



# THE SHIELD

A Monthly Magazine from

State Banks' Staff Union (Chennai Circle)



Post Box No.1754, State Bank Building, No.84, Rajaji Salai, Chennai - 600 001.

Office : 044-2521 9329 | 2522 0731 | 2522 7179 | Fax : 044-2524 3524

E-mail : [sbsugeneral@gmail.com](mailto:sbsugeneral@gmail.com) | [sbsuchennai@yahoo.com](mailto:sbsuchennai@yahoo.com) | Web : [www.sbsuchennai.com](http://www.sbsuchennai.com)

ISSUE NO.35 - NOVEMBER 2025 - FOR INTERNAL CIRCULATION ONLY

## Dear Comrades,

I am very happy to meet you all through this in-house e-magazine.

Vigilance Awareness Week 2025 was observed during the first week of November, an important initiative of the Central Vigilance Commission that reminds us of the crucial role integrity plays in nation-building. This year's theme, "Vigilance: Our Shared Responsibility," reinforces a powerful message, vigilance is not the duty of one, but the collective responsibility of all citizens, institutions and public servants.



Our Bank remains committed to transparency, accountability and ethical conduct in every aspect of our work. As part of this year's observance, SBI carried the message of vigilance across the country through grievance redressal camps, cyber-fraud workshops, essay and drawing competitions, reflecting our dedication to empowering communities, encouraging them to speak up against corruption and helping them stay informed about their rights.

Vigilance is not only about identifying wrongdoing. It also involves identifying emerging risks that may affect employees, institutions and society. One such area of concern for workforce today is the Government's enforcement of the Four Labour Codes which, while intended to modernize labour laws, pose several practical and serious challenges for the labour community as a whole.

On 21 November 2025, the Government issued a Gazette notification enforcing the Four Labour Codes, replacing 29 hard-earned labour laws. This move is not merely a policy change; it is a significant setback for the Indian working class. These rights were not gifts; they were won through decades of struggle, sacrifice and unity within the labour movement.

The new Codes "The Code on Wages, The Industrial Relations Code, The Social Security Code, and The Occupational Safety, Health & Working Conditions Code" have been projected as **reforms**. However, in reality, they dilute worker protections, increase employer flexibility and weaken mechanisms that safeguard job security.

By glorifying fixed-term employment and expanding contract and gig-based work, the Codes deny stable opportunities to lakhs of unemployed youth. Even more troubling is the impact on women workers, who may now be deployed in hazardous or late-night shifts under the guise of "equality," exposing them to greater risks. This marks a black day for the working class.

Despite nationwide protests and repeated objections from the Central Trade Unions, the Government chose to proceed unilaterally, sidelining the collective voice of workers. This clearly reflects a shift in favour of corporate interests.

With widespread concerns across the banking sector, the Department of Financial Services (DFS) invited the United Forum of Bank Unions (UFBU) for a discussion. Senior DFS officials and

DOWNLOAD THE SBSU VOICE APP



representatives of all UFBU constituents attended the meeting. We emphasized that labour reforms must be shaped in consultation with trade unions and not imposed.

We also used the opportunity to firmly raise long-pending issues in the banking sector, particularly our justified demand for five-day banking. Despite repeated assurances during conciliation meetings, there has been no meaningful progress. Words alone cannot ease the growing stress and workload on bank employees and be assured that we will continue to fight strongly for our rightful demands.

We will intensify our agitation. We will protest. Because this fight is not merely about Saturday holidays. It is about dignity at work, respect for labour, and the right to a fair workplace.

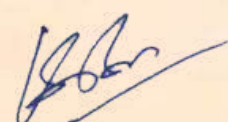
The National Confederation of Bank Employees (NCBE) our Industry level organization along with UFBU reaffirms its commitment to defend worker's rights, oppose anti-labour legislation and safeguard the future of India's banking workforce.

Let us remain vigilant.

Let us remain united.

Let us be ready for collective action.

**Together, we shall protect the dignity and rights of the working class.**



**V.SRIDHARAN**  
**GENERAL SECRETARY**

## FROM THE CGM's DESK

Dear Colleagues,

Coming on the close heels of the Bank posting Rs. 100 Trillion of total business and \$100 billion of market capitalization, it is a proud moment that Chennai Circle has also crossed Rs. 5 Trillion mark in October 2025. It is with a sense of pride and pure joy, I congratulate each staff of Chennai circle on achieving this important milestone. Considering the tough business environment, it is no mean task but stands a testimony to the tireless smart work and innovative efforts you have all put in.



As we navigate through the ever-evolving landscape of the banking industry, it becomes crucial for us to remain steadfast in our pursuit of growth, and the fulfilment of our objectives. Bestowed with rich work culture, Chennai circle does not rest on its past glory but marches on, to add more feathers to its ornate crown.

