



THE SHIELD

A Monthly Magazine from

State Banks' Staff Union (Chennai Circle)



Post Box No. 1754, State Bank Building, No 84, Rajaji Salai, Chennai - 600 081.

Office: 044-2521 9329 | 2522 0731 | 2522 7179 | Fax: 044-2524 3624

E-mail: sbsugeneral@gmail.com | sbsuchennai@yahoo.com | Web: www.sbsuchennai.com

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Dear Comrades,

Congratulations to one and all for an exemplary performance in Q2 of FY 2023-24. Our sincere and consistent efforts have yielded increased net profit of 8% YOY at Rs 14,330 crore as against Rs. 13,265 same quarter a year ago. At this juncture we must understand that CASA (Current Account & Savings Account) is the low-cost funds that we must focus on, for further increase in spread or profitability.



On behalf of all our comrades, I, extend Our Heartfelt wishes to the most deserving person Shri Vinay M Torse, on his appointment as Managing Director (Retail Business & Operations). He is gentle, soft-spoken and a man of great caliber. When I took over as General Secretary in the year 2019, he was our Circle Chief General Manager. During his tenure, relationship between the management and union was cordial and it continues to remain the same. Wishing him more success and laurels in all his future endeavors.

Of late in few of the branches, outsourced employees have been given access to sensitive areas of the branch premises and have been engaged in carrying out jobs that needs to be handled with utmost caution and care. Some outsourced employees with mala-fide intentions, have involved themselves in fraudulent activities. Disciplinary proceedings have been initiated against the innocent employees. These incidents not only create financial loss to the Bank also showcase a bad image to the public. Never utilize the services of "Outsourced employees" for core banking activities. They must be used only for the purpose for which they have been engaged like upkeep/ maintenance of Bank premises etc. Our Federation is consistently taking steps for the recruitment of messengers which have been stopped for almost two decades and we are at a crucial state where only 200 messengers are there in the entire circle.

In recent days, few incidents shook me to my core and would like to express my grief and sorrow on the same. Hearing more incidents of youngsters not taking care of their health and succumbing to cardiac arrest is disheartening. Work pressure is high, targets are unrealistic, balancing personal life and professional life has become a challenge nowadays. A decade earlier, doctors used to emphasize people on attaining the age of 40 to check their vitals and take medical help accordingly. Nowadays, it is advised for youngsters even at 20s to check your vitals regularly (once in 3 months) and take necessary steps to live healthy. Requesting all comrades to give importance to self-care, eat healthy and at the right time, sleep early for sufficient hours, involve in physical activities like yoga, cardio exercise or walking and keep your mind calm to lead a healthy life.

G. KRIPAKARAN
GENERAL SECRETARY

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SHRI. VINAY M TONSE APPOINTED AS MANAGING DIRECTOR (RETAIL BUSINESS AND OPERATIONS)

Shri Vinay M Tonse was felicitated by our General Secretary Com. G. Kripakaran and President Com. V. Sridharan on his appointment as Managing Director (Retail Business and Operations).



9TH GENERAL COUNCIL OF STATE BANKS' STAFF UNION KERALA CIRCLE

The 9th General Council of State Bank's Staff Union Kerala Circle was organized on October 8th at Thiruvananthapuram. Senior Vice President AISBISF and General Secretary Kerala Circle Com. Philip Koshiy was felicitated on account of his superannuation. Senior Vice President AISBISF and General Secretary Com. G. Kripakaran gave an enthralling speech. President Com. V. Sridharan was felicitated at the conference along with our Vice-President Com. Khaja Fakhrudeen.



WAGE REVISION-SUB COMMITTEE MEETING OF UNITED FORUM OF BANK UNIONS (UFBU) AND INDIAN BANKS' ASSOCIATION (IBA) AT CHENNAI

General Secretary of our Federation and Convenor of UFBU Com. Sanjeev K. Bandlish attended a small group committee meeting with IBA that was conducted at "IMAGE" auditorium, Indian Bank, Chennai on October 12th, 2023. Our General Secretary Com. G. Kripakumar and Com. V. Sridharan participated. During his visit, he met our beloved Chief General Manager Shri. Ravi Ranjan as a courtesy call at our LHO, Chennai. Comrades from the LHO unit gave a rousing welcome to our beloved Bandlish ji.



