



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.22

17TH JUNE 2024

Discussions with IBA

We reproduce hereunder the contents of UFBU Circular No.5 dated 17.06.2024 issued by Com. Sanjeev K. Bandlish, Convenor of UFBU, appending therein for the information of our Members.

(G.KRIPAKARAN)
GENERAL SECRETARY

TEXT OF THE UFBU CIRCULAR NO.5 DATED 17.06.2024

Further to the signing of the 12th Bipartite Settlement and 9th Joint Note on 8-3-2024, there were two rounds of discussions with IBA on 18-4-2024 and 13-5-2024 on the various pending issues, particularly relating to renewal of group medical insurance policy and modifications in the PLI formula, another round of discussions took place between IBA and UFBU on 15-6-2024.

Discussions on Residual Issues: At the outset we insisted that frequent meetings should be held to discuss the residual issues as minutised between the IBA and our Unions on 8-3-2024. IBA agreed to fix up the meeting at the earliest.

Arrears in PLI for the year ended 31-3-2023 : We took up the issue of non-payment of arrears/difference in PLI amount for the year ended 31-3-2023 based on the revised emoluments under the 12th BPS/9th Joint Note. IBA informed us that, wherever it is not paid already, these Banks would be so advised.

Modifications in PLI formula: In the 11th BPS/8th Joint Note, when managements wanted to introduce an incentive scheme based on individual productivity of the employees/officers, we could achieve a scheme based on the collective performance a Bank as a whole and the Performance Linked Incentive Scheme (PLI) based on Operating Profit/Net profit of the Banks were introduced in public sector banks and on optional basis in private banks. Such Incentive amount ranging from 5 days to 15 days has been paid by the Banks from the year ended 31-3-2020 onwards.

Even though payment of PLI based on Operating Profits of Banks was as per our demand, over the years, it was being observed that Banks which were performing better in other parameters could not be paid higher rate of PLI since the increase in Operating Profits was not as per prescribed criteria. Hence, we have been asking for some modifications in the PLI formula to enable Banks to pay higher PLI to employees. Bank managements also felt the need to suitably revise the formula.

In this background, the issue was discussed between IBA and the Unions and it has been agreed that the PLI formula can be modified by which PLI can be paid based on emoluments ranging from 5 days to 15 days instead of the present 5/10/15 days. This would mean that the PLI amount would be 5 days wages, 6 days wages, 7 days etc. etc. upto 15 days based on the revised matrix.

It has also been agreed that PLI can be decided based on 8 parameters viz. increase in CASA deposits, Non-Interest Income, total business of the Bank, profitability, ROA/ROE, Government Schemes, SMA accounts and reduction in NPA out of which Banks can decide to adopt any 5 of these parameters every year looking to their core strength, priorities, etc. and fix up the matrix in consultation with the Unions. Based on the combined marks of the 5 parameters decided by each Bank each year, the PLI would be decided and paid ranging from 5 days emoluments to 15 days emoluments.

We have suggested that increase in loans under SME/priority sector may also be considered as a criteria.

It has been agreed that the modified formula would be applicable from the year ended 31-3-2024 and hence accordingly Banks would decide the PLI as above.

Renewal of Group Medical Insurance Policy for 2024-25: Since the current Policy for retirees would end by 31-10-2024 and the Policy for the in-service employees/officers would end by 30-11-2024, there is need to renew the same. Hence the issue was discussed in this meeting. Having regard to the premium for the retirees which is increasing year after year, it was suggested that there can be a combined policy for retirees and in service employees/ officers with uniform coverage which would expectedly result in reduction in premium for the retirees.

We have further suggested that for the in-service employees/ officers, there can be additional coverage for treatment of critical illnesses. We have also suggested that the buffer coverage can be reviewed provided that any uncovered amount would be reimbursed by the managements of each Bank.

Suggestions like reverting to reimbursement scheme and adopting SBI scheme, etc. would be taken up later as the same requires detailed study of cost benefit, etc.

IBA informed that they would take the views and opinion of the member banks in this regard, and further decisions can be taken in the next meeting.

Sd/-

(Sanjeev K Bandlish)
General Secretary, AISBISF

DARBS – RETIREMENT

We advise that the following Members have retired during the months of September 2023 to May 2024.

