



# OFFICERS' CAUSE

## 70th FOUNDATION DAY OF STATE BANK OF INDIA: HONOURING OUR LEGACY, SHAPING OUR FUTURE

July is the month considered as the most vibrant, July is also the month that reminds us of a legacy that traversed through illustrious milestones to complete a saga of 70 years of its glorious chapter on this momentous day of July, the 1st 2025.

The **70th Foundation Day of the State Bank of India**, stands demonstrative for its impeccable service, deep-rooted commitment and efforts put through in its bid to nation-building, where the generations of proud members of SBI family have been crowning stake holders. As part of this rich heritage, we take immense pride in our collective efforts that have transformed the financial landscape of our country and redefined Banking in its own style.

Over the years, SBI has solidified its efforts in becoming a symbol of trust, resilience and innovation. This trust is not built overnight but it is the result of consistent performance, ethical decision making, transparency, and a continuing commitment to stand for what is right. This Foundation Day is not only an occasion to cheer our rich legacy but also a moment to reaffirm our commitment to serve with purpose, integrity, and excellence. As we celebrate this landmark year, let us renew our pledge to uphold these principles in every action we take and place ethical practices atop.

Today, as gratified members of the SBI family, we take a moment out to reaffirm our commitment of maintaining excellence in customer service, responsible banking, and a sustained exertion in our nation-building undertakings. Our journey over the

decades has been shaped by a strong foundation of values, ethical conduct and a relentless focus on people, both internal as well the external.

As a progressive Trade Union Organization, the heart of our success lies in our ability to build meaningful relationships. Banking for us is not just about transactions; but a passion that drives us understanding customer needs, walking the extra mile, and offering services that enhances the standards of lives.

Our constant reverence to the “**SBI Code of Ethics**” remains the foundation of our conduct. We are committed in ensuring fairness, dignity, and accountability in every interaction. Values that have earned us the trust of generations. Let us embrace it with all earnest and continue to lead by example, maintaining the highest standards of professionalism and functional integrity.

On this occasion, we also pay our deepest respects to our retired colleagues, our predecessors whose selfless service, wisdom, vision and mission have laid the solid foundation of an edifice, we boastfully call it, **State Bank of India**. On this auspicious day, let us express our deep sense of gratitude in remembrance of the rich legacy that they have left behind and for their enduring resolve in shaping the fate of millions of bankers that continues inspiring us.

The strength of SBI lies in its people, our officers, staff, who personify the trust, values and vision of

our great institution. Addressing present day challenges through teamwork, continuous learning, and transparent communication is key to unlocking new opportunities for growth and leadership placing the customers at the centerstage.

We reaffirm our faith in the stellar role played by our Front liners, Branch Managers, Controllers, and Office Heads in shaping a culture of accountability and performance. Through structured training, ongoing support, and mentorship, we can continue to uphold the highest standards of service delivery, mitigating risk for the customers and enhance customer experiences. Again, by setting achievable goals, encouraging innovation, and cultivating strong interpersonal relationships we can create a high-performing and collaborative environment where the bank shall grow ensuring growth for all of us.

On this historic day, let us rededicate ourselves to the ideals that built this institution—**Service, Transparency, Ethics, Politeness and Sustainability**. Let us celebrate our legacy while embracing the evolving demands of modern banking with courage and confidence. I extend my heartfelt greetings and appreciation to each one of you. Your dedication, discipline and relentless efforts are the pillars that drive our success. Together, let us keep the SBI flag flying high and endeavour towards an even brighter tomorrow.

**As we celebrate the 70th Foundation Day, let us cherish our journey, confront challenges with unity and collectively work towards a future where every stake holder thrives, contributes and leads with purpose.**

**Let the coronet of 70 roses dazzle bright to illuminate the life of one, the lives of millions.■**

## **29TH TRIENNIAL GENERAL COUNCIL OF ALL INDIA STATE BANK OFFICERS' FEDERATION- AT HYDERABAD**

### **A GRAND ASSEMBLY OF UNITY AND RESOLVE**

All roads across the nation led to the historic city of Hyderabad on the momentous day of 27th June, 2025. The city, renowned for its rich cultural heritage, opened its heart to welcome a mammoth congregation of around 2000 enthusiastic participants assembling with a poise and a purpose. The leaders from Circle affiliates, delegates, observers and a passionate contingent from the host Hyderabad Circle converged in large numbers to add glamour and glorified the 29th Triennial General Council of AISBOF in an unmatched fashion.



