



State Banks' Staff Union

(CHENNAI CIRCLE)

(Regd. No: 883)

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

POST BOX NO.1754
STATE BANK BUILDINGS
84, RAJAJI SALAI
CHENNAI - 600 001.

CIRCULAR NO.10

13TH OCTOBER 2016

MIS-SELLING : INSURANCE PRODUCTS

Members are aware that we have written to Circle Authority vide our letter No.CGM/2015/603/KB dated 17/07/2015 highlighting the marketing strategy adopted by the Controllers being lured by the range of attractive rewards/commission which includes complementary trips to foreign countries. We have reproduced the contents of the above letter in the Report of General Secretary presented at the 36th General Council held on 11th and 12th June, 2016. In the said letter we impressed upon the Management to initiate appropriate measures to strictly implement the guidelines issued by the Reserve Bank of India to protect the goodwill of our Customers.

Pertinently, the Corporate Centre has now come out with a Circular (e-Circular No.NBG/PBU/MCS-MCS/26/2016-17 dated 06/10/2016) with a request to ensure that there is no mis-selling/forced selling of any cross selling products and appropriate action should be initiated against the staff in case of any complaints from the customers relating to mis-selling/forced selling.

We, therefore, enjoin upon all our members to exercise caution in this regard and bring to our knowledge immediately in case of any mis-selling/force selling.

CAREER DEVELOPMENT SYSTEM

We have been expressing our concern with regard to some of the infractions in the present form of Career Development System which have serious bearing on the Bilateral Settlements.

In this connection, we reproduce hereunder the contents of our Federation's letter No.FED/CC/DMD&CDO/2016/25 dated 01/10/2016 addressed to the Corporate Centre for the information of our members.

TEXT OF LETTER NO.FED/CC/DMD&CDO/2016/25 DATED 1ST OCTOBER 2016:

We have been repeatedly urging the management to keep the implementation of the recommendations of Boston Consultancy Group on Career Development System in abeyance, due to certain inconsistencies and also for the prime reason that some of the recommendations are infringing on the provisions of service conditions of workmen employees bilaterally agreed between the Federation and the Management.

2. We enclose copies of the undernoted communications by us in this regard for your ready reference:

- (i) Letter No.FED/CC/DMD&CDO/2015/38 dated 1st April 2015
- (ii) Letter No.FED/CC/DMD&CDO/2015/142 dated 8th July 2015
- (iii) Letter No.FED/CC/DMD&CDO/2015/161 dated 18th August 2015 &
- (iv) Letter No.FED/CC/DMD&CDO/2016/18 dated 9th September 2016

3. We have also been repeatedly insisting for bilateral discussions on the issues relating to the Career Development System. However, we observe that except some discreet responses from the management to some of our queries, the Career Development System, as recommended by BCG, is being implemented unilaterally without giving any cognizance to our reasonable representations.

4. We are aware that the employees were provided with the feedback on Career Development System(CDS) through Frequently Asked Questions (FAQ), containing three pages, which was placed in SBI Times in April 2015. Whereas, we are now shocked to observe that the amended version of FAQs on CDS, containing ten pages, has been placed in SBI Times under Mumbai Circle alone that too without any alteration to the month and date of placement i.e. April 2015. Further, the recommendations, which are in blatant violation of bilaterally agreed service conditions are also included in the FAQs, which is not only creating confusion in the minds of employees but also giving an impression that those provisions such as 'changes proposed to clerical staff promotions' etc., were accepted by the Federation, while it is not a fact.

5. More so, during the recently held H.R. Conclave, we explicitly conveyed that the CDS cannot be implemented in the present form as the scheme has many discrepancies and we were assured by the management that the shortcomings in the scheme will be removed and modified scheme will be introduced. In this regard, we acknowledge your message to the undersigned conveying the decision of management to count the best 2 reports out of the three years' performance reports.

6. In the circumstances, we categorically reiterate our stand that the implementation of CDS should be kept in abeyance till such time the issues are addressed and mutual understanding is reached between the Federation and the Management through bilateral discussions, in the absence of which, we would be left with no other option except to resort to genuine organizational action.

7. Please acknowledge receipt of this letter and advise us the developments in this regard.

8. Please treat the matter as **EXTREMELY URGENT**.

With best regards

Sd/-
(SANJEEV K.BANDLISH)
GENERAL SECRETARY

ORGANISATION DISCIPLINE : REMOVAL

We inform our members that M.Ravindran, Special Stenographer, State Bank of India, RBO-IV, Administrative Office, Coimbatore has been removed from primary membership of our Union for his involvement in the attempt to disrupt the smooth conduct of the 36th General Council held on 11th and 12th June 2016 in terms of Bye-law No.7 (c) and in pursuance of the clear mandate given by the 36th General Council.

(D.SINGARAVELU)
GENERAL SECRETARY

DARBS – RETIREMENT

We advise that the following Members have retired during the month of August 2016.

S.No.	Name of Employee Shri/Smt	Designation	Branch
1	K.Dhanasekaran	Sr.Head Messenger	Padi
2	B.Vasanthalakshmi	Sr.Spl.Assistant	Kadirkamam
3	K.Rajakumar Jedudoss	Sr.Spl.Assistant	St.Xavier's College, Palayamlottai
4	P.Sivasankaran	Special Assistant	St.Xavier's College, Palayamkottai
5	V.Ganesan	Sr.Head Messenger	Tirunelveli Town
6	N.Mahalingam	Customer Assistant	Pattukottai
7	K.Natarajan	Head Armed Guard	Tirupattur, Ramnad
8	K.Muniyandi	Customer Assistant	Nilakottai
9	S.Jayapalan	Sr.Head Fireman	Annasalai
10	M.Paramanandam	Spl.Record Keeper/Cashier	CAC Coimbatore
11	R.Yuvakumar	Sr.Spl.Assistant	Ayanavaram
12	V.Sridharan	Sr.Spl.Assistant	Thondi
13	A.Ramar	Special Assistant	Kamuthi
14	A.Babujohn	Head Messenger	West Mambalam
15	D.Duraikannu	Messenger	Madurantakam
16	S.Kannaian	Head Messenger	Salem
17	B.Baskaran	Sr.Hd.Messenger	AU, NW 1, Chennai
18	N.Raghavendran	Special Assistant	Vadavalli (June 2016)
19	K.Annamalai	Hd.Genl.Attendant	Kalavai (July 2016)
20	P.Sugantha	Special Assistant	Roundtana, Annanagar (VRS)
21	K.Rani	Special Assistant	Oddanchatram (VRS-May 2016)
22	Waheedha Javeeth	Sr.Spl.Assistant	Madipakkam (VRS-July 2016)

A sum of Rs.10,000/- each has been given to them. We wish them all a happy and healthy superannuation.

SBSU (CC) ::: AISBISF : : : NCBE ::: UFBU ... ZINDABAD