



# 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.19**

**22<sup>ND</sup> DECEMBER 2016**

## **PAYMENT OF OVERTIME** **10<sup>TH</sup> NOVEMBER 2016 TO 13<sup>TH</sup> NOVEMBER 2016**

It is to the knowledge of everyone that our members have put their heart and soul for the successful implementation of the demonetization policy of the Government of India. They worked for more than 12 hours and managed such an unprecedented work pressure. They bore the brunt of the frequent change in the RBI's instructions incurring the wrath of the general public. We have already written a letter to the Chief General Manager of our Circle with a request to instruct the Module functionaries suitably in the matter.

Unfortunately, the Management of State Bank of India, being oblivious of the provisions of 10.46 of Desai Award in connection with hours of work and overtime have suddenly withdrawn the payment of overtime wages for the work performed by our staff.

While the Branch Managers under instruction from the concerned RBOs rejected the claim made by our members for the overtime wages through HRMS for the days they worked overtime, the Corporate Centre has unilaterally withdrawn the payment of overtime wages that was authorized by the Branch Managers, restricting the overtime wages based on the notification of RBI. In this connection, we reiterate the provisions of Desai Award which thus read:

Para.(1) For workmen other than members of the subordinate staff, the actual hours of work exclusive of the recess period on week days (excluding Saturdays) shall not exceed 6½ hours a day. The actual hours of work on Saturdays shall not exceed 4 hours.

Para.(2) For the members of the subordinate staff, the working hours specified in clause (1) stand modified to the extent that they will be required to attend duty half an hour earlier and stay half an hour later than the normal working hours fixed for the other workmen.

Para.(11) For the first half an hour of overtime work (hereinafter called the cushioning period) on any working day there shall be no payment for workmen other than members of the subordinate staff. There will be no such cushioning period for work done on Sundays and holidays. There will be no such cushioning period for members of the subordinate staff.

Para.(12) For every quarter of an hour's overtime work done, which shall be beyond any cushioning period where any such period is provided, all workmen shall be paid at the rates hereinafter mentioned.

Para.(13) For the purpose of calculation of overtime, work done for less than one full quarter of an hour shall be deemed to be work done for quarter of an hour.

Para.(14) Payment in respect of overtime work done shall be made at the rate of 1½ times the emoluments made up of basic pay, special allowance, if any, officiating allowance, if any, and dearness allowance, for every quarter of an hour of overtime work done for which payment has to be made. Payment in respect of overtime for work done for every quarter hour beyond the first four quarter hours which have to be paid for, shall however be at the aforesaid rate of 1½ times the emoluments with an additional 20 per cent., i.e., it shall be at the rate of 1.70 per cent of such emoluments. In those cases where payment for overtime is required to be made under any enactment at a higher rate, it shall be paid at such higher rate for the period for which it is obligatory to pay the same at such higher rate.

Para.(15) For the purpose of calculating the amount payable for overtime work, every month shall be deemed to consist of 150 working hours so that the ordinary emoluments payable per hour will be deemed to be 1/150<sup>th</sup> of the monthly emoluments for all workmen.

In utter disregard to the award provisions and / as modified by subsequent bilateral settlements, the Management of State Bank of India is making use of the Human Resources Management System to deny the legitimate rights of the employees which deserves to be protested vehemently.

In this connection, we reproduce hereunder the text of letter addressed to the Deputy Managing Director & CDO, Corporate Centre by the General Secretary of our Federation the contents whereof are self-explicit.

(D.SINGARAVELU)  
GENERAL SECRETARY

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**TEXT OF THE LETTER NO.FED/GS/2016-17/53 DATED 22<sup>ND</sup> DECEMBER 2016:**

This is in reference to the telephonic discussions that the undersigned had with the Dy.General Manager (IR) in regard to the payment of overtime to the Award Staff for 10<sup>th</sup>, 11<sup>th</sup>, 12<sup>th</sup> & 13<sup>th</sup> November 2016. In this connection, we have come to know that Corporate Centre has sent some message to all the Circles in regard to the amount of overtime to be paid to the Award Staff (Designation-wise), whereas the amount of actual overtime was to be calculated in the Circles for the individuals depending upon the hourly wages and number of hours he/she has worked beyond the normal working hours on 10<sup>th</sup> & 11<sup>th</sup> and total hours of work they have performed on 2 holidays i.e. 12<sup>th</sup> and 13<sup>th</sup> November 2016.

2. We are surprised to note that all of a sudden in almost all the Circles throughout the country, the amount of overtime has been reduced unilaterally while finalizing the salary data in HRMS to the amount mentioned in the message from the Corporate Centre without making any calculation for the hourly wages i.e. for number of extra hours of work performed on 2 working days (10<sup>th</sup> & 11<sup>th</sup>) and actual number of hours performed on 2 holidays (12<sup>th</sup> & 13<sup>th</sup>).

3. Now in this regard we advise as under:

- a) The business hours were extended by 3 hours on 10<sup>th</sup> & 11<sup>th</sup> November and thereafter the employees in the branches had attended the customers who were there in the banking hall and balancing of their cash forced them to stay much beyond the extended working hours prescribed and accordingly they had to sit late to balance the cash because of the huge receipts/exchange of notes/withdrawals and accordingly they are entitled for the overtime for the number of hours they have stayed in the Bank to complete the job for said dates.
- b) As per the Bilateral Settlement Dated March 31, 1967 (Please refer Vol.2 of staff matters available in SBI Times), the overtime is to be paid according to hourly wages and not as per designation as is being paid in the instant case.

In this regard, we would like to further advise that a Associate who is having 2 -3 years of service will be at the initial stages of the scale of pay and if his/her hourly wages are to be calculated it will be much lesser than that of the Ex-servicemen who is also having same length of service owing to their salary fixation at higher stages. Similarly, a Senior Associate who is promoted after 10 years of service will be having less hourly wages than a Senior Associate promoted from the Ex-servicemen category or having more than 30-35 years of service having refused the further in-cadre promotion and same is the case for Special Associate, Sr.Spl.Associate. So, the hourly wages of the different category of the employees with the same designation cannot be equated in all the cases and hence it is not possible to calculate the overtime category-wise.

- c) We presume but please confirm that calculation of overtime advised to the Circles is not taking into account provisions of Shop and Establishment Act prevailing in different States. As per the provisions of the agreement dated 31.3.1967, reproduced in the Vol.2 of Staff Matters, clearly spells the calculation of overtime which is as under:
  - i) 150% of the hourly emoluments for the first four quarters of such work
  - ii) 170% of such emoluments for any succeeding quarter of an hour.
  - iii) In those cases where payment of overtime is required to be made under any enactment at a higher rate it shall be paid at such higher rate for the period for which it is obligatory to pay the same at such higher rates.

If we take into account the enactment under which the rates of overtime are prescribed then we have to refer to Shops and Establishment Act of concerned state where the employee is working and in most of the states the provision is that the overtime is to be paid @200% after 8 hours per day i.e. overtime is to be paid @200% of the hourly wages beyond 8 hours per day. Since we are having six and a half hours as official duty for the normal working days so as per the Bipartite Settlement Dated 31.03.1967, the Award staff is entitled for 150% of hourly emoluments for the first 4 quarters and 170% of such emoluments for any succeeding quarter of an hour i.e. half an hour and thereafter as per the provisions of Shops and Establishment Act it is 200% of hourly emoluments beyond 8 hours and where the normal working hour in a state is 9 hours per day there it will be 150% of the hourly emoluments for 1<sup>st</sup> hour, 170% for the next one and a half hour and 200% thereafter. In this regard, we are enclosing herewith Annexure-E of Staff Circular No.52 Dated 20<sup>th</sup> May 1967 issued by erstwhile Madras Circle wherein the calculations have been explained with example.

- d) The calculation of overtime has to be done in accordance with the above referred points for all individuals keeping in view the hour of work they have performed in the branches on 10<sup>th</sup>, 11<sup>th</sup>, 12<sup>th</sup> and 13<sup>th</sup> November 2016, the hourly wages of each employee and the formula referred i.e. 150% for 1<sup>st</sup> hour and 170% for next half an hour (one and a half hour as the case may be) and 200% thereafter as per the Bipartite Settlement Dated 31.3.1967 and Shops and Establishment Act.

4. Sir, the payment of fixed amount of the overtime as per the designations has created a lot of hue and cry among the members of Award Staff who had been working day and night due to the process of demonetization of Rs.500/- & Rs.1000/- currency notes announced by Government of India on the 8<sup>th</sup> November 2016 and had been working beyond their capacity to uplift the image of the Bank, in spite of having a clear cut instructions in regard to payment of overtime for the extra hours of work they have performed in the Bank on these 4 days under reference. We are under tremendous pressure from our Affiliates and Members who are not able to understand as to what has happened at the last hour in regard to the amount of overtime that was being paid to them till one day before although they had been working for the last one and a half month continuously day and night and have fulfilled their duty towards the Bank, instructions in regard to the payment of overtime for other than these 4 days is still awaited.

5. Sir, the entire workmen in the Bank feel demoralized and are agitated at this decision of the Bank which is not understandable by any one. So, you are requested to pay the legitimate right immediately as mentioned above to the entire Award Staff to keep their morale high.

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

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

With best regards,

Yours Comradely,

**Sd/-**  
**(SANJEEV K. BANDLISH)**  
**GENERAL SECRETARY**

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### **DARBS – DEMISE**

We regret to advise our Members the sad demise of the following Members during the period of November 2016. A sum of Rs.10,000/- each for funeral expenses has been disbursed to the beneficiaries from DARB Scheme.

S.No.	Name of Employee Shri/Smt	Designation	Branch
1	S.Dhayanandam	Special Assistant	Vellore Town
2	K.Mayilathal	Sr. Head Messenger	Coimbatore
3	E.Dhanapal	Head Sweeper	Tondiarpet
4	B.Krishnasamy	Sr. Head Messenger	Thanjavur

**DARBS – RETIREMENT**

We advise that the following Members have retired during the months of September & October 2016.

