



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 | sbsuchennai@yahoo.com | Web : www.sbsuchennai.com

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Dear Comrades,

Congratulations to each one of you on the signing of the historic MOU of XII Bipartite Settlement. We have clinched the wage revision without any agitation programs like strike or demonstration for the first time in the Banking history. After prolonged discussion for more than 8 hours certain conclusions and understandings were reached based on which MOU was signed on 7th December 2023 and this understanding has been reached between United Forum of Bank Union (UFBU) and Indian Banks' Association (IBA) in 403 days, which is the least number of days since 5th Bipartite Settlement. This could be achieved only because of the reposed faith and trust by the members on UFBU.

Salient features of the understanding are as follows:

The Wage Revision Settlement would be effective from 1-11-2022 and it would be for a period of 5 years up to 31-10-2027.

This wage revision settlement would cost Rs. 12,449 per annum, i.e. an increase of 17% over the cost of payslip components of the wage bill pertaining to the financial year 2021-22.

The revised pay scales would be worked out by merger of Dearness Allowance upto 8088 points of consumer price index and with an additional loading of 3% thereon.

This settlement is more significant because we are seeing some light in the revision of pension by way of additional monthly ex-gratia pension payment to pensioners and family pensioners from 1/11/1986. This is just a beginning; our ultimate aim is updation of pension at par with Central Government employees.

Regarding introduction of 5 Day Banking, while IBA has already recommended the same to the Government and would be implemented after its approval. We have insisted that it should be implemented along with the XII bipartite.


Other notable achievements before the XII Bipartite include

- 100% D.A. neutralization for pre- Nov 2002 retirees
- Computation of pension at the uniform rate of 50% for all pensioners in place of the existing dual rate of calculation has been approved by the Central Government.

All other issues would be discussed, and final settlement would be arrived at within the next 6 months.



**Wishing you and your family a Happy New Year in advance.
May this year be filled with success, peace and prosperity.**


**G. KRIPAKARAN
GENERAL SECRETARY**

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SYNERGY MEET 2023 - 24



Chairman had invited leaders of All India State Bank of India Staff Federation and All India State Bank of India Officers' Federation to discuss and deliberate on the issues and challenges faced by our Bank to retain our premier position in the Banking Industry. This meet was named as "SYNERGY MEET". Hitherto a meeting called "Jodhpur Conclave" conducted by our former Chairman Shri O.P.Bhatt has played a vital role providing the required facelift to the Bank.

Due to emergence of large number of private and foreign banks and Government businesses being shared with private banks, we are at a threat of losing our market share. Thus, the purpose of this meet was to pave way for the Trade Unions to provide their insights to formulate and present innovative solutions to improve bank's productivity and mitigate potential challenges.

As a part of the "SYNERGY MEET", a program called "LEAP – Leveraging Engagement & Achieving Persistently" was conducted at SBIL Kolkatta on 1st December 2023. The meet was presided over by our Chairman Shri. Dinesh Khara, Managing Director (RB &O) Shri. Vinay M Tonse, along with DMD (HR) & CDO Shri. Om Prakash Mishra, CGM (HR) Shri. Rajeev Kumar, DGM (IR) Shri. Mahesh Kumar Pandey and top leadership of the bank with General Secretaries of the Circle Award Staff Unions and Officers' Associations.



Managing Director (RB &O) Shri. Vinay M Tonse inaugurated the meet and addressed the delegates. Our Chairman Shri. Dinesh Khara delivered the keynote address. He elaborated with a detailed comparative analysis on the current position of our Bank in all business parameters in the Banking Industry. He emphasised that our goal is to strive hard to achieve 1 lakh crore profit in the next financial year. DMD (HR) and CDO Shri. Om Prakash Mishra presented on "Overview of the Bank's Performance and Challenges". He emphasised that there is zero tolerance towards spreading of incorrect information on social media and tarnishing the image of the Bank. He also emphasized that there is no room for lack of integrity.

As per the structure of the synergy meet, the trade unions were required to make presentation on two topics each. Our Federation General Secretary Com. Sanjeev K Bandlish presented on "Market Share Erosion and Performance Gap" and Federation President Com. Arun Bhagoliwal presented on "Challenges in Delivery of Services". Deliberation on the presentation and moderation was done by CGM (HR) Shri. Rajeev Kumar. The event concluded with the signing of the Kolkata declaration by all the three parties.



CENTRAL BANK DIGITAL CURRENCY (CBDC)

Friends, my greetings to you all.

