



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)

1st Floor, State Bank of India, Administrative Building, SBI LHO, Moti Mahal Marg, Hazratganj, Lucknow - 226 001

CIRCULAR NO.2023/17

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To All Members

We reproduce hereunder the text of AISBOF Circular no. 52 dated 20.07.2023 on the captioned subjects, the contents of which are self-explanatory for information of the members.

(RAJEEV SINGH SENGAR)
GENERAL SECRETARY

GENERAL BODY MEETING OF SBIOA (LUCKNOW CIRCLE) **A grand show of Unity and Solidarity**

The General Body Meeting of SBIOA (Lucknow Circle) held on 25th June 2023 at the Krishi Bhawan Auditorium, Lucknow, was a resounding success, with a massive show of solidarity and strength. The meeting witnessed a remarkable turnout of members from all over the circle. Thunderous slogans by the enthusiastic members marked the beginning of the event.



2. The inaugural session commenced with the lighting of the lamp by the esteemed Chief Guest, Shri Sharad

S. Chandak, Chief General Manager, State Bank of India, Lucknow Circle, along with other distinguished guests. Among the prominent attendees were Com. Deepak Kumar Sharma, General Secretary, AISBOF; Shri Arun Kumar Sahu, General Manager (NW-1), Lucknow Circle; Com. Kishore Kumar, President, SBIOA Amravati Circle; Com. Shubhajyoti Chattopadhyay, General Secretary, SBIOA Bengal Circle; Com.





Gowardhan Mishra, President, SBIOA Bhopal Circle; Com. Arun Kumar Bishoyi, General Secretary, SBIOA Bhubaneswar Circle; Com. Priyavrat, President, SBIOA Chandigarh Circle; Com. Sushil Ahuja, General Secretary & Com. Jatinder Pal Singh Sethi, President, SBIOA, Delhi Circle; Com. Vinay Kumar Bhalla, General Secretary, SBIOA Jaipur Circle; Com. Biju T., President, SBIOA Kerala Circle;

Com. Udaram Hedao, President & Com. Bhushan Mahajan, General Secretary, SBIOA Maharashtra Circle; Com. Mohan Shamji Gohil, President & Com. Manohar Baboo Devrukhkar, General Secretary; Com. Padmakar Talvadekar, Dy. General Secretary, SBIOA, Mumbai Metro Circle, Com. T.A. Paul, President, SBIOA N.E. Circle; Com. Amaresh Vikramaditya, General Secretary, SBIOA Patna Circle; Com. Dinesh Chandra, President and Com. Atul Swaroop, General Secretary, SBIPA, Lucknow Circle.

The presence of these esteemed individuals made the event even more special.

3. Sh Arun Kumar Sahu, General Manager (Network-I), appreciated the contribution of Circle association under the positive and dynamic leadership of Sh Pawan Kumar in achieving many targets and emphasized the need to focus on key priority areas, especially compliance and CASA deposits.

4. Shri Sharad S. Chandak, Chief General Manager, State Bank of India, Lucknow Circle, underlined the importance of work-life balance and customer service, including internal customers. He emphasized that empathy towards staff members is the key to success, and it is essential to take care of the employees working under us. He was pleased to share that Lucknow Circle has achieved significant milestones in terms of growth, profitability, and customer satisfaction. Through collective efforts and exemplary guidance, motivation, and involvement of staff, the Circle has expanded its reach, enhanced services, and fostered stronger relationships with customers. These achievements are a testament to the dedication and hard work of each and every individual in the circle. He assured the house that concerns of the officers at the circle level will be taken care of and urged the members to work honestly and diligently for the Bank.

5. In his unique style, Com. Deepak Kumar Sharma, General Secretary, AISBOF, provided updates on various important matters such as 5-day banking, NPS, and pension updation. He shared that we have witnessed significant business growth over the years and recorded the highest-ever profit in FY 22-23, making us eligible for 10 days PLI despite our large base. Each and every member of the SBI Family deserves appreciation for this remarkable achievement. He also shared that there have been significant enhancements in our entitlements for furniture and fixtures, and our suggestions for modifications in the IHL Scheme for staff have been accepted and reviewed. The Bank has introduced a new LTC/HTC Scheme, which came into effect on April 1st, 2023. This comprehensive scheme not only covers travel expenses but also provides a declaration-based option for Travel Fare Allowance.



