



# STATE BANK OF INDIA OFFICERS' ASSOCIATION

(NORTH EASTERN CIRCLE)

(AFFILIATED TO ALL INDIA STATE BANK OFFICERS' FEDERATION)

G.S. ROAD, BHANGAGARH, GUWAHATI -781005

Telephone :2455166,2529735,2527116, Fax : 0361 – 2529114

OFFICE at SBI, LHO, GUWAHATI

P.O.: Assam Sachivalaya, Dispur, Guwahati-781006.

Telephone : 0361-2237601, Fax : 0361 -2237559

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TO ALL MEMBERS/UNITS

We reproduce the circular no 22 issued by the Federation on 07/03/2019 , the content of which is self-explicit, for the benefits of our members.

With Greetings

(General Secretary)



## **ALL INDIA STATE BANK OFFICERS' FEDERATION**

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

State Bank Buildings, St. Mark's Road, Bangalore – 560 001

**CIRCULAR NO.22**

**DATE: 7<sup>th</sup> March, 2019**

**TO ALL OUR AFFILIATES/MEMBERS:**

**42<sup>ND</sup> ANNUAL GENERAL BODY MEETING OF SBIOA, BHUBANESWAR CIRCLE  
A MASSIVE PARTICIPATION – STUPENDOUS  
SHOW OF UNITY AND SOLIDARITY**

Over 1500 comrades from all parts of Bhubaneswar Circle had assembled in a fantastic manner to participate in their Annual General Body Meeting at KITT University Hall in the city of Bhubaneswar on 3<sup>rd</sup> March, 2019. The Circle leadership and the Federation leadership along with the leaders of the fraternal organizations were present on the occasion. The continuous raising of the slogans by the militant members of the Circle Association along with their leaders set a solid foundation for the conduct of the 42<sup>nd</sup> Annual General Body Meeting.

**2.** The Programme Co-ordinator Com. Pinusubha Minz welcomed Com Arun Kumar Bishoyi, the President and Com Sambit Mishra, the General Secretary of the Association on the dais. They welcomed all the other dignitaries with flower bouquet, to the dais.

**3.** The dignitaries who were present on the dais included, Smt. Praveena Kala, Chief General Manager, Bhubaneswar Circle, S/Shri D.S. Mishra, GM NW-I, Goutam Bhattacharya, GM NW-II, J.S. Hiremath, GM (I&A), S.T. Lama, DGM&CDO Bhubaneswar Circle and other DGMs of Modules & LHO.

**4.** The dignitaries who were present on behalf of the organizations were Com Ramkumar Sabapathy, General Secretary of the Federation, Com Ajit Kumar Mishra, General Secretary, SBIOA, Patna Circle, Com Kamlakar Singh, President, SBIOA, Patna Circle, Com Sanjeev Agarwal, Vice President, SBIOA, Lucknow Circle, Com Arun Srivastava, DGS, SBIOA, Lucknow Circle,

Com Sanjeev Sablok, General Secretary, SBIOA, Bhopal Circle, Com Madan Kishore Jain, President, SBIOA, Bhopal Circle, Com Sanjay Kumar Sharma, President, SBIOA, Chandigarh Circle, Com Vipin Berri, DGS SBIOA, Chandigarh Circle, Com B. Sukkaiah, President SBIOA, Hyderabad Circle, Com Sabuj Mistry, President, SBIOA, Bengal Circle, Com Mithun Dutta, Assistant Secretary, AISBOF, Com S.P.Behra, General Secretary, SBISA Bhubaneswar Circle, Com Anand Sankar Jena, President, SBISA, Bhubaneswar Circle, Com Bansidhar Setthy, General Secretary, SEWA and Com Sabyasachi Swain, DGS, SBIOA, Bhubaneswar Circle and AIBOC State Secretary, Odisha.

**5.** The programme was inaugurated by lighting the lamp and paying tribute to the portrait of Com N.N.Das and Com P.V.S. Murthy. Thereafter Homage was paid to martyr soldiers who sacrificed their lives in the terrorist attack in Pulwama (J&K).