**NATION FIRST, ORGANISATION NEXT, INDIVIDUAL LAST**



The majestic Leonia Holistic Destination Auditorium, Shamirpet, splendidly decked in festive decor and the stage reverently named after the legendary trade union leader, Com. L.V. Subramaniam, christened as Com. L. V. Subramaniam Manch. The venue came alive with spirited slogans, cheerful attire and an indomitable sense of purpose as delegates. The observers and volunteers radiated enthusiasm all around, creating an atmosphere that was revolutionary and celebratory. The sky rocketing slogans with reverberating beats of drums echoed across the surroundings had been an exuberance motivated by our solidarity, camaraderie resolves and resilience that redefined our commitment towards organizational traits and rejuvenated our umph for our journey aimed at excellence.

### INAUGURAL SESSION - 27TH JUNE 2025

The inaugural session on 27th June 2025 marked a splendid beginning with around 700 comrades walking hand in hand for a demonstrative Solidarity March that navigated through the picturesque landscape of the resort. The entire venue was awash with the hues of unity where flags, banners and posters of different affiliates flanked all along the passage to portray an eye



soothing view of unity and pride all around. The solidarity was even glorified with the esteemed presence of veteran trade union leaders, our torch bearers and companions in our struggle turning the landscape into a sea of enthusiasm sparkled with the tint of fraternal fervour.

The Federation's flag was ceremoniously hoisted by Com. Arun Kumar Bishoyi, President of AISBOF, in the presence of Com. CH Venkatachalam, GS AIBEA, Com. L. Chandrasekhar, GS AISBISF & NCBE along with other senior veteran leaders, the torchbearers of our mighty Federation accompanied by the Presidents and General Secretaries of the affiliates and the undersigned. The dignitaries



were led to the dais amidst chanting of Vedic hymns by priests, bestowing a solemn and respectful ambience upon the occasion juxtaposed with sky renting slogans, manifestive of our ethos as a trade union organisation.

The inaugural session was further enriched by a mesmerizing cultural presentation, paying tribute to Telangana's rich cultural heritage. A highlight

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

of the event was the exquisite Kuchipudi performance titled "Nava Durga Mahishasura Mardini", presented by our in-house talent Ms. Pawani Venkat and her troupe. A melodious rendition by Com. Bidhayak Bhattacharyya, "Ganga Baheti Ho Kyun", a Bhupen Hazarika number turned the audience spellbound while a chorus "Solidarity forever" led by Mr. Charan captivated the entire audience and fetched with resounding applause and appreciations.



Com. J.K. Kalpana and Com. Anirudh Janak anchored the session with elegance, warmly welcoming all dignitaries and setting the tone for the proceedings.

On behalf of the Federation, Com. Arun Kumar Bishoyi and the undersigned felicitated esteemed dignitaries including Sri Kishore Kumar Poludasu, DMD (HR) & CDO, Com. CH Venkatachalam, General Secretary, AIBEA, Com. L. Chandrasekhar, General Secretary, AISBISF & NCBE, and Com. R. Sekaran, President, AIBOC.



In keeping with the Federation's tradition of honouring its stalwarts, former General Secretaries Com. G.D. Nadaf, Com. Y. Sudarshan,

Com. Ramkumar Sabapathy, Com. Deepak K Sharma; former Presidents Com. Amar Pal, Com. Anirudh Akhauri, Com. M. Sreenath, Com. D.T. Franco, Com. Sambit Misra; and former Chairman Com. G. Subramanyam, Com. A. Sai Prasad, and Com. Vinay K. Bhalla were felicitated along with Shri Purnendu Mohapatra, DGM(IR) from Corporate Centre. A floral tribute was offered in respect and reverence to the legendary Com. L.V. Subramaniam, the founding General Secretary of AISBOF and a titan of the banking trade union movement. This was followed by the ceremonial lighting of the lamp by all the dignitaries.

