



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.92

1ST OCTOBER 2018

- Discussions with IBA on our Charter of Demands
- IBA proposes Fixed Pay & Variable Pay Scheme/Performance Linked Emoluments based on Operating Profits and Return on Assets

We reproduce hereunder the contents of Circular No.23 dated 01.10.2018 released by the General Secretary of our Federation, appending therewith the Circular No.25 dated the 1st October 2018 issued by Sanjeev K Bandlish, General Secretary of NCBE, for the information of our Members.

**(S.M.SELVARAJ)
 GENERAL SECRETARY**

TEXT OF CIRCULAR NO.25 DATED 01.10.2018

“One more round of Bipartite Discussions were held on 29-9-2018 between UFBU and IBA at Mumbai. In continuation of the last round of discussions, IBA wanted to know our reaction to their offer of 6% hike made in the last round of talks. Responding to their question from our side, we pointed out that their offer is too inadequate and we asked IBA to improve their earlier offer.

However IBA proposed that in addition to 6% hike offered by them which would be common to all Banks, additional wage increase can be worked out through a scheme by which in each Bank annual increase in emoluments can be offered based on Operating Profits and Return on Assets of the individual Bank with a view to add an element of performance linked compensation over and above the uniform pay structure.

IBA detailed their proposal as under:

	% increase YoY in Operating Profit	Return on Assets - ROA
Category C	0.01 % to 7 %	- 0.75 to - 0.25
Category B	7.1 % to 15 %	- 0.24 to 0
Category A	Above 15 %	Above 0

No. of days for which Establishment Cost shall be paid out				
Return on Assets				
	Category	A	B	C
Operating Profit (YoY Growth)	A	30	25	15
	B	25	20	10
	C	10	10	5

Pay Out as % of Establishment Cost				
Return on Assets				
	Category	A	B	C
Operating Profit (YoY Growth)	A	8.2 %	6.8 %	4.1 %
	B	6.8 %	5.5 %	2.7 %
	C	4.1 %	2.7 %	1.4 %

YoY Growth in Operating Profit	Return on Assets	Category	No. of days for which Establishment Cost will be paid out	Pay Out as % of Establishment Cost
Above 15 %	Above 0	AA	30 days	8.2 %
Above 15 %	- 0.24 to 0	AB	25 days	6.8 %
Above 15 %	- 0.75 to - 0.25	AC	15 days	4.1 %
7.1 % to 15 %	Above 0	BA	25 days	6.8 %
7.1 % to 15 %	- 0.24 to 0	BB	20 days	5.5 %
7.1 % to 15 %	- 0.75 to - 0.25	BC	10 days	2.7 %
0.01 % to 7 %	Above 0	CA	15 days	4.1 %
0.01 % to 7 %	- 0.24 to 0	CB	10 days	2.7 %
0.01 % to 7 %	-0.75 to -0.25	CC	5 days	1.4 %

IBA sought the reaction of UFBU to their proposal. From UFBU, we have pointed out that their above proposal based on performance/profits of the Banks is not an answer to our demand for increase in wages due to inflation, price rise, cost of living, increased workload and job profile of bank employees and officers. We reiterated that the IBA's offer of 6% hike should be substantially improved upon.

IBA while stating they are not averse to increasing their 6% offer, wanted UFBU to consider their proposal looking to the present varying Operating Profits of the Banks and consequent paying capacity. IBA proposed that UFBU may study their proposal and come out with suggestions or alternative proposals for their consideration. IBA also informed UFBU to revise the demands in terms of total cost in order to arrive at a negotiated solution. It was decided that the issue would be further discussed in the next round of discussions.

Merger of DA with Basic Pay: We proposed that Dearness Allowance upto 6352 points of Consumer Price Index (Quarterly Average of July, August, September, 2017 i.e. DA paid from November, 2016) be merged with Basic Pay for constructing the revised Pay Scales. IBA informed that they would give their reaction in the next round of discussions.

UFBU Meeting: In the UFBU meeting held thereafter, it has been decided to hold UFBU meeting on 14th October, 2018 to discuss the proposal of IBA and give our reactions thereupon.

Renewal of Medical Insurance Policy: The Medical Insurance Policy for serving employees and officers of the Banks is being renewed w.e.f. 1-10-2018 based on the revised quotation received UIIC."

DARBS – RETIREMENT

We advise that the following Members have retired during the month of August 2018.

S.No.	Name of Employee Shri/Smt	Designation	Branch
1	K.Dhoral	Sr.Hd.Gen.Attendant	Tirupattur
2	A.K.Mohan	Chief Associate	Chengam
3	J.Rajagopalan	Special Stenographer	Zonal Office, Madurai
4	K.Meenakshi Sundaram	Sr.Head Messenger	Palanganatham
5	C.Baskaran	Head Messenger	Tiruttani
6	R.Sampathu	Associate	Mugappair East
7	N.Balasundaram	Jr. Associate	Kuthur
8	P.Balan	Sr.Head Messenger	Treasury Br. Coimbatore
9	A.Udayakumar	Associate	Villupuram
10	D.Mala	Special Associate	K Pudur
11	S.Hariharan	Special Associate	Madurai
12	Padmini Venkataramanan	Special Associate	Focal Point Link Br. (VRS-July 2018)
13	J.Athimangaleswari	Chief Associate	Karaikudi Bazaar (VRS-Nov'2017)
14	Rajini Selvanayagam	Chief Associate	CIT Nagar
15	P.Murugaiyan	Head Armed Guard	Mayiladuthurai
16	A.Munusami	Head Messenger	Mint Terminus
17	P.Unnikrishnan	Senior Record Keeper	Commercial Br. Chennai
18	John Samuel	Sr.Head Messenger	Therkuthuru
19	S.Birundha	Chief Associate	Tiruchirapalli Town
20	K.Socraties	Chief Associate	Guruvarajapalayam
21	A.Alagar	Sr.Head Messenger	Ramanathapuram
22	C.Sundararajan	Sr.Head Messenger	Paramakudi
23	Vatsala Kasiraman	Chief Associate	Bharathi Salai, Triplicane
24	S.Rajalakshmi	Special Associate	Industrial Finance Branch
25	K.Pari	Special Associate	Pallavaram
26	P.Raghunathan	Head Armed Guard	Sathuvachari
27	Lakshmi Govindarajulu	Special Associate	CAG Chennai
28	G.Usharani	Senior Associate	NIT Trichy (VRS-July 2018)
29	M.Latha	Special Associate	Mylapore (VRS – Nov'2017)
30	B.Yuvaraj	Head Armed Guard	Krishnagiri
31	S.Thirumalainathan	Chief Associate	Ambasamudram

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

DARBS – DEMISE

We regret to advise our Members the sad demise of the following Members during the month of July & August 2018. 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	C.Perumal	Junior Associate	Dharmapuri
2	L.Pilavendhraraj	Armed Guard	Tiruvaiyaru
3	V.Pughazharasu	Armed Guard	Anaicut
4	E.Murali	Junior Associate	SCAB Chennai