DO'S & DON'T'S

DOING THE THINGS RIGHT FIRST TIME AND EVERYTIME

- Kindly ensure that data entered is captured rightly from the KYC documents during creation of CIF and as well as subsequent amendments. Also ensure that originals have been duly verified by authorized officials.

CUSTOMER MANDATE

- Do not debit customer's account without his/her mandate.

VVR CHECKING

- Meaningful checking is a must. (Scrutiny of the genuineness of the voucher, checking of the account number /name and amount, nature of the transaction, date, words and figures matching etc. to be verified.)
- Discrepancies in the voucher should be brought to the notice of the concerned officials/employees immediately and invariably marked in the remarks column and entered in the error book.
- Check the VVR with due diligence and record the discrepancies in "CHECKED WITH REMARKS" in DVVR module.
- Ensure the noting of voucher missing, in the MISSING VOUCHER REGISTER for follow up action.
- It is suggested to get the Queue of uploaded files passed with the capability of 9 to prevent system teller voucher in case of VVR checking.
- Missing voucher register has to be maintained and entries acknowledged by the concerned Teller also.
- Ensure authorization of each entry by the concerned official in the missing voucher register.
- Duplicate voucher must be manually authorized by the official.
- Don't check the BGL vouchers, it should be checked by the supervising staff.
- Don't do the checking without seeing the related vouchers.
- Ensure VVR checking according to your designation.
- Ensure second scrutiny of vouchers by the Branch Manager.
- Daily VVR scrutiny / crossing, to be done by the Branch Manager.
- Proper follow up of missing vouchers should be monitored by the Branch Manager and it should be entered in Missing Voucher Register.
- After proper examination, duplicate vouchers) should be prepared.
- Vouchers should be kept securely and should not be left in the open.
- VVR allotment and checking has been made on-line and Dash Board is available for monitoring by Controllers.



MY INVESTMENT JOURNEY

As we are at the verge of getting a wage hike and eagerly awaiting to check how much our salary would increase, it dawned on me to pen down my own experiences with investments.

Green Shoots in early life:

It all started as a child when I used to save the money given to me in a small bundle. Each trickle of coin going in and jiggling of the box every time one took it to fill more was the stuff of immense joy. Once the small box was full, I withdrew my first investment and bought a grey second hand BSA bicycle during my teens. I still remember how proud I used to feel when I said that I bought the cycle from my own money.

Falling to Temptations:

Later, as time passed by and I got into my initial job with an MNC spending overtook my savings. The urges of buying the latest fancy stuff like a mobile, jewellery or cosmetic or that one fancy meal had overtaken my cautious savings habit and I became a victim to consumerism.

The Road Less Travelled:

When I joined the Bank, we were due for a wage revision. Yes, 10% hike was about to be signed and charts were out. As eager as ever, I did my calculations and drew a plan for spending the arrears and extra money I would be getting. This was the turning point in my life. I was taught the difference between savings and investment and how it should be incorporated in life. I still remember that day when my friend made me understand the basis on which a financial discipline is developed. Yes, this was not the easy way out. Financial dedication and discipline are difficult and is often, the road less travelled. Once to get on this bus never look back and just keep going till you meet your goal.

“SAVE BEFORE YOU SPEND”

From there I started building my own corpus. A reserve for tough times and something to fall back upon when everything fails.

First and foremost, diversify your savings and investments.

“Don't Put All Your Eggs in One Basket”

This proverb warns not to invest all your money into a single financial instrument or area because you might lose everything in one go in case of any mishap.

The Plan :

Let us start with our investment planning. We have two parts of money to be invested.

1. MONTHLY INCREASE IN SALARY:

For eg. If salary increase would be Rs. 4,000. It should be split into 4 equal parts and may be invested as follows:

- Recurring Deposit – Safest and most liquid instrument (almost Nil Risk)
- Metal Gold or Gold Bonds – Our country and 'Need for Gold' is inseparable (Low Risk)
- Mutual Funds – Start an SIP in a fund – Select the fund based on your risk appetite (Medium Risk)
- EMI for purchase of Land/ Directly invest in share market (buy share of your favorite company or SIP in market directly) (however I skipped this step, spent this money for shopping - Never be like me)

2. ARREARS ON WAGE SETTLEMENT:

This would be a large one-time money that should be invested wisely.