S.No.	Name of Employee Shri/Smt	Designation	Branch
September 2023			
1	R.Premalatha	Special Associate	CAG Chennai (VRS-Aug'2023)
2	R.Sumathi	Chief Associate	Jafferkhanpet (VRS-Aug'23)
3	S.Rajendran	Senior Associate	Tiruvallur
4	S.Ganesh Kumar	Special Associate	TFPCPC Chennai
5	A.K.Mohana Natarajan	Chief Associate	Arcot Road, Porur
6	Nisha Suresh	Chief Associate	Tambaram Town
7	G.Santhanam	Senior Associate	CCPC Chennai
8	C.Kabilan	Chief Associate	Madukkur (VRS-Jul'23)
9	S.Sreepriya	Chief Associate	Kumbakonam Bazaar (VRS-Aug'23)
10	M.Ramadevi	Special Associate	Srirangam
11	S.Suresh Kumar	Chief Associate	Thoppampatti
12	R.E.Gabriel	Sr. Hd.Messenger	Virudhunagar
13	S.Velammal	Hd.Gen.Attendant	Kanyakumari
14	A.Pugazhenth	Chief Associate	Veerakeralam
15	K.Vasanthi	Chief Associate	Chidambaram
October 2023			
16	R.S.Prabakaran	Sr.Hd.Messenger	LHO Chennai
17	K.Dhanarajan	Sr.Hd.Messenger	LHO Chennai
18	Elizabeth Kuruvilla	Chief Associate	Tiruverkadu
19	Rajkumari Nandakumar	Chief Associate	Kancheepuram
20	Lakshmi Parthasarathy	Chief Associate	ATNK & K
21	M.Mathiyalagan	Sr.Hd.Armed Guard	Tiruvarur
22	S.Chandra	Chief Associate	Gandhigramam
23	D.Revathy	Chief Associate	G H Road, Erode
24	R.Perumalsamy	Sr. Associate	Pudurpirivu
25	K.R.Anandhan	Chief Associate	CCPC Coimbatore
November 2023			
26	G.Ashokkumar	Sr.Hd.Armed Guard	Ambattur OT
27	K.Joseph Dhanaraj	Hd.Contl.Room Operator	A.O.Chennai North
28	R.Rajkumar	Sr.Hd.Messenger	Villivakkam
29	C.Govindaraj	Head Armed Guard	CAC Gopalapuram
30	V.Lalitha	Chief Associate	CCPC, Chennai
31	V.Thiagarajan	Chief Associate	SME Nagapattinam
32	R.Ganesan	Chief Associate	Anuvijay Township (VRS – Oct'23)
33	K.Annadurai	Sr.Hd.Gen.Attendant	Punjaipuliampatti
34	P.Srinivasan	Chief Associate	Coimbatore
35	R.Devaki	Sr.Hd.Gen.Attendant	Neyveli Bazaar
December 2023			
36	N.Kanniammal	Sr.Hd.Gen.Attendant	LHO Chennai
37	S.Sugumar	Senior Associate	LHO Chennai
38	S.Jagadeesan	Sr.RK/Cashier	Gill Nagar
39	J.Inbaraj	Head Messenger	Egmore
40	T.Gandhi	Special Associate	Chitlapakkam
41	V.Shanthi	Special Associate	LCPC (VRS-Aug'2023)
42	K.Pradap Kumar	Sr.Hd.Gen.Attendant	Gopalapuram
43	N.Balasubramaniyan	Customer Associate	Mannargudi
44	J.Sahaya Rani	Chief Associate	Peyode
January 2024			
45	K.Padmaja	Chief Associate	CPPC
46	S.S.Rajagopalan	Special Associate	AFS Avadi
47	S.Ponnuraj	Special Associate	Siruthozhil Chennai