First of all, Chennai Circle has lived up to expectations in remaining at the top on many parameters. It has crossed another milestone i.e Rs. 1 Trillion in CASA deposits improving CASA ratio to 39.27 %.

The Circle is the first to achieve Rs. 50,000 Cr level in the SME Advances. In Advances, the Circle has crossed Rs. 2.35 Trillion in October 2025.

➤ Circle market share has increased in both Deposits & Advances over Mar'25. Especially in advances Circle has touched the all-time high of 12.90% (excluding other verticals).

➤ Asset quality of the Circle has improved. NPA% brought down by 5 bps to 0.76% from Mar'25.

➤ Circle has done MoUs with Tamil Nadu Govt, Income Tax Dept. of TN & PU, Neyveli Lignite Corporation. In addition to these, 121 CSP Tie-ups have been made during the Current Financial year. This has given lot of scope for Circle to improve CASA.

**DOWNLOAD THE SBSU VOICE APP**



- In RFIA, as on Sep'25, 67% of the branches are AA rated against 64% as on Mar'25. Nil Br / CPC has been classified as C or D during this year.
- For the month of October 2025, Chennai Circle has stood Pan India No. 3 in both MD Ranking and OE Ranking.

Once again, I would like to put on record my heartiest congratulations and profound gratitude for your invaluable contribution that facilitated the Circle to win many laurels. No doubt, the path is riddled with challenges, but we shall overcome them with elan. When the going gets tough, the tough ones get going, don't they? Let me list out some of the hurdles that we are witnessing at the end of Q2 FY26.

In Deposits, the growth remains sluggish. Notwithstanding the increase on both QoQ and YoY, we have lost market share when compared to mid-term of 5 years by 14 bps. Current Account market share is the biggest concern of the Circle. Considering the importance of low-cost deposits, we need to focus on garnering more number of current accounts and of higher variants (Rhodium/Platinum/Diamond/Gold), along with this funding since the start. While opening SB A/c, though we do not charge for minimum balance, we can request customers for deposits.

In Advances, despite being at the top on various parameters, our market share has seen downward trend in most of the Tier 1 & 2 districts. It calls for targeting NIL degrowth district throughout the State. Negative growth branches play laggards in restricting the momentum of the progress. In other words, we need to put in place Branch specific plans.

- There is a significant increase in Overheads YoY which should be curtailed urgently.
- DEAF accounts activation should be accorded high priority, this not only spreads goodwill but also strengthens trust and brings deposits.
- Branch ambience & upkeep to be ensured
- ATM cleanliness, CRM /ORM of the Circle needs improvement. We are an issuing circle, need to become acquiring.

While improving sourcing, our focus should also shift to big ticket home loans. Not long before SBSU (CC) mooted the suggestion that each staff should be encouraged to source one HTL each per month and let us renew the pledge. We need to identify the opportunities for value creation and tap such opportunities effectively to shore up our fee income. Every rupee saved is a rupee earned, and by reducing income leakage, we can improve our bottom line.

There is always room for improvement. Towards creating an ecosystem of leveraging the extraordinary talent pool, I wish to reiterate the following:

Contribution from each staff counts. Let each staff member contribute to growth of business by sourcing at least one deposit, one advance and one digital product every day. Realise the 'I' in SBI. We are in an era of hyper personalization for which the focus must lie on meaningfully connecting with customers. Although we are making progress on our Customer Service, we should remain fully committed to improving our customer centricity further.

We are the trustees of public fund and our sincerity should not be kept wanting. We must aspire to serve customers seamlessly across ecosystems, customer segments and micro markets while fostering a strong risk and compliance culture.

In an era dominated by technology and connectivity, the influence of social media cannot be understated. With the proliferation of online platforms, we must exercise discernment, integrity, and empathy, ensuring that our actions and interactions contribute positively to society and do not violate the value system of organisation. To meaningfully fulfil our goal of becoming a data driven organization, analytics needs to be leveraged extensively for business growth, portfolio evaluation, stress testing, collections, and recovery.

Digital is the future. YONO For Every Indian (YFEI) is the mantra. By bringing every Indian citizen into the framework of YONO regardless of his banking relationships, let us elevate the experience of customer to newer heights of delight. Let us give the hard run to Private Banks and FinTechs.

Digitalization without necessary security mechanism in place may lead to disasters of unimaginable proportions. From Information Security to Data Governance, it is the responsibility of each staff. Considering the plethora of cybercrimes being reported, let us be one step ahead of fraudsters, exercising due diligence in our transactions. It is heartening to hear instances where our officials were successful in protecting customers from cyber crooks.