The undersigned, the General Secretary of AISBOF, in his welcome address, lauded the



tremendous efforts of Com. Hatkar Shanker, President, and Com. Anjaneya Prasad, General Secretary, Hyderabad Circle, along with their dedicated team, for the flawless organization of the General Council. He had been reflective on the socio-economic scenario of the country and was assertive for a constructive struggle. He then delved with the key challenges for the bank as well, the opportunities intertwined along with. He recounted on the milestones in the Federation's journey ranging from the protracted struggle for the 9th Joint Note to ongoing engagements with policy challenges posed by the Government. He called upon all members to strengthen the bond of unity and commitment to make this General Council a landmark chapter in the annals of the Federation.



## Key Addresses:

Sri Kishore Kumar Poludasu, DMD (HR) & CDO,



paid tribute to Com. L.V. Subramaniam for his pioneering role in shaping the officers' trade union movement and improving service conditions. He emphasized the importance of protecting the Bank's market share amid challenges thrown by fintech companies, maintaining ROA, upholding the institution's values, and ensuring work-life balance while placing Human Resources at the centre stage.

**Com. CH Venkatachalam**, GS AIBEA, lauded AISBOF's stature as the largest supervisory union in Indian banking. He discussed pressing issues such as the five-days work week and pension updation, expressing confidence that these would soon be resolved under UFBU's determined leadership while advocating for a protracted unity and solidarity amongst the constituents of UFBU.

**Com. L. Chandrasekhar**, GS AISBISF & NCBE, extended fraternal greetings and highlighted concerns such as promotion hesitancy due to flawed appraisal systems and critical staff shortages. He praised the Federation's advocacy on common issues and emphasized on solidarity within UFBU.

**Com. R. Sekaran**, President AIBOC, recounted AISBOF's historic 17-day managerial cadre strike, the first of its kind globally as a watershed moment for officers' trade unionism. He cautioned against privatization, outsourcing, and erosion of bipartisanship, while urging members to stay connected with the grassroots.

In a heart-warming gesture, the Federation

honoured Shri Dhanvanthari, staff member of the Hyderabad Circle Association Guest House, for his extraordinary efforts in educating his two children to become successful doctors. The renowned weaver of Hyderabad Shri Nalla Vijay Kumar who threads magic in his art of shawl making was also felicitated to encourage handicraft and artisan prowess of an individual.

In his Presidential Address, Com. Arun Kumar Bishoyi, the President, expressed his gratitude



for all the participants as well as the guests and lauded the efforts made by the comrades of Hyderabad Circle under the leadership of Com. Hatkar Shankar and Com Anjaneya Prasad for making the inaugural session a grand Success. He deliberated upon the milestones achieved during the period under report and also highlighted on the challenges ahead.

The meeting drawn its culmination with vote of thanks, proposed by the General Secretary of the SBIOA Hyderabad Circle thanking all the participants, dignitaries. Leaders and expressed his gratitude for making the event a grand success.

## Business Sessions – 28th & 29th June 2025

Com. Arun Kumar Bishoyi presided over the Business Sessions, called the meeting to order, read the notice of the meeting and called upon the General Secretary to present the Secretarial Report before the house along with the annexed accounts. The undersigned delivered a comprehensive report, covering developments at international, national, and organizational levels. He highlighted the Federation's



achievements over the past three years, particularly in resisting governmental pressures, and applauded the members' steadfast support during the period under report and all along.

**Special Address in the midst of Delegate session - 28th June 2025 by Sri Vinay M. Tonse, Managing Director (RB&O)**

It had been a pulsating moment when the Managing Director (RB&O) Sri Vinay M. Tonse,



entered the venue on 28th of June 2025, amidst thundering slogans to address the houseful of delegates, observers and guests. The dignitary who could not attend the inaugural session due to his prior commitments, made a special appearance during the Delegate session proceedings and delivered a profoundly inspirational address that resonated with the delegates.

He expressed deep concern over a growing sense of inner dissatisfaction among officers, despite their commendable performance, and called for a period of honest introspection and self-awareness. Emphasizing the enduring legacy of our esteemed

institution, he reaffirmed confidence in the **PPPT framework—People, Processes, Products, and Technology**—highlighting especially the merit-based, committed, and capable human capital that has always been the bedrock of SBI.

