



UNION IS STRENGTH

ALL INDIA STATE BANK OFFICERS' FEDERATION

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

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

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

**CIRCULAR NO. 64
TO ALL OUR AFFILIATES**

DATE: 23.11.2024

**CONCERNS OF PERMANENT PART-TIME MEDICAL OFFICERS (PPMOs) AND
SENIOR MEDICAL OFFICERS (PPSMOs)**

We have sent a communication to the Chief General Manager (HR), Corporate Center, State Bank of India, Mumbai, on the captioned subject.

A copy is enclosed for your information.

#OurUnityLongLive

With greetings

Yours comradely,

**(Deepak Kumar Sharma)
General Secretary**

At the Service of Members for more than 5 Decades

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No.6524/57/24

Date: 23.11.2024

The Chief General Manager (HR),
State Bank of India,
Corporate Centre,
Madame Cama Road,
Mumbai - 400021.

Respected Sir,

CONCERNS OF PERMANENT PART-TIME MEDICAL OFFICERS (PPMOs) AND SENIOR MEDICAL OFFICERS (PPSMOs)

We refer to our earlier discussions on the vital role played by Permanent Part-time Medical Officers (PPMOs) and Permanent Part-time Senior Medical Officers (PPSMOs) in safeguarding the health and well-being of SBI staff and their families. These officers, as key members of our medical team, ensure high-quality healthcare and provide expert guidance that enables employees to make informed decisions about treatments at no additional cost. Their exemplary services during the COVID-19 pandemic, coupled with the growing workload from increased medical reimbursement cases and newly added reimbursable ailments, highlight their unwavering commitment. In dispensaries solely managed by PPMOs, their responsibilities often mirror those of Full-Time Medical Officers.

To retain these highly skilled professionals—many of whom manage thriving private practices alongside their SBI commitments—their concerns need immediate attention.

A. Equitable House Rent Allowance (HRA)

PPMOs, despite holding "Permanent" employment status, are unjustly denied the House Rent Allowance (HRA) component in their salaries, unlike other permanent employees of the Bank. Notably, HRA is extended to all cadres, including sub-staff and even part-time sub-staff in Associate Banks, and PPMOs in financial institutions like RBI and IDBI are entitled to this allowance. Given these precedents and the principles outlined in the Uniform Terms and Conditions of Service (UTCS), it is imperative to extend

HRA to PPMOs to ensure equity and adherence to established norms for permanent employees.

B. Performance Evolution and Incentive

The current exclusion of PPMOs for Performance Linked Incentive in the Career Development System (CDS) appears to stem from a misclassification caused by the erroneous nomenclature of their cadre as "Part-Time Permanent Medical Officer" instead of the correct "Permanent Part-Time Medical Officer." This misrepresentation

in CDS undermines their permanent status and unfairly excludes them from entitlements like the Performance Linked Incentives (PLI). Adding to this disparity, pharmacists—many of whom work under the supervision of PPMOs—are included in the CDS grading system and are eligible for PLI. This creates an untenable situation where the supervisory cadre (PPMOs) is unjustly excluded while their subordinates reap the benefits.

We firmly believe that machines cannot effectively evaluate the performance of employees, especially in roles requiring human judgment and expertise. The performance evaluation of medical officers should be based on structured feedback from their respective controllers, ensuring a more accurate and fair assessment. Furthermore, their performance grades should align with the bank's broader compensation framework, allowing medical officers to receive annual incentives similar to those provided to other officers and employees. This will ensure equity, recognising their valuable contributions to the organization.

C. Consideration for Vacant Contractual Medical Officer Posts

Several dispensaries face vacancies due to a shortage of Contractual Medical Officers (CMOs), while PPMOs, through their exemplary performance and conduct, have proven to be a dependable workforce to address this gap. It is proposed that a local committee be constituted to evaluate the suitability of PPMOs for vacant CMO posts on a temporary or interim basis. For dispensaries under AO, the committee could include DGM (B&O), CM (HR), and representatives from SBIOA and SBISA. For dispensaries under LHO/CC, the committee could comprise DGM (CDO), CM (IR), and the respective association representatives.

Sir, as per the HRMS dashboard, there are approximately 67 Permanent Part-Time Medical Officers (PPMOs/PPSMOs) within SBI's vast workforce. Offering these few employees the requested facilities would serve as a meaningful incentive for their sincerity and hard work, aligning with benefits already extended to all permanent employees of the Bank. **To acknowledge the vital contributions of PPMOs and PPSMOs, we propose extending the facilities of Furniture & Fixtures, Cleaning Materials, and House Rent Allowance (HRA) to them.** These measures would address their genuine concerns while serving as a token of appreciation for their invaluable service. Providing these benefits would not only demonstrate our commitment to their well-being but also enhance retention and attract new talent to this cadre. We trust these proposals will receive favourable consideration, enabling our Bank to continue leveraging the expertise and dedication of our medical officers.

Thanking you.

Yours sincerely,

Sd/-
(Deepak K Sharma)
General Secretary

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