To:
<p>Drafts should be drawn in favour of</p> <p><b>All India State Bank Officers' Federation</b></p> <p>and mailed to</p> <p>The General Secretary</p> <p>ALL INDIA STATE BANK OFFICERS' FEDERATION</p> <p>State Bank Buildings, St.Mark's Road, Bangaluru-560001</p> <p>☎ : 080 22211006: Fax : 080 22214959</p> <p>E-mail: aisbofbangalore@gmail.com</p> <p>Website: <a href="http://www.aisbof.org">http://www.aisbof.org</a></p>			<p>If Undelivered please return to:</p> <p>ALL INDIA STATE BANK OFFICERS' FEDERATION</p> <p><b>St.MARK'S ROAD, BANGALURU - 560 001</b></p>

Printed, Edited and Published By Shri. Soumya Datta on behalf of AISBOF at State Bank Building St.Mark's Road, Bangaluru-560001 and printed by Smt. Nithya Lakshmi, at L. V. Press 3916, 7th Cross, 4th Main, Gayathri Nagar, Bangaluru - 560 021