



State Banks' Staff Union

(CHENNAI CIRCLE)

(Regd. No: 883)

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

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CIRCULAR NO.17

8TH DECEMBER 2016

DEMONETISATION OF NOTES OF RS.500/- AND Rs. 1,000/- DENOMINATIONS
PAYMENT OF OVERTIME TO EMPLOYEES WHO WORKED EXTRA HOURS
BEYOND WORKING HOURS AND ON HOLIDAYS/SUNDAYS

We advised our Members to mark the actual time of departure vide our Circular No.12 dated 10/11/2016 keeping in view the warlike situation faced by them on account of the demonetization of notes of Rs.500/- and Rs.1000/- denominations. When the demand for overtime was placed, there was a misgiving in the minds of the operational functionaries that overtime was to be paid only for the days announced by the Reserve Bank of India and there was reluctance to pay overtime wages for the work performed by our staff on daily basis beyond stipulated working hours at Branches.

We, on our part, sent a communication to our LHO on 22/11/2016 highlighting the hard work put in by our members to cope with the situation and the losses suffered by them due to cash shortage/fake currencies. We urged upon the Circle Management to issue suitable instructions to the Modules to pay the overtime wages for the extra hours of work performed by our staff beyond stipulated working hours and also on holidays/Sundays.

It is very much disheartening to note that Management is turning a blind eye to the overtime work performed by the employees when it comes to pay their legitimate compensation as per the provision of Bi-partite Settlements.

In this connection, we reproduce hereunder the text of letter No.FED/GS/2016-17/50 dated 07/12/2016 addressed to the Chairman of our Bank by the General Secretary of our Federation which are self-explanatory for the information of our Members.

(D.SINGARAVELU)
GENERAL SECRETARY

TEXT OF LETTER NO.FED/GS/2016-17/50 DATED 07.12.2016 :

It is known that the Government announced the demonetization scheme on the night of 8th November 2016 and Reserve Bank of India sent instructions to all banks on the material date advising that Rs.500/- and Rs.1,000/- denominations of Bank Notes shall cease to be legal tender with effect from 12:00 Mid-night i.e. intervening night of November 08/09, 2016 and November 09, 2016 was declared as the public holiday. The pandemonium thereafter witnessed flooding of customers and general public in branches of all the banks in general and State Bank of India in particular and many of them standing in long queues till late hours trying to exchange/deposit the banned currency notes and/or withdraw amount up to the specified limit from their accounts as advised by the Reserve Bank of India.

2. On the other side, the difficulties faced by the bank employees in the entire process, which were in peak in the initial 10 days and still going on, is also known to the entire nation. The Bank Employees are working continuously till late hours and on weekly Holidays/Sundays not only to control the situation but also to reduce the trauma underwent by the Public due to sudden introduction of demonetization of notes, which were in wide circulation. The untiring and amazing services of bank employees during the process, no doubt, are being appreciated and acknowledged by everyone including our Prime Minister, Finance Minister, Media, Bank Management and the entire public.

3. It can be observed from the statistics available on activity of banks during the period from 10th to 27th November 2016 that 65% of the total work load was shouldered by the employees during the first 10 days, which is beyond possible level to perform within the normal banking hours. In the process, due to the work pressure and strain on account of continuous work, some of the employees need to make good of the shortages in cash with their own money and incurred losses.

4. The impact was more in our Bank probably owing to the premier position and also for being the largest bank with highest number of branches. It is true and not an exaggeration to say that every employee contributed their services sensing the seriousness, necessity and urgency involved with Patriotism. Every employee felt that it is primarily his duty to respond to the initiatives of the Government on a specific cause aimed at benefitting country in general and reputation of State Bank of India in particular. Our Bank stood as vanguard in the entire operation. It was an emergent situation and employees responded wholeheartedly, which also enhanced the goodwill and image of the Bank in the eyes of one and all.

5. It must be known to you that there were casualties mainly on account of heavy stress and strain on account of huge workload due to demonetization and we have lost precious lives of some of our sincere colleagues. The trauma is not yet over. Even now employees are required to stay beyond working hours to cater to the needs of the customers/general public. The cash crunch presently being faced by the country, particularly notes in small denominations, is an added problem, which frustrates the general public and we are informed that in some of the branches the customers/public are shouting and scolding the employees for no fault of theirs and cases of vandalism have also been seen threatening the lives of the Bank employees. It will not be out of context to mention here that still employees are performing their work, despite severe practical difficulties, in the best interests of Bank as well as its customers/general public and nation as a whole.

6. Whereas when it comes to compensation to employees, who had/are toiled(ing) day and night and worked(ing) extra hours beyond their normal working hours, it is disheartening to note the fixation of lower number of hours for Payment of Overtime instead of the actual hours of work performed by the employees, quoting one reason or the other. We are informed by our members that Branch heads are expressing their inability to recommend for Payment of Overtime for the extra hours worked by the Employees almost continuously for more than 25 days quoting lack of clear instructions. Further, the names of officials from HR Department at Administrative Offices, Local Head Office and Corporate Centre are being utilized to substantiate their stand.

7. When the question of payment of compensation came in respect of Officers, specific instructions were issued by the management to pay Rs.3,000/- for the extra hours of work done on the 9th and 10th November 2016 and Rs.6,000/- per day for the work performed on weekly holidays i.e., on 12th & 13th November 2016, treating the entire process on a special footing. **Even in the said instructions, it was quoted that the Award Staff employees are eligible for Payment of Overtime for the extra hours of work performed as per the provisions of Bipartite Settlements. We are not in a position to understand the reasons behind the denial of legitimate Payment of Overtime to the Award Staff employees despite clear provision in the Bipartite Settlements for Payment of Overtime to Clerical and Subordinate staff, who had worked/are working beyond their normal working hours and on Holidays/Sundays, even today.**

8. Hence, we seek your kind intervention in the matter and request you to issue instructions accordingly towards ensuring payment of legitimate Overtime amount to all those Clerical and Subordinate employees, who have worked/are working beyond the normal working hours and on Holidays/Sundays, for the extra hours of work they have/are performed(ing) since the implementation of demonetization scheme, which will not only enthuse them but will work with more vigour & energy and shall feel that Bank cares for them.

9. Kindly acknowledge receipt of this communication and advise us the developments in this regard.

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

Sd/-

(SANJEEV K.BANGLISH)
GENERAL SECRETARY

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