**6.** Com Sambit Mishra, the General Secretary of the Circle Association rose to extend a warm welcome to all the dignitaries and the members who were present on the occasion amidst thunderous applause and slogans from the members of the Circle Association. Com Sambit Mishra, a popular leader of Bhubaneswar Circle Association is also the Sr.Vice President of the Federation and has served the organization for the last several years in various capacities before taking up the onerous responsibility of leading the Circle from the front. He is loved by the membership across the Bhubaneswar Circle and an inspiring leader for the Officers of the Circle. In his inaugural address, he deliberated on the need for the communications between the staff and the management. He urged upon the membership to make close relationship with the colleagues, seniors and peers to build a team to maintain the work life balance. He stressed on the need to work as a team helping each other and interacting within. He pointed out the decline in our remuneration gradually in the last decades and the aspirations of the youth to maintain the standard of living. He assured that the Leadership will

definitely take all the pending issues at right place and at right time and ensure a good settlement.

**7.** Thereafter, Com Ganesh Chandra Mishra, Former General Secretary Com L.K.Mishra, Former President of the circle, Com Vivekananda Das, Former President of the circle, Com Bhupendra Kr. Das, Senior Vice-President of SBI Pensioner's Association, Com B.B.Sathpathy, Former Vice President of Association, Com. Alok Jana, SBIOA Seniors of SBIOA Bhubaneswar Circle were felicitated.

**8.** Smt. Praveena Kala, the Chief General Manager, Bhubaneswar Circle was highly impressed with the wonderful conduct of the meeting and the huge gathering of officers at one place. She also expressed her thanks to the Circle leadership for giving her an opportunity to participate in the General Meeting of the Association. She expressed concern about work life balance which is not maintained at ground level and pointed out that the work Life has to be managed by every officer on his own. She urged upon the Officers of the Circle Association to make the Circle No 1 PAN India in the implementation of Work-Life Balance and spend a quality time with family members. She requested the Officers to use Saturday, Sunday and Holidays exclusively for their family members. If there is a necessity to work on holidays, compensatory off should be ensured the officials and controllers as well. She also expressed her concern on the lack of restrooms for ladies in the branches where ladies staff are posted and advised the Branch Managers and Controllers to comply this immediately.

**9.** Talking on the major challenge with regards to the Customer service, She appealed to all to ensure highest standards of Customer Service and render special service to the Military and Para Military personnel. She appealed everyone to contribute whole heartedly to take the State Bank of India to greater heights. She wished all the success to the Annual General Body meeting.

**10.** Com Ramkumar Sabapathy, the General Secretary of the Federation expressed extreme happiness on the occasion and appreciated the militant comrades for attending in large numbers. He appreciated the Chairman of the Bank for the quick decision to waive the outstanding loans & payment of insurance to the families of martyr jawans who lost their lives in the terrorist attack at Pulwama and expressed that we should create a corpus for those jawans who get injured in the border. He expressed his gratitude to the Circle CGM for addressing the issues raised by the Association and assuring the members.

**11.** He shared that the circular on Work Life Balance is not implemented in true letter and spirit as 15 to 18% of officers across the Circles attended offices on 2<sup>nd</sup> & 4<sup>th</sup> Saturday /Sundays and appealed the members to bring about the required changes in themselves so that they can have a perfect work life balance. He complimented the Confederation for the new initiatives taken under the vibrant leadership of Com Soumya Datta and assured that the AISBOF will extend total support to the Confederation. He assured that aspirations of the members for a unconditional mandate and decent salary revision will be ensured. Narrating the reasons for the stalemate in the talks of salary revision, he explained that after submission of Charter of Demands in May 2017, talks did not move in the right direction as five banks have given restricted mandate. Further, the AIBOC has demanded that the principles adopted for the construction of pay scales in seventh pay commission be extended to the Bank Officers. He informed that the Proposal of the IBA to introduce performance linked pay linked to growth in Operating Profit and return on assets has been rejected by the UFBU. He assured the members the attempt of the IBA to divide us on the basis of scales would not be allowed and appealed the membership to be prepared to fight against the injustice.

