



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)

8th Floor, State Bank of India, Administrative Building, SBI LHO, Moti Mahal Marg, Hazratganj, Lucknow - 226 001

CIRCULAR NO.2022/18

DATE : - 07.05.2022

To All Members

We reproduce hereunder the text of AISBOF Circular no. 34 dated 07.05.2022 on the captioned subjects, the contents of which are self-explanatory for information of the members.

(PAWAN KUMAR)
GENERAL SECRETARY

HRMS: 5-IN-1 FACILITY
Conveyance Reimbursement
Fuel Price Rate: Our Suggestion

We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,
Sd/-
(Soumya Datta)
General Secretary

TEXT OF AISBOF Letter No. 6180/17/22 dated 07.05.2022 addressed to The Deputy Managing Director (HR) & CDO, State Bank of India, Corporate Centre, Madame Cama Road, Mumbai - 400 021

Dear Sir,

HRMS: 5-IN-1 FACILITY
Conveyance Reimbursement
Fuel Price Rate: Our Suggestion

You are aware that the 5-in-1 reimbursement with the auto-approval facility (Straight through Process) was introduced in April 2021 following our suggestion for implementation of the same. The facility ensured that all officers are credited with reimbursements without waiting for the manual intervention of approvers in HRMS. This has not only expedited the entire process; it has also addressed the grievances of officers whose reimbursement claims were kept pending for various reasons.

2. Sir, you are also aware that under this facility, fuel prices are fixed in January / July for the next six months before it is revisited. However, with the fuel prices heading north following the Russia-Ukraine crisis and the embargo imposed by the UN on Russian oil imports, the oil prices are likely to be driven further upwards. As a result, the officers are at a disadvantage as there is a substantial disparity between the half-yearly fixed rates and current market rates. Significantly, the difference between the southern states viz. like Andhra Pradesh, Telangana, Karnataka, and the northern states is nearly Rs 20/- per liter. The loss to an officer is estimated at around Rs. 1000/- to 1500/- per month,

which is quite substantial. Whereas, for Award staff, the steep rise in prices has not affected their quota of reimbursement due to the continuance of manual input of fuel prices.

3. Sir, the Banks extant instruction makes an officer eligible for a certain quota of fuel. However, on account of the "Straight Through Process" the fuel prices prevalent at a particular centre is taken for conversion of the fuel quota in monetary terms which makes officers in some area eligible for a higher quota of fuel and in other parts of the country for lower quota. To illustrate further, we append, in tabular format the disparity ineligibility for an SMGS-V official in three centres viz. Shillong, Mumbai and Vijayawada (Andhra Pradesh) taking into account the actual rate of petrol prices (Normal petrol) prevalent in those centres vis-à-vis the rate at which it was reimbursed through HRMS for the month of January, February, March and April 2022 for your objective analysis:

Month	VIJAYWADA			MUMBAI			SHILLONG		
	actual price/litre	price reimbursed/litre	Actual Quota availed (for SMGS V-eligibility =115 litres)	actual price/litre	price reimbursed/litre	Actual Quota availed (for SMGS V-eligibility =115 litres)	actual price/litre	price reimbursed/litre	Actual Quota availed (for SMGS V-eligibility =115 litres)
Jan-22	111.91	107	109.95	110.98	107	110.88	94.81	107	129.79
Feb-22	111.17	107	110.69	110.98	107	110.88	94.81	107	129.79
Mar-22	118.61	107	103.74	117.72	107	104.53	100.32	107	122.66
Apr-22	121.05	107	101.65	122.07	107	100.80	103.45	107	118.95

From the table above it is observed that wherein a centre like Shillong, an SMGS-V official is reimbursed a higher quota of petrol than his/ her eligibility but in centres like Mumbai and Vijayawada they are deprived of their eligible quota.

4. Hence, we are of the considered view that reimbursement of conveyance at current / month-end fuel rates to be implemented for each state separately to put an end to the disparity in eligibility rather than fixing the fuel rate for six months and taking the fuel price from a particular centre. This can be easily implemented in HRMS, as State-wise fuel prices are already updated and maintained in HRMS for Award staff every month. Along similar lines and based on the policy decision in arriving at fuel price, viz. average fuel rate, lowest / highest fuel rate in a month/state, etc. fuel price table for each state/UT and each month can be incorporated into HRMS. As per the updated maintained table, conveyance reimbursement will be auto-calculated and paid without any manual intervention for approval. The reimbursement on the basis of state-wise monthly rates will be beneficial to the bank as it will reduce overhead costs in case of any reduction in oil prices. Simultaneously, officers will not be out of pocket while claiming reimbursements.

With best regards,

Stay safe, stay healthy.

Yours sincerely,

Sd/-

(Soumya Datta)

General Secretary