



Work is Worship

# STATE BANK OF INDIA OFFICERS' ASSOCIATION (LUCKNOW CIRCLE)

Registered Under Trade Union Act 1926 Registration No. 9488 (U.P.)  
(Affiliated to ALL INDIA STATE BANK OFFICERS' FEDERATION)  
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**CIRCULAR NO. 27**

**DATE : - 09.09.2019**

Dear Comrade,

## **CNC Meeting 07.09.2019**

Circle Negotiating Committee for Quarter was held on 7<sup>th</sup> September 2019. The Circle Negotiating Council Meeting was last held on 02.04.2019. Outcome of which was circulated vide our CircularNno.08 dated 03.04.2019. The meeting was Presided over by General Manager (NW-I) as senior most General Manager of the Circle. The General Manager (NW-I) Shri Satish B. Patvardhan in his inaugural address spoke about the excellent work done by staff of Lucknow Circle and call upon for a better circle, PAN India No. 1 Circle.

Thereafter Shri Ajay Saxena, President, SBI Officers' Association, thanked for conducting timely CNC Meeting and agreed with the views expressed by CMC who spoke earlier covering various issues concerning staff. Our President had raised the issue of work pressure, staff shortage, speaking tone of staff of RBO / Controlling Office who used to dial Branch for follow-up, Work Life Balance in true spirit, Training to newly promoted officers, lack of knowledge about fitment & other HR instructions in HR officials at RBO level, identification of difficult centre, issues of visually impaired staff and women at Branch level e.g., Ladies toilet etc. in his preliminary remarks.

Shri Pawan Kumar General Secretary, SBI Officers' Association, also thanked all the participants and emphasized the need of honor i.e. behaviour of senior to junior and junior to senior officials. He objected the behaviour of senior officials / controllers & their foul language. He had also raised following issues before discussion on agenda –

- i) Issuance of explanation letter and transfer on the name of misbehavior on just refusal of verbal and unjustified instructions.
- ii) Indiscipline of senior functionaries at RBO / AO by non-following up Circle instructions & Bank instructions of staff interest.
- iii) Non relieving against transfer under ZPC and non conduct of ZPC.
- iv) Incorrect interpretation of circular.
- v) Calling on Sunday / Holiday on the name of EOF.
- vi) Conflict of roles between CM (Comp) & CM (CS).
- vii) Instructions are being issued verbally in mode of threatening to start DPC or stop 04 in 01.
- viii) ZNC's are being conducted without creation of minutes.
- ix) General Secretary also appreciated administration of Delhi Circle where explanation letter being issued to senior officials also for non following Work Life Balance and Social Media Policy.

The issues raised in agenda by us & response thereto by the Management are appended for information of members -

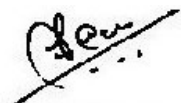
S.no	Agenda Items	Outcome of the Meeting
1	Revision in rates of Compensation against working on Sunday / Holiday which is still continue.	General Manager-I has instructed to HR Department to finalize the rates by 30.09.2019
2	Development of portal for claiming compensation against working on Sunday / Holiday as was announced to start in last CNC.	Portal is ready and may launch in September 2019.
3	Alternate arrangement for Joint Custodian to open the Chests on 2 <sup>nd</sup> and 4 <sup>th</sup> weekends as agreed in last CNC.	DGMs are instructed to do the needful.
4	<p>(i) Formulation of Circle Transfer Policy for MMGS-III officers in accordance with Bank's Model Transfer Policy.</p> <p>(ii) Anomalies in consideration of Inter Network request of MMGS-III.</p> <p>(iii) Very long distance transfer in Scale -III &amp; Scale-IV despite of request made by the officers.</p>	<p>i) Issue will be referred to Corporate Centre.</p> <p>ii) It was implemented first time through portal. So due care will be taken next year.</p> <p>iii) It was implemented first time through portal. So due care will be taken next year.</p>
5	Review of posting of Channel Managers (ATM) as per Bank's norms and Sunday / Holiday working of Channel Managers (ATM). Implementation of solution as was agreed in last CNC Meeting.	GMs will be examined posting of additional Channel Managers in 10 RBOs having 75 or more ATM
6	Poor maintenance of officer's Quarters at Sector-DS, Aliganj.	We will submit the details of work to be done / required at an early date.
7	Cancellation of Lease facility by Regional Managers.	Matter of Varanasi AO is sorted and pending payment is made on 07.09.2016. Second matter of Bareilly will be resolved within September 2019.
8	Payment of compensation against working for late hours during the demonetization in Allahabad Module.	Shall be resolved in September 2019 on the line in other modules.
9	Pest control expenses for leased house [Some circles have started to pay].	Under positive consideration.
10	Demand of creation of Dash Board for late sitting in Branches & offices (example (Bhopal))	Will be considered after re-launching this Bhopal after rectification.
11	Pending fitment / incorrect fitment.	Suggestion to get data from HRMS is under consideration and training performs to sensitize HR officials at RBO level is proposed at an early date.
12	Recovery of personal allowance of e-KNSB.	We will submit matter in detail and will be resolved priority basis.
13	Transfer on spouse ground and last posting	Due care will be given.

	before retirement.	
14	Identification of difficult centers as per transfer policy.	Under process.
15	Opening of Crèche at LHO / AO.	Being referred to Corporate Centre to look into legal issues.
16	Request to stop official instructions including P & C (e.g. explanation letter etc) through Whats App.	Advisory will be issued to controllers.

In the end of meeting AGM (HR) had thanked to all concerned. Votes of thanks were given by Shri Sanjeev Kumar Agarwal, Vice President from SBIOA side.

With comradely greetings,

Yours Comradely,



(PAWAN KUMAR)  
GENERAL SECRETARY