He expounded upon the gradual weakening of the emotional bond with the institution among newer generations of officers and urged the leadership of the Federation and its affiliates to rise to the occasion by nurturing a culture of empathetic mentorship and emotionally intelligent leadership. He opined that assertiveness must never translate into harshness, and preserving the dignity and self-respect of every officer should remain paramount. He calls upon the leaders to remain attentive to signs of emotional distress, and providing timely encouragement and support treating them just like family members.

Sharing his personal life philosophy, "**MAD – Make A Difference**" he encouraged officers to pursue holistic growth in personal, professional and emotional wellbeing. Wellness, reading, and daily self-reflection should become routine disciplines. He asserted that 10–15 minutes of reading each day can have a transformative impact.

He spoke movingly on the dual roles each of us plays at home and at workplace. Leaders, he stressed, must contribute positively to both. A small gesture, a positive word, or a thoughtful response can leave a lasting impact on the emotional quotient of colleagues and family alike. Each individual must be seen as an asset and not a challenge. Deficiencies must be addressed through mentorship rather than criticism, building a workplace anchored in trust, empathy, and mutual aids.

Concluding his address on a deeply motivational note, he reminded that growth is always possible in empathy, leadership, systems and in self-discipline. As officers, as leaders, and as an institution, we must continuously strive to remain relevant in a changing world.

His parting words, simple yet profound,

encapsulated the spirit of his message:

"Keep Dreaming, Keep Smiling."



He was felicitated by Com. Arun Kumar Bishoyi and the undersigned on behalf of the Federation.

### Delegate Deliberations

Forty-six delegates from across the country spoke on key issues featured in the General Secretary's Report. While many praised the Federation's functioning and termed the Report a "document worth preserving," they also raised critical concerns on the following issues:

- \* Work-life balance / Working on Holidays and Sundays.
- \* Toxic work culture.
- \* Staff shortages / Recruitments.
- \* Conversion of specialists into generalists Cadre.
- \* Linking of reimbursements to Mandatory learnings/RBC.
- \* Wage disparities and stagnation increments
- \* Withheld of increments on opting-out of promotion.
- \* Meaningful MPP exercise and implementation.

- \* Immunity for Regional Secretaries
- \* Revisit the concept of existing DA hubs and dispensable of equitable justice.
- \* Compassionate Appointment: Eligibility criteria
- \* E-AB's: One time Option to revert back to SBI Pension
- \* Accommodative Transfer Policy for women officers
- \* Revisiting the criteria for classification of difficult/most difficult centres.
- \* Reverting back to OPS from NPS.
- \* Shortcomings/issues in the Uniform Transfer Policy.
- \* Issues relating to Cross-selling / Mis-selling.
- \* Anomalies related to CDS and discrepancies in CDS linked PLI.

The General Secretary responded comprehensively, addressed all concerns and reiterated the Federation's resolve to fight for a **five-days work week**, cautioning that a decisive agitation may be necessary if justified demands remain unaddressed.

### Adoption of Reports and Resolutions

- ✦ The Minutes of 28th Triennial General Council meeting, General Secretary's Report and Accounts were unanimously adopted.
- ✦ Com. Shubhajyoti Chattopadhyay presented proposed amendments to the By-Laws, and Com. Bhushan Mahajan tabled Resolutions addressing critical concerns of officers and unions.
- ✦ Both the amendments and resolutions were unanimously approved by the House.



- ✦ The appointment of **M/s Jayachandran & Co.** as Chartered Accountants for 2025–2028 was also ratified.

### Elections and New Team Formation

The house approved the appointment of Com. Prabir Sorkhel as Returning Officer and Com. Sanjib Sen as Assistant Returning Officer. The election process conducted for the new Executive Committee in a professional, fair and transparent manner. Com Arun Kumar Bishoyi and the undersigned were unanimously elected as President and General Secretary of AISBOF for the triennial period 2025-2028 respectively. The newly elected President and General Secretary along with their new team was invited to the dais with warm applause and the President and General



Secretary of the host circle felicitated them with applause rumbling all across.

