



# ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MD5)

Central Office: State Bank Buildings, St. Mark's Road, Bangalore-560 001

Registered Office: 22, Rajaji Salai, Chennai- 600 001



**Circular No: 48**

**Date: 30.08.2025**

## **TO ALL OUR AFFILIATES**

The All-India State Bank Officers' Federation (AISBOF), has over the last six decades been playing a pivotal role in the formulation and structuring of disciplinary matters, not only in State Bank of India but also at the industry level through continuous suggestions, negotiations and correspondence with the management, the IBA and the Ministry of Finance.

As you all are aware, the National Academy of Trade Union Research and Education (NATURE), established as an extended arm of AISBOF, has since its inception in 1991 been playing a crucial role in training Defence Representatives across the length and breadth of the country. The AISBOF through NATURE, with more than 180 programmes to its credit, is not only rendering an yeomen service to our affiliates, but also to all the affiliates of AIBOC since the last three decades. Such trained Defence Representatives, later on take up cases and become assets for their respective Associations enjoying trust as their hallmark. Such sustained dispensation of knowledge is not only enhancing the image of the organization but also instilling a sense of confidence among the membership, as well fostering the reputational quotient of the organization before the management.

2. It has come to our notice that during the last few years, while many other Banks/Affiliates of AIBOC have been utilizing the services of NATURE to train their members on a regular basis; our own affiliates, barring a few, are not utilizing the services of the organization in a desired manner. It also remains a matter of concern to note that, off-late, severe and disproportionate penalties are being imposed on our members because of improper handling of cases and lack of understanding on the subject matter. It is needless to mention that the Office Bearers and the Defence Representatives have to be fully equipped and updated on all the Disciplinary matters in order to provide proper defence and also to represent the cases to the authorities concerned in a befitting manner. As promulgators of fair play and defenders of principles of natural justice, it is our bounden duty to protect the interests of the members add to our attributes to bolster the process of justice dispensation and self-actualization.

3. In this direction, it has been decided to revive the activities of NATURE and conduct regular defence training programmes at our training center (NATURE) at Bengaluru with a bird's eye view of sharing of knowledge and protecting the interests of our members.

4. Each circle/affiliate may depute three or four members for each of the training programmes to be conducted at regular intervals, coinciding with second/fourth Saturdays. Alternatively, such programmes will be conducted for the other affiliates of AIBOC as well. If any of our affiliates is unable to depute, then we may accommodate a greater number of aspirants from other affiliates for optimum utilization of the training initiatives.

5. The cost per candidate would approximately work out to be ₹ 8000/-, covering fooding, lodging and training materials. The travel cost will have to be borne by the affiliates. Further details will follow once the dates are finalized.

6. Comrades, it is needless to say a knowledgeable office bearer is an asset to the organization. Let us therefore join hands to strengthen the roots of the organization through continuous knowledge updation and regular pursuit for excellence.

**Let us move on together...towards a better tomorrow.**

**March on comrades, March on.....**

With Revolutionary Greetings!

Yours Comradely,



**(Rupam Roy)**  
**General Secretary**

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**At the Service of Members for more than 6 Decades**

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