The Bank has officially approved the updated version of the Sports Compendium for use as a reference in sports-related matters. The revised guidelines have been carefully crafted to promote and support sports activities within our organization. To ensure hassle-free booking of Holiday Homes, an online facility to book through HRMS has been rolled out. The periodicity of bookings has been rationalized, and penalties are imposed for no-shows by employees, ensuring better utilization of the facility. Furthermore, a supplementary list has been approved to address the concern relating to inter-circle transfers. He apprised the house that the Federation is working relentlessly to resolve all the pending issues, especially the manpower planning, CBS/networking related concerns, disciplinary matters, and pay disparity between officers and workmen. Considering the higher levels of risk, responsibilities, accountabilities, and workload carried by officers, it is

essential to provide them with a respectable improvement in gross salary and pay protection. To address this disparity, the Federation has proposed the introduction of a grade pay or special pay, or any other form of pay ranking for officers across all grades, ensuring they receive appropriate benefits, including superannuation benefits.

6. Com. Sharma emphasized that as a responsible organization, our utmost priority is customer service, the development of bank business, and the reputation of our beloved institution. In this era of cut-throat competition, it is crucial for both individuals and organizations to keep up with the pace to survive. He appealed to everyone to sincerely contribute towards resolving compliance issues, providing efficient customer service, safeguarding the interests of the organization at all levels, and making our Bank the most preferred Bank of the Nation. As officers of the largest bank in our country, we have firsthand experience of the tremendous pressure that comes with our responsibilities and expectations placed upon us. We often find ourselves working long hours, sacrificing personal time, and struggling to maintain a healthy work-life balance. This constant pressure and routine have taken a toll on our well-being, leading to burnout, stress, and a decline in both physical and mental health. The major pressing concern that we must address is the unhealthy strategies being adopted by certain controllers to meet targets. The intense pressure to achieve loan targets in the retail sector may result in the approval of dubious proposals, leading to a high rate of loan defaults. Similarly, the relentless pursuit of selling third-party products may lead to widespread mis-selling and the exploitation of unsuspecting customers. The dishonest rat race to claim the top position in all the MD ranking parameters is eroding the fundamental principles of our esteemed institution. The very ethos, principles, and values that have defined our organization are being compromised. It is our fervent belief that these contagious and unethical practices must be halted immediately, or else the Bank will face severe consequences in the long run. By standing united against these unethical practices and upholding our core values, we can safeguard the reputation and future of our institution.

7. Com. Dinesh Chandra, President; and Com. Atul Swaroop, General Secretary, SBIPA, Lucknow Circle, also shared their views and concerns of pensioners and wished Com. Pawan a happy retired life.

8. Com. Anil Kumar Gautam, in his Presidential Address, highlighted the struggles of the supervisory trade union movement and expected a positive response on the issues from CMC of Lucknow.



9. The event also marked a grand farewell to Com. Pawan Kumar, who was set to retire on 30th June 2023. His contributions and dedication to the Association were acknowledged and praised by CGM Shri Sharad S. Chandak, General Manager Shri Arun Kumar Sahu, and Com. Deepak Sharma, among others. Com. Pawan Kumar's leadership was described as a deed of historical significance and a genuine milestone in the confederated life of the organization.

10. Com. Rajeev Singh Sengar, Dy. General Secretary, SBIOA Lucknow Circle, and designate General Secretary w.e.f. 01.07.2023, delivered the Vote of Thanks, expressing gratitude to the Circle Management, Presidents, and General Secretaries of other Circle Associations, guests, and all members for making the event a grand success.

The Federation extends its best wishes to the new Team of SBIOA (Lucknow Circle) for a vibrant and fruitful tenure ahead.

#March On AISBOF
#Our Unity Long Live

With greetings,

Comradely yours,
Sd/-
(Deepak Kumar Sharma)
General Secretary