Newly elected President Com. Arun Kumar Bishoyi and the undersigned, as General Secretary, addressed the house, expressing profound gratitude for the trust reposed in them. They vowed to uphold the dignity and self-respect of Officers at all costs and lead with wisdom drawn from the Council's deliberations.



The volunteers from Team Hyderabad, whose tireless efforts ensured the resounding success of the 29th Triennial General Council, were called to the stage and felicitated with a standing ovation. ■

### LIST OF OFFICE BEARERS FOR THE TRIENNIAL PERIOD 2025-28

Sl No.	Post	Name	Affiliate Circle
1	President	Arun Kumar Bishoyi	Bhubaneswar
2	General Secretary	Rupam Roy	North-East
3	Senior Vice Presidents	G Kishore Kumar	Amravathi
4		Shubhajyoti Chattopadhyay	Bengal
5		Bhushan Mahajan	Maharashtra
6		Amaresh Vikramaditya	Patna
7		Rajesh S	Kerala
8	Vice Presidents	Ranjan Karan	Ahmedabad
9		Rajeev Singh Sengar	Lucknow
10		Sanjeev Mishra	Bhopal
11		Senthil Ramesh	Chennai
12		K Anjaneya Prasad	Hyderabad
13		Ramavtar Singh Jakhar	Jaipur
14		Priyvrat	Chandigarh
15	Jt. General Secretaries	K N Giriraja	Bangalore
16		Mohan Shamji Gohil	Mumbai Metro
17		Jatinder Pal Singh Sethi	Delhi
18	Deputy General Secretaries	T A P Paul	North-East
19		Amitava Das	Bhubaneswar
20		Biju T	Kerala
21		K L Chavan	Bangalore
22		Anil Kumar Gautam	Lucknow
23		Padmakar S Talvadekar	Mumbai Metro
24		Anil Kr Srivastava	Bhopal
25		G K Viswanadham	Amravathi
26		Dr Nithish Andreyya Singh	Chennai
27		Arijit Bose	Patna
28		Ranganath Sanyal	Bengal
29		Hatkar Shankar	Hyderabad
30		Gaurav Mehrotra	Delhi
31		Dinesh C Meshram	Maharashtra
32		Rajesh Jain	Jaipur
33		Chetan Kr Rathod	Ahmedabad
34		Rajiv Sirhindi	Chandigarh
35	Treasurer	Channabasava Tadkal	Bangalore
36	Assistant Secretaries	Mithun Dutta	Bengal
37		Johnson Tawmbing	North-East
38	Administrative Secretaries	Shankar Kadam	Mumbai Metro
39		Md Ismail	Bhubaneswar



## **AIBOC CONTINUES TO EXTEND ITS SOLIDARITY AND UNWAVERING SUPPORT TO THE GENERAL STRIKE ON 09.07.2025 CALLED BY CENTRAL TRADE UNIONS AND INDEPENDENT SECTORAL FEDERATIONS OF WORKERS**

***Text of AIBOC Circular No. 2025/29, dated 05.07.2025.***

All-India Bank Officers' Confederation (AIBOC), the largest trade union organisation in Banking Sector enjoying affiliation of over 325000 active members extends its whole hearted support and solidarity for the General Strike scheduled on the 20th day of May, 2025. This strike call given by the joint platform of Central Trade Unions and various independent sectoral federations of workers and employees as we wish shall encrypt a new chapter in the history of trade union movement and shall be pivotal in establishing trade union rights. Several national-level federations and associations in the banking and financial sectors shall also join the proposed general strike to give it a thunderous success.

The working class in India has been experiencing a colossal decline in purchasing power owing to the unequal distribution of wealth and decline of actual income while the price escalation has been rampant and uncontrolled. The unrestrained concentration of wealth to some selected few is widening the gap between haves and have nots and resulting in erosion of small and medium enterprises, causing deindustrialization of significant segments of the economy which in turn has contributed immensely towards rising of unemployment. History is a testament to the fact that when, economic distress worsens, the state is destined to resort to more coercive measures bringing in havoc in the life and liberty of the working class.