48	R.Munuswamy	Record Keeper/Cashier	Kodungaiyur
49	Ravi Karthikeyan	Sr. Head Messenger	CIT Nagar
50	P.Selvaraj	Senior Associate	LCPC
51	R.Hemamalini	Special Associate	LCPC (VRS – 01.12.23)
52	R.Thanikachalam	Senior Associate	Tambaram
53	J.Padmavathy	Hd.Gen.Attendant	Nandambakkam
54	D.Shanmuga Sundaram	Special Associate	SCAB, Trichy
55	S.Vijayalakshmi	Spl. Record Keeper/Cashier	Oddanchatram
56	R.Venkatesan	Senior Associate	Manapparai
57	S.Krishnasamy	Sr. Hd. Armed Guard	Pattukottai
58	K.Allimuthu	Senior Associate	Singanallur
59	R.Sundararajan	Sr. Hd. Messenger	Chettipalayam
60	R.Ramachandran	Sr.Hd.Armed Guard	Ariyalur
61	E.Santhi	Sr. Head Messenger	Mettur Dam
62	V.Srinivasan	Special Associate	Gangavalli
63	P.Raman	Senior Associate	Marandahalli
February 2024			
64	J.Baskar	Chief Associate	Kolathur
65	R.Rajalakshmi	Chief Associate	Ambattur Ind.Estate
66	C.Venkatesh	Senior Associate	Jamalia
67	B.Anandaraman	Sr.Hd.Gen.Attendant	Vepery
68	L.Sankaranarayanan	Chief Associate	Commercial Br.
69	S.Sankaravadivu	Chief Associate	Kottivakkam
70	M.Venkatesan	Sr. Head Messenger	Guindy
71	A.Raju	Sr.Head Messenger	Ramanathapuram
72	G.Rajendran	Sr.Hd.Gen.Attendant	Thanjavur
73	S.Manoharan	Sr.Head Messenger	Mannargudi
74	M.Chellapa	Sr.Head Messenger	Madurai
75	R.Sumathi	Chief Associate	Manjakuppam
March 2024			
76	K.Ravichandran	Sr. Record Keeper	CPPC, Chennai
77	K.S.Veni	Chief Associate	Annanagar West
78	V.Omavathi	Sr. Hd. Messenger	Park Town
79	K.Gunasekaran	Sr.Hd.Gen.Attendant	Tirupattur NA
80	G.Vijayakumar	Sr. Hd. Messenger	Ranipet
81	Chandra Rangamani	Senior Associate	K.K.Nagar
82	M.Rudramurthy	Sr. Hd. Messenger	Ambattur Ind. Estate
83	C.Dhanasekaran	Sr.Hd.Armed Guard	Adyar
84	R.Revathi	Spl. Record Keeper	Pozhichalur
85	M.V.Nithilamani	Sr. Hd. Messenger	A.O. Chennai South
86	T.Kamalakkannan	Special Associate	Kottucherry
87	S.Rajendran	Sr.Hd.Armed Guard	Pudukkottai
88	S.Nagajothi	Chief Associate	Virudhunagar
89	S.Vallikkannu	Chief Associate	Pasumalai
90	L.Pushpavalli	Head Messenger	Comm. Br.Rajapalayam
91	A.Alagupandi	Sr. Hd. Messenger	Madurai
92	T.Ramanathan	Sr. Hd. Messenger	Thirumangalam
93	B.Nilofer Kurshid	Chief Associate	S N High Road, Tirunelveli
94	S.Balapattabi Raman	Chief Associate	CCPC, Coimbatore
95	C.Tamilselvan	Sr. Hd. Messenger	Gajalnaickenpatti
96	D.Ravichandran	Chief Associate	Salem
97	R.Vasudevan	Sr.Hd.Armed Guard	Neyveli
98	M.Boorasamy	Sr.Hd.Armed Guard	Ponparappi
99	M.Prakasavel	Sr.Hd.Armed Guard	Minsuritti
100	R.Viswanathan	Chief Associate	Ariyalur
101	T.Sivasankaran	Senior Associate	Karuveppilankurichi ADB
April 2024			
102	S.Yuganathan	Jr. Associate	I F B, Chennai
103	Kamalla Rameswamy	Chief Associate	K.K.Nagar
104	K.Vasudevan	Sr.Hd.Armed Guard	SCAB Ambattur
105	P.Jayaraj	Sr. RK/Cashier	SCAB Ambattur
106	S.Kuppuraj	Special Associate	Ambattur Ind.Est.
107	K.Chandrika	Sr. Hd. Messenger	Madhavaram
108	E.Dhanamani	Sr.Hd.Gen.Attendant	Ponneri
109	S.Sandhya	Senior Associate	CPPC
110	Mallika Raman	Sr.Hd.Gen.Attendant	Jawahar Nagar
111	P.Vasudevan	Sr.Hd.Armed Guard	Walajapet
112	P.Jaya Prakasam	Sr. Associate	Melvisharam
113	R.Balasubramanian	Chief Associate	Shrinagar Colony
114	H.Lakshmi	Chief Associate	Madambakkam
115	S.Venkatasubramanian	Special Associate	Madipakkam
116	M.K.Kasimani	Sr.Hd.Armed Guard	Vinayaganagar
117	P.Iyappan	Sr.Hd.Messenger	Tuticorin