It takes great pleasure to share with you, the recent developments of our new digital product “e-rupee by SBI” app and the RBI's ambitious Central Bank Digital Currency program. As you know, Fiat Money is a government-issued currency that is not backed by a physical commodity, such as gold or silver, but rather by the government that issued it. Most modern paper currencies are fiat currencies, including the Indian rupee, U.S. dollar, the euro, and other major global currencies. However, in the era of digital revolutions, major global economies aim to develop their currencies in digital form (CBDCs) to improve the efficiency of payments, reduce the cost of printing, storing, and transporting physical cash. The Reserve Bank of India (RBI) has rolled out Central Bank Digital Currency (CBDC), a digital form of currency notes (e₹ or digital Rupee) across the country. Accordingly, State Bank of India has developed a CBDC app (“eRupee by SBI”), in line with the RBI guidelines and made it available on Google Play store/Apple store.



SURAJ KUMAR SINHA
DEPUTY GENERAL MANAGER
Digital & Transaction Banking Department
LHO Chennai



Android



Apple

eRupee is a sovereign currency issued by RBI. An eRupee wallet is a digital wallet in your android/iOS device which will store your digital currency like the physical wallet stores physical currency. There is no cost associated with eRupee or eRupee wallets. There is no minimum balance required to open/ maintain eRupee wallet. It can be used round the clock, and it is safe and secure. There is a robust cyber-security framework to ensure that eRupee is kept secure. It is not different from banknotes but being digital,

it is likely to be easier, faster & cheaper. eRupee is aimed to compliment and create an alternate to physical currency and not replace current forms of money. Unlike other cryptocurrencies such as bitcoin, eRupee has intrinsic value and is regulated by RBI.

Impact of CBDC on Ecosystem:

It improves efficiency and cost reduction of payment transactions by eliminating intermediation. It facilitates MSMEs with better access to financial products and services. It helps in bringing innovation in banking products, services, and technology infrastructure to participate in healthy competition. It offers a Secure, fast, efficient, and convenient mode of payment with no linkage to Bank accounts.

The FAQs on the CBDC may please be accessed through: <https://bank.sbi/web/personal-banking/cards/debit-card/faq-on-cbdc>.



6TH TRIENNIAL CONFERENCE AND NATIONAL CONFEDERATION OF BANK EMPLOYEES (NCBE) U.P. STATE

6th Triennial conference and National Confederation of Bank Employees (NCBE) U.P. State was organized on 28th October 2023 at Lal Bahadur Shastri Ganna Kisan Sansthan, Lucknow. The event witnessed the felicitation of Com. Akilesh Mohan General Secretary, NCBE (U.P. State) & SBISA (Lucknow Circle) Senior Vice President, SBI Staff Federation on account of his superannuation. Our General Secretary Com. G. Kripakaran, President Com. V. Sridharan and Vice- President Com. Khaja Fakrudeen took part in the program.



6TH TRIENNIAL GENERAL COUNCIL MEETING AND NATIONAL CONFEDERATION OF BANK EMPLOYEES (NCBE) ASSAM STATE FEDERATION

6th Triennial General Council Meeting and National Confederation of Bank Employees (NCBE) Assam State Federation was held at Guwahati on 5th November 2023. Our General Secretary Com. G. Kripakaran, President Com. V. Sridharan and Vice- President Com. Khaja Fakrudeen took part in the program. President SBISA (NE Circle) Com. Pranab Thakuria was felicitated on account of his superannuation.



RETIREMENT FUNCTION OF PRESIDENT STATE BANK OF INDIA AWARD STAFF EMPLOYEES UNION BHOPAL CIRCLE (SBIASEU) COM. NALIN SHARMA

President of SBIASEU Com. Nalin Sharma was felicitated on account of his superannuation at Bhopal Circle on 26th November 2023. Our General Secretary, Com. G. Kripakaran addressed the gathering in hindi for the first time.



DGS CONCLAVE 2023

“DGS CONCLAVE 2023” was organized by our SBSU (CC), yet another initiative of our dynamic General Secretary Com. G. Kripakaran on 18th November 2023 at “Com.D.Venugopal Reddy Trade Union Training Institute”, Chennai. The Program was presided by our President Com. V. Sridharan. He welcomed all the participants to the conclave and briefed them about the purpose of the conclave and asked them to utilize the program to enrich their knowledge and skills. He spoke great about the inaugurator of the program, who was instrumental in giving a facelift to the Union. He provided sim cards to all office bearers. The program was aptly inaugurated by Com. V.R. Udayashankar former General Secretary, SBSU (CC), who is an advocate by profession and a social activist. He addressed participants and briefed them on the role of DGS and the skills they need to possess. He expressed his pleasure in the functioning of our union today. Participants include Deputy General Secretaries (DGS) of all modules, DGS Branches and Treasurer.