The government has introduced four Labour Codes that subsume the existing 29, aiming to impose more restrictions that exploit workers and favour corporate houses. These Labour Codes are not merely regulatory tools; but form a system designed to instil fear among the working class.

As an arm-twisting tactic as evident in recent time, the Section 111 of the BNS, i.e. the amended Indian Penal Code has been seen misused by one of the Govt. authority, branding the organized trade union activity as an organized crime, and categorized it as a non-bailable offence. On the other hand, the Corporates have been given an open discount to close or shut down their business/ firms and layoff their workers diluting the legal obligations and statutory compulsions associated with exercise of such measures. The entire state machinery is being restructured to launch a direct attack on the rights and privileges of workers. These codes are intended to pave the way for further privatization, including in the banking and financial sectors and AIBOC vouch to halt any such heinous attempt on the part of the protagonists.

Existing labour laws are the result of over a century of struggle and sacrifice by the working class. We cannot allow the repeal of these laws without resistance. This move aligns with the neo-liberal economic policies being followed by the government and can only be countered by building a unified working-class struggle. The working class must not remain passive victims; rather, we should actively shape the future of the Indian economy. AIBOC stands at the forefront of this struggle and will not shy away from the battle between capital and labour. We will continue to advocate for an alternative economic vision where people and the public sector play a decisive role.

We call upon all our affiliates and state units to participate in protest demonstrations, seminars, or meetings organized by the sponsors of the strike, especially the associations of financial institutions to express our solidarity and support for its cause. Additionally, our members will not act as strike-breakers nor take on any non-supervisory duties on the day of the strike. ■

**CELEBRATING THE 56TH ANNIVERSARY OF BANK NATIONALISATION DAY**

*Text of AIBOC Circular No. 2025/30, dated 08.07.2025.*

It is time to reflect once again, on the momentous day of July the 19th and sense pride of an event that changed the course of Banking in the economic landscape of the country. The nationalisation of major banks in 1969 is not just a calendar event but it represents a fundamental shift towards a more equitable and inclusive financial system, a vision that our trade union has consistently campaigned and advocated for.

The event of nationalisation was an unswerving response to the needs of our budding independent nation. Prior to 1969, banking was largely concentrated in private hands, primarily serving the interests of big business houses and mostly concentrated in urban centres. Rural India, agriculture, small-scale industries, and the common person were largely excluded from the formal financial system. The consequences were visible through economic disparity, limited access to credit for productive purposes, and resultantly the banking sector failed to truly serve the nation's developmental aspirations keeping in pace with the needs.

Nationalisation marshalled a new era when the Public sector banks became instruments of socio-economic changes, facilitating banking services to the remotest corners of the country, financing agriculture through schemes like priority sector lending, promoting small and medium enterprises, and empowering millions through financial inclusion initiatives. It was the Public Sector Banks that played a crucial role in the Green Revolution, in poverty alleviation programs, and in making banking accessible to the common man, nurturing a culture of savings and investment amongst the citizenry.

As a proud activist of the banking sector trade union movement, we take immense pride in the role we have played in restoration and sustenance of the public sector fabric of our banks. Our collective efforts, our struggles, and our unflinching commitment have ensured that public sector banking remains relevant and gregarious in India's economy. We have fought against policies intended to dilute the public character of our banks and have consistently advocated for their robust growth and expansion with a bird's eye view of embracing rural economy and agrarian development.

However, we are not oblivious to the challenges ahead that demands for a more consolidated efforts in coming days to counter and propagate. In recent years, we have witnessed persistent attempts to compromise with the progress and autonomy of PSBs through various means.

The incalcitrant motive around privatisation poses a significant threat to the very essence of public sector banking. We firmly believe that privatising PSBs would not only stall the financial inclusion initiatives but also concentrate wealth and power in a few hands, degenerating the gains made over decades and revert the position back to what had prompted the then dispensation to embrace the idea of bank nationalisation.

Continuous understaffing, coupled with increasing workload and pressure to meet illogical targets poses immense strain on our colleagues. We demand adequate recruitment and a congenial work environment in our bid to ensure survival and sustenance of the Public Sector Banks and defeat the ploy to frustrate the workforce and thus deliberately cause injury to the prospect of the Public Sector Banks.