SBI stands tall today on the strong foundations of its human resources. Amidst our commitment to professional excellence, we recognize the significance of nurturing our most valuable asset – our employees. We take great pride in the welfare activities that we have undertaken to enhance the well-being and satisfaction of our staff members.

Through various initiatives, programs, and support systems, we strive to create a harmonious work environment that promotes empowerment, holistic growth, work-life harmony, and a sense of belonging. Together, we celebrate the diverse talents, achievements and contributions of our dedicated workforce.

I have full confidence in our teams' capabilities and the passion that drives us to excel. Thank you for your relentless dedication and hard work. Together, we can chart a path to even greater success in the future. When we set our goals high commensurate with high motivation, we rise automatically to achieve them. As Saint Thiruvalluvar would say,

**“வெள்ளத்து அனைய மலர் நீட்டம் மாந்தர்தம்  
உள்ளத்து அனையது உயர்வு.”**

In English it translates as “The stalk of the lotus rises as high as the water level; even so a man's greatness rises with the level of his ambitions.”

In this context, I congratulate President, General Secretary and all office bearers of SBSU (CC) for collating and disseminating banking knowledge to all the members. My special wishes to the Editorial Team for making an exciting read, edition after edition.

Let the words and ideas presented here motivate you to action, deepen your understanding, and stimulate your curiosity. Wishing you an enriching and enlightening reading experience.

Wishing you all a Merry Christmas and a Happy New Year 2026 !!

With warm regards,  
VIVEKANAND CHOUBEY

Chief General Manager  
LHO Chennai

**DOWNLOAD THE SBSU VOICE APP**



# MEMBERS MEET – ZONE XII (DINDIGUL)

The Members' Meet for Zone XII (Dindigul) was held on 16th November 2025 at Hotel Swagath Grande, Dindigul, with the participation of more than 150 members and office-bearers from the Sub-Office, Tiruchirappalli. The meeting commenced at 9:30 AM with a welcome address by Com. Joan Kingston (AGS), who appreciated the presence of the members and encouraged active interaction with the leadership.

Our President, Com. Khaja Fakrudeen, in his presidential address, highlighted the proud history of the union and stressed the need to document and preserve its legacy. He spoke about initiatives taken towards career progression and job security, along with the continued efforts against bank mergers. He also mentioned about the successful implementation of IMT of 230 despite only 300 new recruits joining the Bank during 2024-25.



Com. Raghunathan, Vice President and CWC (Secretary) spoke about the enhancement of the Staff Allocation Fund from ₹150 crore to ₹250 crore and the resumption of sports recruitment after 1994. He encouraged members to utilize Holiday Home facilities and clarified that offline applications can be entertained if rooms are available and the application must be routed through the DGS of the respective module.

The General Secretary delivered a powerful address emphasizing that the prosperity of employees is directly linked to the prosperity of the bank. He informed that the CGM's target of ₹5 trillion business for the Circle has been successfully achieved and the Chairman's vision, "Together We Grow," is being effectively implemented.

He insisted on strict adherence to systems and procedures and noted that intentional lapses will not be defended. He stressed the importance of monthly unit meetings to build discipline and unity. He urged all AGS to promptly respond to members and ensure effective functioning of Local Implementation Committees.

He encouraged all members to join the SBI Staff Co-op Society and expressed concern over the Government's move towards bank consolidation, which could reduce branches and expand private sector presence. He announced possible release of a revised Do's & Don'ts book along with the calendar. He also shared the unfortunate incident of the Uchinatham Branch Manager who died during cash remittance and compassionate grounds were denied by management. The union will continue to fight for justice. He concluded by reminding members that unity and oneness must always be upheld.

There was an active participation by members in the interaction session. Com.Krishnamoorthy, DGS, Com.M.Pandi, DGS (Branches) of Sub-office, Tiruchirappalli also addressed the gathering. Vote of thanks was rendered by Com.Ramkumar, unit Secretary of Dindigal Main branch

The meeting ended with a strong sense of solidarity among members and deep commitment toward collective progress and the welfare of staff.

## QUARTERLY STRUCTURED MEETING – CHENNAI SOUTH

The Structure meeting for Chennai South was held on 18th November 2025 at AO Chennai South and issues pertaining to the members of Chennai south were discussed.



## SBISA (Bengal Circle) 12th TRIENNIAL CONFERENCE

The 12th Triennial Conference of SBISA (Bengal Circle) was held on 22nd November 2025 at Kshudiram Anushilan Kendra, Kolkata, with the participation of a large number of members, delegates, and office-bearers. The conference was inaugurated by Shri. Niraj Kumar Panda, Chief General Manager, SBI Kolkata Circle.