- Priority should be given to clear off your loans or EMIs (that are in commercial rates)



- Invest in Gold Bonds or e-gold
- Buy Gold ornaments
- Diversify and buy units in Mutual Funds
- Buy shares of blue chip or financially stable companies
- Fixed deposit in Bank or in our SBI Staff Society
- Down payment for immovable property like Plot/House

OTHER IDEAS AND SUGGESTIONS:

- Opt for 15% additional Provident Fund (even if you are in New Tax Regime – compounding effect fetches more returns)
- Buy a Whole life insurance policy that would provide financial security to the family in case of any unfortunate incidents (avoid ULIPs)
- Opting for a proper medical insurance for you and your family is ideal
- Never have multiple credit cards. Do not Buy things with EMI by paying exorbitant interest. Add on cards can be used by both the spouses. By that way you don't miss to pay your card bills and also get reward points accumulated in one single card. This enables both to have a check on the other person's spending habit.

I would like to thank my friend for teaching me basics of investing, for being my "INVESTMENT GURU". He is none other than my better half, my best friend, my husband Shri. Santosh Jai Kohar. I hope this article would bring about some awareness about investing and provide basic financial literacy to all.

Happy Saving!!! Happy Investment!!!

Usha U

Assistant Treasurer, SBSU (CC)

பாடும் புகட்டும் படடாசு பண்டிகை

சிறிது நேரமே எரிந்தாலும்
புள்ளகைப் பூவை தூவிட
சற்றுக்கொடுக்கிறது கம்பி
மத்தாப்பு—
எவ்வளவு பெரிய கோவமாக
இருந்தாலும் உடனே அடங்கி போக
சற்றுக்கொடுக்கிறது புஸ்வானம்—
பாணத கரடுமுரடாக இருந்தாலும்
சறுசறுப்பாக சற்ற
சற்றுக்கொடுக்கிறது எங்கு சக்கரம்—
உருவம் சிறியதாக இருந்தாலும்
வெற்றி சத்தத்துடன்
இருக்கவேண்டும் என்று
சற்றுக்கொடுக்கிறது ஊசி புட்டாசு—
அடியில் எவன் பற்றவைத்தாலும்
மேலே உயர் சென்று அவனையே
அண்ணாந்து பார்த்து ஆச்சரிய பட
வைக்க சற்றுக்கொடுக்கிறது
ராக்கெட் வெடி—

விளக்கில் இருந்து நழுத்துப் போன
மத்தாப்புப் பற்ற வைக்க
பொறுமையை சற்றுக்கொடுக்கிறது
தீபாவளி!!!
அனைவருக்கும் இனிய தீபாவளி நல்
வாழ்த்துக்கள்!!!

C. Swathi
Senior Associate
TEPCO, CHENNAI



BACKPACK

“What’s in your Backpack?”—This is what George Clooney questions all in the movie “Up in the Air” and gets himself proved wrong by the end!

Clooney says we carry a lot of weight in our backpacks... bottle, office, cars, property, etc...so many materialistic things which slows us down and doesn't let us enjoy the luxuries life provide. The backpack gets way heavier, when we replace these materialistic things with relationships... parents, siblings, wife, children, relatives, friends...all in one Backpack makes our life a back-breaking experience! We should let all this go and live life at our terms. Feel light...live light!

What's in your Backpack? As Clooney gets proved how wrong this theory is in terms of people, relationships and life, how he is just another man scared of responsibilities, I realized the “backpack” theory isn't that wrong after all...It is all about what you fill your backpack with...

Stepping away from Clooney, the movie and whatever they wanted to say...here's my version of the backpack theory.

You have a backpack...now fill this backpack with moments that have caused pain in your life. Fill it up with those people, relationships, memories that have become past and only remind you of how wrong things went. Fill it up with all the minutes, hours, days lost in crying over it. Time went in asking yourself, Why me? Why did this happen? Why didn't it last? Was it even worth it? Fill it up with the people who have hurt you, broken your trust and taken you for granted. The hours of waiting... The tears that never stopped flowing...

Take everyone in your life, who matter or did matter at one point of time. Now sort out all the good and bad memories that are associated with them... (don't be surprised if you can think of more bad ones!) Now, take the stack of bad memories, quite a pile huh!?, and shove them in that backpack!! Add those forgotten love letters, the lonesome collar, the empty chair, bit by bit everything that reminds you of the pain...to the backpack!!