There have been instances where employees'



rights have been infringed, where employees have been subjected to mental and physical assaults. There have been instances when the autonomy of our bank boards has been invaded. All these to encroach upon the prosperity of our banks, notwithstanding the consistent and unbeatable performances that the nationalised banks are displaying years after years sustaining against all the odds. Such cultivated and ill-conceived motive can be construed as a direct attack on the prospect and prosperity of the Public Sector Banks.

On this Bank Nationalisation Day, let us reaffirm our commitment to defend Public Sector Banking. We must continue to be vigilant against any attempts to privatise or dilute the public sector character of our banks.

We will continue to fight for fair treatment, secured working conditions, adequate recruitment, autonomous functioning, a supportive policy environment affording a level playing field for PSBs to thrive and dignified work environment for all bank employees.

We will advocate for policies that further excavate financial inclusion and ensure that

banking services reach every section of society in our fest to celebrate the Bank Nationalisation Day in its true hue and spirit.

Let us draw inspiration from the visionaries who advocated bank nationalisation and from the countless bank employees who have dedicated their lives to serving the nation through public sector banking channels. Let this day be a reminder of the power of collective action and our untiring resolve to protect and strengthen the institutions that truly serve the people, that truly contributes towards building of Nation. In this juncture the clarion call of, "Save Public Sector, Save the Nation" thus inspires us the most and finds justification in our crusade that we take resolve for.

Let us unite to showcase our collective strength and commitment to preserving the public sector character of Indian banking while celebrating the 56th Anniversary of Bank Nationalisation in a meaningful way at all levels of the organization. We urge upon all state committees to organise various programmes in this occasion and arrange for wide publicity in print and electronic media.■

**[2005 (107) FLR 1204]  
(PUNJAB AND HARYANA HIGH COURT)  
H.S. BEDI and VINEY MITTAL, JJ.  
Letters Patent Appeal No. 801 of 1993**

**July 20, 2005**

***Between***

**MOHINDER SINGH SOHAN PAL**

**and**

**PRESIDING OFFICER, LABOUR Court , U.T. CHANDIGARH and another**

Industrial Disputes Act, 1947-Section 25-F-Appointment of petitioner-Was for specific period and period had expired-His services terminated in 1984-He would have been gainfully employed-Attained the age of superannuation-Question of his reinstatement therefore, does not arise-Amount of ₹ 20,000/- awarded as compensation. [Para 2]

Counsel for the Petitioner : Dinesh Kumar and G.S. Bhatia.

**JUDGMENT**

**H.S. BEDI, J.-** The workman-appellant was appointed as a Technician Grade-II in the PGI on 7.5.1981 on ad hoc basis initially for a period of six months. His services were terminated w.e.f. 30.4.1984 vide order dated 27.4.1984 as per terms and conditions of the letter of appointment. He challenged this order before the Labour Court. The Labour Court found that the petitioner's service had been terminated without complying with the provisions of section 25-F of the Industrial Disputes Act, but declined reinstatement to the appellant and instead granted a compensation of ₹ 4,000/- in lieu thereof. The award of the Labour Court was challenged by the workman-appellant by way of Civil Writ Petition No. 3723 of 1986, which too has been dis-missed on 21.5.1993 by the learned Single Judge holding that as the petitioner had been appointed for a specific period and the said period had expired even assuming for the sake of argument that there had been a violation of the provisions of section 25-F of the Industrial Dispute Act, compensation alone was the proper relief under

the circumstances. The present appeal has been filed against the judgment of the learned Single Judge.

We have heard Mr. Dinesh Kumar, the learned Counsel for the appellant and have gone through the record.

2. We too are of the opinion that the workman appellant would have been gainfully employed after his services had been terminated in 1984. As he has statedly attained the age of superannuation, the question of reinstatement does not arise. We are, however, of the opinion that the amount of ₹ 4,000/- awarded by the Labour Court as compensation is clearly inadequate and some increase is called for. We accordingly increase the amount of compensation from ₹ 4,000/- to ₹ 20,000/-

With this modification, the appeal is dismissed.

***Appeal Dismissed.***

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