Com. L. Chandrasekhar, General Secretary of AISBISF, presided over the conference as the Chief Guest. He delivered an impactful speech highlighting the importance of unity among members in the present banking environment. He emphasized the need for strong collective efforts to safeguard employee rights, resist unfavorable policies such as bank consolidation, and ensure fair wages, career progression, and protection of service conditions. Our beloved General Secretary and President, along with other President and General Secretaries from different circles, were invited as Guests of Honor. They were given a warm reception and were honored for their leadership and continuous efforts in defending the interests of the staff.

## UNITED WE STAND: Zone 24 Villupuram Members' Meet

The members' meet of Villupuram Zone 24 was held on 30th November 2025, at Thalapathy Arangam, Kalaingar Arivalayam Villupuram. In a spirited gathering filled with tradition, respect, and inspiration, the members of Zone 24, Villupuram extended a grand welcome to General Secretary

Com. V. Sridharan and President Com. P. A. Khaja Fkrudeen. The event began by 10.00 am with an impressive honor salute presented by the Armed Guards and the ceremonial offering of garlands to the leaders.

The cultural inauguration was marked by a graceful Bharathanatyam performance by Baby Saiyenthra and a soulful song rendered by Baby Sadhana, children of our staff, creating a warm and vibrant atmosphere. This was followed by Tamil Thaaai Vazhthu and the traditional lamp-lighting ceremony, symbolizing harmony and enlightenment.



Com.D.Lazar – Assistant General Secretary, Zone 24, Villupuram welcomed the gathering. The meeting was presided over by President Com. P. A. Khaja Fkrudeen, whose inspiring opening address highlighted the significance of the newly implemented Labour Codes, compliance with banking systems, and the evolving responsibilities of today's workforce. His words resonated deeply with members, stressing the need for informed participation and collective vigilance.

The session was further enriched by key speakers Com. N.Elaventhann Immanuel ,Vice President(HQ), Com. R.Ragunathan , Vice President(HQ), Com. S.Sathish Kumar, (DGS), Sub-office Salem and Com. S.Sreeram , (DGS), Sub-office Salem.

Each speaker contributed profound insights covering essential topics like, developments in Staff Co-operative Society, Labour Code reforms, Five-day banking proposals, PLI policies and performance improvement, importance of standard operating procedures. They emphasized balancing operational efficiency with strong human values, reflecting the union's unwavering commitment to employee welfare and sustainable institutional growth.

General Secretary Com. V. Sridharan delivered a powerful and forward-looking message to all members. His address stressed about Improving deposit ratios, Reason for delay in PLI, Understanding the impact of new Labour Codes, Preparedness for changes affecting the banking industry, the future roadmap toward five-day banking. He encouraged every member to actively contribute to strengthening the union's efforts and shaping a resilient future.

The meeting also included an engaging interactive session, enabling members to voice their concerns, seek clarification, and exchange ideas directly with the leadership team. This open dialogue reflected the union's belief in transparency, inclusiveness, and collective responsibility. Com.Vijayakumar.R, Unit Secretary of Villupuram main branch delivered the Vote of thanks.

The gathering concluded with renewed commitment and shared energy. The final message echoed across the hall:

**“தோற்றதில்லை தோற்றதில்லை தொழிற்சங்கம் தோற்றதில்லை”**

With unity as its foundation and progress as its path, Zone 24 Villupuram continues to build a stronger, more empowered workforce community.

## CONFERENCE CO-OP KUMBH 2025

SBI Co-operative Society President Com. Elavendhan along with his team of Directors actively participated in a prestigious international-level conference of urban cooperative credit sector Co-Op Kumbh 2025, held at Vigyan Bhawan, New Delhi on 10th & 11th November 2025.

The event brought together leaders, policymakers, and representatives from various co-operative institutions across the country to share knowledge, explore new opportunities, and strengthen the cooperative movement.

Their participation demonstrated the Society's commitment to continuous improvement, transparency, and progressive cooperative practices. Interactions with different cooperative leaders helped exchange valuable ideas on digital transformation, improved member services, and expanding the cooperative network.



**SCAN FOR LIST OF HOLIDAY HOME & UNION MAINTAINED GUEST HOUSE**



## EDITORIAL

**Editor in Chief - Com. P. A. Khaja Fakrudeen - President**

**Associate Editors:**

- 1.Com. Emmanuel Elaventhana - Vice President (HQ)
- 2.Com. Habeeb Rahiman A - Deputy General Secretary, Chennai - 1
- 3.Com. Kalaivani G - Lady Representative
- 4.Com. Ananthakrishnan S - Ex-Servicemen Representative