118	A.Meialagan	Sr. Associate	Thucknaickanpalayam
119	C.Krishnan	Chief Associate	Avinashi Town
120	C.Loganathan	Head Messenger	Marakanam
121	S.Gnanasegarane	Sr. Associate	SME Pondicherry
May 2024			
122	D.Baskaran	Senior Associate	LHO, Chennai
123	B.Rajeswari	Chief Associate	Dhasarathapuram
124	G.Maran	Chief Associate	Guruvarajapalayam
125	V.Vijayalakshmi	Chief Associate	Gill Nagar
126	Ramanni Janaarthanan	Chief Associate	Thiru-vi-ka Nagar
127	D.Manjula	Chief Associate	I F B
128	S.Karuppusamy	Sr.Hd.Armed Guard	Avadi
129	B.Krishnan	Sr.Record Keeper/Cashier	Ambattur Ind.Estate
130	S.Thirumavalavan	Sr.Hd.Genl.Attendant	Rangarajapuram
131	A.Vadivelu	Sr.Hd.Armed Guard	Arni
132	G.Mahalakshmi	Special Associate	LCPC
133	V.Suresh	Special Associate	LCPC (VRS-Apr'24)
134	B.Madhukumar	Special Associate	CCPC, Chennai
135	S.R. Vijayalakshmi	Senior Associate	Madipakkam (VRS-03.05.24)
136	Sangeetha Karthikeyan	Chief Associate	Alwarpet
137	B.Jayapal	Special Associate	Madambakkam
138	M.Bhavani Sanker	Sr.Hd.Messenger	Meenambakkam
139	P.Umashanthi	Chief Associate	Athoor
140	S.Karunanithi	Head Messenger	SME Karaikudi
141	J.Devadoss	Sr.Hd.Genl.Attendant	Sirkali
142	S.Gunasekaran	Sr.Hd.Genl.Attendant	Airport Trichy
143	T.A.Palanichamy	Special Associate	Dindigul Town
144	K.Shanmugam	Senior Associate	Kumbakonam
145	N.Balakrishnan	Sr.Hd.Armed Guard	Kumbakonam
146	R.Edwin	Sr.Hd.Messenger	Kollemkode
147	S.Tamilarasan	Senior Associate	Virudhunagar Town
148	D.Prema Ananthi	Chief Associate	Kovilpatti
149	R.Venkateswaran	Sr. Hd. Messenger	SME Kappalur
150	G.Muthuraman	Special Associate	CTO Complex, Madurai
151	B.Asothai	Sr.Hd.Messenger	SME Madurai
152	S.Thiruvaynee	Special Associate	NGO Colony, Tirunelveli
153	J.John	Sr.Hd.Messenger	Karungal
154	A.Packialekshmi	Chief Associate	Vivekanandapuram
155	G.Geetharamani	Junior Associate	Arasaradi
156	P.Marimuthu	Sr.Hd.Armed Guard	Dharapuram
157	P.Sudhakar	Sr.Hd.Armed Guard	CAC Erode
158	T.Usha	Chief Associate	Karur Town
159	M.Rajalingam	Head Messenger	Kulithalai
160	P.Vadivel	Sr.Hd.Armed Guard	Panjapatti
161	J.Antoni Amala Chandran	Sr.Hd.Armed Guard	Sri RK Vidyalaya
162	R.Uma	Special Associate	R S Puram, Coimbatore
163	R.Rajendran	Sr.Hd.Armed Guard	Karur Town
164	B.I.Mekala	Chief Associate	CCPC Coimbatore
165	N.Karthikeyan	Sr.Hd.Armed Guard	Pollachi
166	S.Sai Geetha	Chief Associate	Podanur
167	R.Manickam	Chief Associate	Coimbatore City
168	K.Thangavel	Sr.Hd.Messenger	Anaimalai
169	D.Viswanathan	Special Associate	Chinnasalem
170	Kattabomman Vanaja	Associate	Chinnasalem
171	A.Madeswaran	Sr. Head Messenger	CAC Salem
172	N.Vasuki	Chief Associate	Kolathur

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 the sad demise of the following Members during the period September 2023 to May 2024. 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	M.Mahendran	Armed Guard	Fort Main Road Br. Salem
2	S.Kishore Babu	Senior Associate	Mookandapalli
3	N.Ravindran	Senior Associate	Vadavalli
4	P.Saravanan	Senior Associate	Madurai
5	Ravi Sundaramani	Special Associate	Overseas Br. Chennai
6	S.Selvakumari	Chief Associate	Rajapalayam
7	D.Annadurai	Hd.Gen.Attendant	Desur
8	A.Bamakumari	Chief Associate	Thiruvithamcode
9	R.Mohan	Armed Guard	Karur
10	V.Kailasam	Senior Associate	Selaiyur
11	A.Nagarajan	Sr.Head Messenger	Sekkanam
12	K.Elumalai	Head Armed Guard	Kallakurichi