S.No.	Name of Employee Shri/Smt	Designation	Branch
1	R.Pasupathy	Sr.Head Messenger	Pondicherry
2	P.Rayappan Peter	Sr.Spl.Assistant	Kannivadi
3	G.Kannan	Sr.Head Messenger	Tiruchirapalli
4	J.S.Hariram	Sr.Spl.Assistant	Avaniyapuram
5	A.Sivagurunathan	Customer Assistant	Vilamal
6	K.Murthy	Sr.Hd.Genl.Attendant	Vellore
7	K.Subbiah	Special Assistant	Thirumayam
8	V.Paramasivam	Head Armed Guard	Ariyalur
9	C.Rajan	Head Messenger	Udhagamandalam
10	P.Maragatham	General Attendant	Ambattur
11	P.Subramanian	Assistant	Siruthozhil Karur
12	G.A.Prathap Kumar	Special Assistant	CCPC, Chennai
13	C.Kotti	Head Messenger	Shastri Nagar
14	S.Lakshminarayanan	Sr.Spl.Assistant	Alwarpet
15	K.Mariappan	Head Armed Guard	Virudhunagar
16	K.Sathiyaseelan	Special Assistant	I F B, Chennai
17	V.C.Rajendrian	Special Assistant	I F B, Chennai
18	R.Chidambaram	Sr.Spl.Assistant	Udumalpet ADB
19	K.Ramu	Sr.Hd.Messenger	Coimbatore
20	M.Manoharan	Senior Assistant	CAC Gopalapuram
21	M.Suryaprakash	Senior Assistant	Commercial Br., Chennai
22	R.Selvaraj	Sr.Head Messenger	LHO, Chennai
23	R.Backiarajan	Sr.Spl.Assistant	Polipakkam (Aug'16)
24	A.Muruganantham	Special Assistant	SME Tuticorin (VRS-Mar'16)
25	V.Subramanian	Special Assistant	H.E.Kailasapuram (VRS-Apr'16)
26	T.Sarala Devi	Sr.Spl.Assistant	Tambaram Town (VRS-Aug'16)
27	S.Sekar	Sr.Spl.Assistant	T.Nagar
28	C.Pasupathy	Senior Assistant	Sholinghur
29	V.Krishnamurthy	Sr.Spl.Assistant	Alathur
30	J.Kalavathy	Sr.Spl.Assistant	NRI Vellore
31	R.Bhanumthi	Special Assistant	Leather International Branch
32	R.Ramanathan	Special Assistant	Tallakulam
33	U.Chandrasekaran	Head Armed Guard	Tiruvarur
34	S.Kunchu	Senior Assistant	Pappampatti
35	C.Thangavel	Head Armed Guard	Ariyalur
36	P.Venkateswaran	Sr.Spl.Assistant	Surandai
37	J.Sankaran	Special Assistant	Kovilpatti
38	S.Meiyazhagan	Head Armed Guard	Kumbakonam
39	S.Mohanraj	Sr.Record Keeper	Dr.Alagappa Road
40	C.Gunasekaran	Head Armed Guard	Pudukkottai
41	P.Palani	Spl.Record Keeper	PWD Complex, Chepauk
42	A.Arokianathan	Sr.Head Armed Guard	Agalar
43	R.Baby Tamilselvi	Sr.Spl.Assistant	B P Agraharam
44	P.Sivarajan	Senior Assistant	Jallipatti
45	R.Murugan	Special Assistant	Gudimangalam
46	K.Ramachandran	Senior Assistant	Thirumangalam, Madurai
47	N.Abdul Muthaleef	Sr.Head Armed Guard	Pollachi
48	A.Adaikalaraj	Sr.Head Armed Guard	Nagapattinam
49	S.Prabha	Special Assistant	Industrial Finance Branch, Chennai
50	D.Bhakthavatsalam	Head Armed Guard	Gudiyattam
51	G.Guruswamy	Head Armed Guard	Gudiyattam
52	S.A.Ravindran	Special Assistant	Madurai
53	S/Mekala	Special Assistant	Panangudi
54	M.Sridharan	Special Assistant	LCPC, Chennai
55	P.Manoharan	Customer Assistant	Melmaruvathur
56	V.Gopalakrishnan	Senior Assistant	CT Complex, Madurai
57	C.Govindaraju	Sr.Head Messenger	RMY Pochampalli
58	V.Sabapathy	Sr.Spl.Assistant	Gajalnaickenpatti (VRS)
59	R.Shanmugavelu	Special Assistant	Salem (VRS)
60	M.Subramanian	Special Assistant	Tiruchendur (VRS-May'16)
61	S.Chandrika	Sr.Spl.Assistant	Veerakeralam (VRS-June'16)
62	P.Subramani	Head Armed Guard	Harur (Sep'16)
63	R.Dhayanithy	Sr.Spl.Assistant	Sivakasi Town (VRS-Sep'16)
64	K.Vasumathi	Sr.Spl.Assistant	Chrompet (VRS-Sep'16)

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**