**12.** He expressed concern on the increasing trend of Suicides in the Public Sector Banks and more particularly in our Bank. While he agreed that work related pressures may not be the reason in every case, he stated that the

issue needs to be analyzed with an open mind and remedial measures taken by the management to arrest the trend. He shared that as per the feedback received; the Shortage of manpower and the disproportionate pressure for cross selling is leading to frustration amongst the young officers. He clarified that the Federation is not against Cross Selling but is against the commission on Cross selling being credited to the Officer's account and foreign trips that are being doled out. He shared that the AISBOF endorses the view of the Staff Federation that the Commission on Cross selling must be credited to Bank's commission account rather than the account of the Officers and a balanced approach should be adopted to ensure that Cross selling is not done at the cost of Core Business of the Bank. He also appreciated the Management for releasing the long pending demand of Executive Health Check-up to MMGS-II officers and assured that the issued will be pursued further to cover all the Officers. He appreciated the Management for extending the legal and financial support to serving/ retired officers of the Bank and their family members against cases arising out of bona fide execution of bank's work during their service period. were long pending issues of Federation which have already been settled. He appreciated the HR team at Corporate Centre and in Circles for their efforts to ensure that Promotion exercise is completed by 10<sup>th</sup> May and all transfers by June 30<sup>th</sup>. He shared that Federation has taken up many improvements including the Lease rental facility and is hopeful that the improvements will be released soon. He wished success to Bhubaneswar Circle on the occasion of the Annual General Body Meeting.

**13.** Sh. R.K. Mishra, General Manager, Network-I, Bhubaneswar Circle expressed that Work life balance has to be managed by ourselves only. There are some suicidal cases in the banking industry due to generation gap between new entrants and seniors, which creates menace in social media like Facebook, Twitter etc. Parents of Y-Gen officers are more concerned and caring with their children but the same is missing in the Branches. Controllers and Branch officials are requested to maintain fellow feelings

with the staff members. He wished for the upcoming Mahashivratri, Holi and Annual Closing.

**14.** Sh. Goutam Bhattacharya, General Manager, Network-II, Bhubaneswar Circle expressed that today's leadership is very inclusive and committed. Team game for a common goal gives less pain and good result. He requested all to work together as a team. He assured that those members, who are posted in difficult centers in the Circle, will be repatriated well in time.

**15.** Com Sanjeev Sablok, General Secretary, Bhopal Circle expressed that the working environment is same in the entire country. Work life balance now is recognized by the Bank also. We demanded five days banking, but it may create more pressure in the industry, if sufficient employees are not recruited. He acknowledged the work pressure of a Branch Head, who has to perform more or less 108 types of job without any error. Previously, the post of a Branch Manager used to be a lucrative one but now-a-days it is seen as a nightmare by the officers. He extended best wishes to the members of the Bhubaneswar Circle and urged them to be united for survival and give their best to the leadership of AISBOF and AIBOC.

**16.** Com. Ajit Kumar Mishra, General Secretary, Patna Circle, highlighted the challenges in the Banking system and assured that unity will show the right path to cope up with the upcoming challenges. He pointed out that the shortage of manpower is major barrier in the implementation of work life balance and improvement of Customer Service.

**17.** Com S.P.Behara, General Secretary, SBISA Bhubaneswar Circle expressed his thanks to the Circle leadership for giving him an opportunity to participate in the General Body Meeting of the Association every year. He expressed that presently the attack on banking industry is not only coming from management but also from Government. The Government shows its inability for better wage revision quoting the losses. He assured to stand beside AIBOC for their valid and genuine demands. He urged upon the

members to be united for a better wage revision and wished all the success to Bhubaneswar Circle for their Annual General Body Meeting.

**18.** Comrades, the 42<sup>nd</sup> Annual General Body Meeting of the Bhubaneswar Circle Association will be recorded in the golden letters in the history of the Circle Association for the militant and exemplary show of unity. It also revived the spirit in the collective action to ensure success in all our future struggles. The memories of the meeting will remain in our hearts for a long time to come.

With greetings,



**(RAMKUMAR SABAPATHY)  
GENERAL SECRETARY**