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State Banks' Staff Union (Kerala Circle)

(Affiliated to All India State Bank of India Staff Federation)

Reg. No. 01-36-2000

Circular No.80
To All Unit Secretaries



State Bank of India
Local Head Office
Poojappura
Thiruvananthapuram-695 012
Date 31.12.2020

Dear Comrades,

CENTRAL BIPARTITE MEETING AT CC MUMBAI ON 29.12.2020

We reproduce hereunder the text of Circular No.16 dated 31st December, 2020 issued by General Secretary, AISBISF, the contents of which are self explicit.

Yours comradely,

(A. Raghavan)
General Secretary

“We are to advise that the Central Bipartite Meeting of All India State Bank of India Staff Federation with State Bank of India was held on the 29th December 2020 at 3:30 P.M. in State Bank Bhawan Building, Mumbai to discuss the issues as per the agenda given by the Staff Federation.

Agenda No.1: Review of Career Progression Scheme for Subordinate Staff: As you know that the Federation has been demanding continuously for reduction in service criteria from 10/20/30 years from the last more than 10 years in case of clerical staff and had been continuously requesting the Bank to reduce it to 8/16/24 years. We are happy to advise that Bank agreed for the same in 2018 and an agreement was signed and implemented in 2018. Similarly for Technical Staff an agreement was signed by reducing the service criteria to 8/16 years. We had since long been demanding to reduce the service criteria for subordinate staff from 15/23 years since 2003 but because one or the other reasons Bank did not agree earlier on different occasions. Now, we are glad to advise that Bank had agreed to reduce the service criteria of Career Progression Scheme for subordinate staff from 15/23 years to 8/16 years w.e.f. 01.06.2021. Congratulations to all of you!

Agenda No.2(a & b) : Scheme for Compassionate Appointment at par with IBA approved scheme Dated 5.8.2014 : Comrades, you are aware that since long we had been demanding compassionate appointment scheme on the lines as it was existing prior to the introduction of Ex-gratia Scheme. In this regard, we had held many agitational programmes under the banner of NCBE/UFBU. In the mean time we had continuously

been pursuing with our management to restart the compassionate appointment scheme in our Bank. In 2012-13, Bank came out with a compassionate appointment scheme in exceptional cases which was valid for the death cases within 5 years of its appointment in the Bank. But our efforts were continuing at IBA level and ultimately on 5.8.2014, IBA circulated a Govt.approved Scheme for compassionate appointments in Public Sector Banks. Majority of the PSUs adopted the same and implemented in toto but in our Bank the scheme was not adopted as such except to increase the quantum of Ex-gratia. Since then, we had continuously been following up with our Bank to implement the IBA approved scheme in its entirety in our Bank. Keeping in view that agenda, the issue was taken up and we are happy to say that Management has shown their somewhat positive inclination towards our long pending this demand.

In the meantime, we had requested the Bank to remove the blocks of the existing scheme of appointment on compassionate grounds in exceptional cases such as relaxation of age/educational qualification to the spouse of the deceased employees, abolition of penury norms, compassionate appointment to the eligible family member even in cases where the employee dies while on probation and counting of defence pension/family pension for ex-servicemen anomaly in computation method. We are happy to say that the Bank has once again shown the positive attitude and assured to remove the blocks that are there for the appointment on compassionate grounds in exceptional cases as mentioned above.

Agenda No.3 : *Formulation of Reversion Policy*: Comrades, you are well aware that there are 3 types of reversions in our Bank from Officer to Clerical Cadre such as i) on request, ii) by way of disciplinary action & iii) failure to qualify the T.O. confirmation test and there is no policy existing as on date viz.their debarment in out-of-cadre promotion, in-cadre promotion etc. what will happen to the loans/overdraft limits availed as officer, its recovery/repayment etc. We are happy to advise that the Bank has agreed to formulate a reversion policy in consultation with the Staff Federation at the earliest possible.

Agenda No.4 : *Promotion Opportunity for Technical/Maintenance Staff* : Comrades, we advise that the Federation is demanding one time provision of promotion Opportunity for Technical/Maintenance Staff in subordinate cadre to clerical cadre(viz.liftman). We are happy to advise that the Bank has agreed for it and an agreement to this effect was signed in the meeting itself.

Agenda No.5 : *Promotion of Employees in Subordinate Cadre* : Comrades, our Federation has constantly been demanding that the Bank should hold regular tests for promoting the subordinate cadre to clerical cadre under Merit & Normal Channels specially after the merger of Associate Banks with our Bank in April 2017. We partially succeeded when the Bank held the promotion test from subordinate cadre to clerical cadre under normal channel after Introducing the new channel called Grahak Mitra-cum-Record Keeper. Now, from the last two years Bank is holding this test continuously. We had been demanding the Bank to start the merit channel also and we are happy to announce that the Bank has agreed to introduce both the channels i.e.Merit & Normal from 2021 for the promotion of subordinate cadre to clerical cadre.

Agenda No.6 : *Recruitment*-Appointment of Control Room Operators, Pharmacists etc. : Due to the merger of 5 e-ABs w.e.f.01.04.2017 many new LHOs/A.Os. have come up

where as per the existing instructions of the Bank, new Doctors/Pharmacists were to be recruited after establishing the dispensaries thereat. Dispensaries were established, Doctors were appointed but the recruitment of Pharmacists was kept in abeyance. Now we are happy to announce that the Bank has agreed to release the recruitment of Pharmacists at the earliest. As regards Control Room Operators Bank wants to review the eligibility criteria before making the recruitment.

Agenda No.7 : Review of *Special Casual Leave to Office Bearers* of Unions: Comrades, Federation has made an agreement with the Bank on 31.3.1994 regarding the special casual leaves given to the office bearers of the Circle Unions. Thereafter, many new LHOs have come up followed by many A.Os/RBOs owing to the merger of 7 eABs during the last 26 years. As per the provisions of this agreement subsequent upon opening of new Circles/AOs/RBOs Corporate Centre will review number of office bearers of each Circle Union to be eligible for Special Casual Leave. Since long we had been raising our demand to increase the number. Now, we are happy to announce that the Bank has agreed to review the same at the earliest.

Agenda No.8 : *Medical Reimbursement Scheme for Award Staff:* Comrades, the Federation has continuously been raising the issue of improvement in Medical reimbursement scheme for Award Staff such as post paid payment facility in all types of Hospitalisation, to review the grades of surgery, to review the Domiciliary Treatment Scheme, to review the cost of IOL, Tie-up with the Diagnostic Centres, to review the pathological/diagnostic tests to be covered. We are happy to say that the Bank has constituted a committee to review all these and will submit its report at the earliest and thereafter the Bank will take the decision accordingly.

Agenda No.9 : *Joining Time for Award Staff:* Comrade, the Federation has constantly been demanding to allow the Award Staff to claim the joining time not immediately but upto the time he becomes due for the 2nd time. Now, we are happy to announce that Bank has agreed and signed a memorandum that employees can carry forward their joining time for maximum period of 3 years but before the 2nd Transfer.

Agenda No.10 : *Provision of ICT and IMT for Clerical employee:* Comrades, as you are aware that in the advertisement for clerical recruitment in the year 2019 and 2020, the provision for ICT/IMT for clerical employees has been removed unilaterally. We requested the management that this needs to be reviewed but for the time being management has not agreed. However, they have agreed to clear the pending waiting list at the earliest for ICT/IMT.

Agenda No.11 : *Individual Housing Loan Scheme:* Comrades as you know that the Federation was constantly getting the complaint that there were delays in sanctioning of Individual Housing Loans because of documentation at RACPCs in BPR Centres, so we requested the management that we should go back to the old system of documentation at RBOs only. The management advised that we have already released a circular that there should not be any delay in sanction of Individual Housing Loans at RACPCs within 6 days as is in the case of Public. Still, if there is any delay in sanction of IHLS then the Circles should specifically advise the Federation with the reasons therefor to enable us to take up the matter with the Bank again.

Agenda No.12 : Bereavement Leave: Comrades, as you know that there is a provision of 7 days in the Bereavement Leave but the Federation has taken up with the Bank that in certain parts of our country to complete the rituals it takes more than 7 days whereas as per the Bereavement Leave it cannot be clubbed with PL/CL which is causing a hardship to the employees concerned to complete the rituals in 7 days. So, we had been demanding that Bank should create a provision in HRMS to sanction PL along with the Bereavement Leave. Now, we are happy to advise that the Bank has agreed to make a provision of PL along with the Bereavement Leave in HRMS.

Agenda No.13 : 10th Bipartite Settlement: Effect of stagnation increment in Pension: Comrades, as you know that as per 10th Bipartite Settlement 8th Stagnation Increment was granted to the Award staff notionally from 1.11.2012 to 30.04.2015 which was to be taken for the purpose of pension and arrears were to be paid w.e.f.01.05.2015. In this regard, Bank has issued a letter for grant of stagnation increment notionally for those non-subordinate staff who have retired between 1.11.2012 to 30.04.2015. Whereas, there is no communication from the Bank side for subordinate staff. Now, we have been advised by the Bank that the letter was issued consequent upon the information received from IBA and that information was only for non-subordinate staff. Now they will be taking up the matter with the IBA for subordinate staff and after receiving the communication from the IBA they will advise the Circles accordingly.

Agenda No.13 : Single Transfer Policy: Comrades, from the last 1 year we had been constantly discussing with the Bank regarding Single Transfer Policy and even those cases who had been offered the appointment in higher in-cadre promotion during MAY-JUNE 2020 the relieving was withheld keeping in mind the Single Transfer Policy. Now, we are happy to advise that the Bank has assured to finalise the Single Transfer Policy in a very short time and send it for information to the Circles.

2. Comrades, we are very much thankful to Dy.Managing Director & Corporate Development Officer, Chief General Manager(HR), Dy.General Manager(IR) and the entire team of HR who had been very positive in dealing with all the Agenda items of the Federation considerably and resolving many long pending issues and hope that the remaining issues will also be dealt with in the near future accordingly.

3. COMRADES, we are releasing this circular on the eve of the New Year 2021. We pray to the Almighty that the coming year will be Corona free and wish all the members a very Happy and a Prosperous New Year 2021. May GOD help all the members and their families to achieve the goal(s) that they have decided in the minds and let this year 2021 be one of the most memorable one in their lives.

4. This is for the information of all affiliates and members”.

STATE BANKS' STAFF UNION (KERALA CIRCLE)	ZINDABAD
ALL INDIA STATE BANK OF INDIA STAFF FEDERATION.....	ZINDABAD
NATIONAL CONFEDERATION OF BANK EMPLOYEES.....	ZINDABAD
UNITED FORUM OF BANK UNIONS.....	ZINDABAD
8 th GENERAL COUNCIL.....	ZINDABAD
INQILAB.....	ZINDABAD