Our General Secretary Com.G.Kripakaran enriched the participants with various subjects like the origin of union, Wage Revision, Dearness Allowance and Disciplinary proceedings. He advised them to maintain utmost self-discipline at work. He showed the ways and means to be a compassionate, approachable and a dynamic leader.

Next session was “the need and importance of the e-initiatives” like SBSU Voice app, Website, e-magazine “The Shield” etc. by our President. It was decided that each module will contribute half page content to our e-magazine. The program concluded with a session by Com. H. Ganapathi, former President SBSU (CC). He captivated the participants by his expertise on DPC by sharing various cases he dealt with. Advocate by profession, his language and presence made him the cynosure of all eyes. Vice-President Com. Khaja Fakrudeen delivered the vote of thanks.



MEMBERS' MEET OF ZONE V AND FELICITATION OF VICE-PRESIDENT (HQ) COM. V. LALITHA O/A OF HER SUPERANNUATION

Members meet of Zone V was organized on 18th November, 2023 at A.O. South Auditorium Assistant General Secretary Com. Vijay Anand welcomed the gathering. President Com V.Sridharan presided over the meeting. He requested the members to make use of the e-initiatives of our union to the maximum. Our General Secretary Com. G. Kripakaran interacted with the members and clarified the doubts of the members. Members of the zone actively participated and made the session lively. Deputy General Secretary (HQ) and President SBI Staff Society Com. Emmanuel Elaventhana addressed the gathering and briefed about the SBI Staff Co-operative Society.

Vice-President (HQ) Com. V. Lalitha was felicitated by our General Secretary and President on account of her superannuation. Com. V. Lalitha gave a heart touching acceptance speech. The meeting concluded with the Vote of Thanks by Vice-President (HQ) Com. Khaja Fakrudeen.



PAYMENT OF EX-GRATIA TO THE FAMILY MEMBERS OF COM. MAHALINGAM

Our staff Com. Mahalingam Senior Head Messenger, who was working at Kulithalai Branch passed away on 4th August, 2016, during which period there was no scheme for compassionate appointment in the Bank. The bereaved family was requesting for compassionate appointment and was not aware of ex-gratia. Due to our persistent effort the family could get an ex-gratia of Rs. 12,00,000/- on 30th October 2023.



LAURELS AND ACCOLADES

Assistant General Secretary Zone 13 Com. K. Gopalakrishnan's children participated in the National Level Martial Arts competition "SKILL DO TOURNAMENT" held at Solapur, Maharashtra on 18th and 19th November 2023. They have also qualified for the forthcoming International Tournament to be held at Goa in January 2024. K.G.Karna won 2 gold and 1 bronze medal. K.G.Krish won 1 gold and 2 silver medals. We congratulate them and wish them win more laurels in the forthcoming International tournaments.



INTERCIRCLE VOLLEY BALL TOURNAMENT 2023-24

Chennai Circle emerged as the runner up of the Inter circle Volley Ball Tournament held at Visakhapatnam between 16th to 19th November 2023. Thiruvananthapuram Circle won the title by beating Chennai 3:2 sets.



DIGITAL TRANSFORMATION – EMPLOYEES ROLE

Employees play a crucial role in embracing, ensuring and promoting the success of digital banking solutions within an organization. Their understanding, enthusiasm, and ability to effectively communicate and demonstrate the benefits of these solutions can significantly impact the organization growth and goodwill.

- 1. Knowledge in Understanding and its Change:** Employees must be the **Early adopters** of digital tools. Their willingness to embrace the change sets the tone for the entire organization. Their understanding, enthusiasm, and ability to effectively communicate can become advocates, encouraging others to adapt and participate in digital success.
- 2. Advocacy, Enthusiasm, and Demonstration :** Advocate for digital banking solutions, demonstrating genuine enthusiasm and excitement about their potential to enhance customer experiences and improve business outcomes. This enthusiasm is contagious and can motivate others to embrace these solutions. Addressing potential concerns, and providing hands-on demonstrations of the solutions' capabilities.
- 3. Training and Skill Development:** Providing training and support to customers and colleagues on how to use digital banking solutions effectively. This includes creating user guides, conducting training sessions, and offering troubleshooting assistance. Financial institutions should invest in training programs to equip employees with the necessary skills to work effectively with digital solutions1.
- 4. Innovation and Creativity:** Organizations should foster an environment of creativity and innovation among employees. By involving employees in Creative brainstorming sessions, financial institutions can tap into their insights and ideas for improving digital processes.
- 5. Security Awareness , Trust and Relationship :** Awareness of cyber security risks associated with digital banking solutions , build stronger trust and relationships with customers, providing personalized service, addressing concerns promptly would evolve in digital platform growth.
- 6. Feedback and Ruthless Improvement :** