

State Banks' Staff Union (Kerala Circle)

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

Reg. No. 01-36-2000

Circular No.41/23

To All Unit Secretaries



State Bank of India

Local Head Office

Poojappura

Thiruvananthapuram-695 012

Date 06.02.2023

Dear Comrade,

UNILATERAL IMPLEMENTATION OF MPSF **BILATERALISM PROSPER**

We have witnessed a lot of turbulence across our circle due to the unilateral implementation of Multi Product Sales Force (MPSF) by the circle management. Withdrawal of transaction rights of 1294 employees and redeploying them to the MPSF has resulted in chaotic situations at branches. It has also resulted in generating uncertainty and panic among the clerical staff thereby leading to a situation of industrial unrest.

2. We, being a responsible trade union by apprehending the inclinations of the membership and for the betterment of the Bank, went on to resist this move. We gave the call for Work-To-Rule to mark our protest against this arbitrary move. Later we intensified our agitations as decided by our Central Committee and we conducted demonstrations in front of all branches, Regional Business Offices, Administrative Offices and Local Head Office demanding immediate withdrawal of MPSF in the current form and restarting bilateral discussions in this subject.

3. We always put forward the demand for the practice of involving our union in the formation of strategies and policies for business development. Our bank as well as our circle had a history of participative management where both the Bank and our union have been involved in seeking suggestions and each other's concerns for the overall development of the bank. On 23rd January Circle Management expressed their willingness to continue the discussion. It was only because of the persistent struggles that we could bring them back to the discussion table. Since then bilateral talks have continued on a daily basis.

4. During the discussions, management presented us with the concerns that arose because of the dismal performance of our circle in almost all portfolios. They sought our support to overcome the existing crisis. We informed the management that their haste actions have resulted in a situation where the loyalty of the employees towards the organisation is at odds. As the discussion proceeded, the management informed us they will do the necessary corrections as demanded by us but considering the challenges they

are not in a position to roll back MPSF. We consulted with our federation and asked the management to remove the anti-employee clauses incorporated in the SOP. The management has agreed to this and further discussions were held in this regard.

5. After the detailed discussions up to 31.01.2023, we are happy to inform you that a consensus has been reached with the Circle Management regarding the implementation of MPSF. It was mutually agreed that redeployment to MPSF will be based on the actual staff position of RBOs and not according to unscientific manpower planning. Accordingly a revised SOP excluding the arbitrary clauses has been released. Wherever and whenever corrections or amendments are further needed, we will apprise the management. We advise our members that we need to continue our good work by adhering to our service conditions so that our bank prospers at all times. In the meantime, we should adhere to our defined working hours and undertake only the duties and responsibilities within our cadre.

6. We salute each one of you, who stood behind the banner of SBSU (KC) during this testing time. It is our unity and trust in the Union that has ensured no vindictive measures were taken against our members. There have been many attempts to break our determination, solidarity, and trust from various corners. But we together withstood the test. The consensus was reached by taking into account the duties and responsibilities derived out of Bipartite Settlements and internal agreements. We will always ensure that the dignity of our members is not surrendered anywhere.

7. We find this an opportunity to thank every one of you, who has given your 100% in carrying out the various calls by the Union. Keeping up this spirit, we can fight any injustice and anti-employee measures and come out victorious.

Comrades, the paths to tread and days to come will be no easier than today. We will march ahead with our heads held high and with the flag of SBSU in our hands. Our unity is our strength.

LONG LIVE... SBSU (KC)

Yours Comradely



Philip Koshy
General Secretary

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
INQUILAB.....	ZINDABAD