Once done, you will be surprised of how much more the backpack can still hold...now try carrying it around... (Don't you feel a lot heavier!?, unable to move?) This is all you have been carrying around in your head but never realized the weight. I say, throw this backpack away. You deserve a happier life, a chance to enjoy it in all ways. Give yourself the hope that you are great the way you are and deserve to be happy. Smile at the life and see it smile back.



Set yourself free. We miss so many beautiful things around us worrying about the inevitable, cribbing over what's done and mourning over all that was lost. I am not saying your loss doesn't matter, but what is important is to feel the pain, acknowledge it but not live it. Live only the life you have received as a gift which seems long but reminds you everyday that it is getting shorter. Relish it as long as it lasts... Once you get all the things and more I mentioned above, out of your head, simply dump it in the backpack, and throw it away.

As someone once said “We believe in holding on and hanging in there are signs of great strength. However, there are times when it takes much more strength to know when to let go and then do it.”



S. Sreerani
Deputy General Secretary,
Salem Sub Office



DIABETES IN WINTER

Diabetes levels may fluctuate with changing season. During winters, there is a potential that your blood sugar may spike and we should know to manage it.

Diabetes management also depends a lot on life style changes. Winters tend to make us slow and lethargic and calorie-laden winter comfort food may rise your sugar levels. Skipping workouts, changing food habits and increasing calories are a few reasons behind the rise in glucose level in the body.

1. STAY ACTIVE IN WINTERS:

Do not skip on workout season with winter, people may already be under stress and have more calorie intake. Hence it is important to practice exercises or yoga for at least 20 mins a day. Try to stay physically active so that there is a proper movement in the body.

2. MONITOR BLOOD SUGAR REGULARLY:

Check your glucose levels every day. Due to cold temperature, sometimes readings may vary due to less oxygen supply etc. Therefore ensure, your body temperature is normal before checking sugar levels.

3. KEEP YOURSELF WARM:

Exposure to cold temperatures can stress your body. Bundle up properly before stepping outside and ensure that your home is adequately heated.

4. MANAGE STRESS EFFECTIVELY:

Engage in activities such as meditation, deep breathing exercises or spending quality time with loved ones to reduce stress.

5. MINDFUL EATING:

The holiday season is tempting but sometimes self-restraint over treats can be the trick to keep your insulin level in check. Incorporate more leafy vegetables, winter specials like beetroot, carrot etc.

DIET AND DIABETES

Guide to the structured lifestyle- Intervention method

Preventing Type 2 Diabetes:

- Intensive diet and physical activity targeting loss of 7% of body weight.
- Moderate Intensity physical activity such as brisk walking to at least 150 mins/week.
- Annual monitoring for pre-diabetics.
- Screening for and treatment of modifiable risk factors for cardiovascular diseases.

What to eat and when:

- If you have diabetes, it is important to eat every 4 to 6 hours to keep your blood sugar levels stable.
- Try to have 3 daily meals at regular times and have healthy snacks when you are hungry. A balanced meal has food from at least 3 of the 4 food groups:

1. Vegetables and fruits
2. Grains
3. Milk and alternatives
4. Meat and alternatives

BREAKFAST:

- 2 small whole wheat dosas
- ½ cup of savoury chutney
- 1 cup of ambar
- ½ cup of papaya
- Tea, coffee or water (without sugar/honey)

SNACK:

- 1 Small orange
- ½ cup of diluted buttermilk

LUNCHEE:

- ½ cup of moong dal
- ½ cup of rasam
- 1 cup of cauliflower or broccoli
- ½ cup of rice (try brown rice)
- 1 orange
- ½ cup of low-fat yogurt

SNACK:

- 2 tsp of peanut butter on
- 1 whole wheat roti
- ½ cup of berries.

DINNER:

- ½ cup of vegetable pulao
- ½ cup of masoor dal
- 1 cup of fried or sautéed vegetables
- 1 small whole wheat roti / chapati

SNACK:

- ½ cup of low-fat yogurt
- 1 apple

While the link between diet and diabetes is well known, recent studies show how diabetes can go in remission with a low-calorie diet and regular exercise. Try to have the above diet plan to control or reverse your diabetes.

Dr. Sevarehali S.B., M.B.B.S., MD,
Bank Medical Officer,
A.O. South, Chennai

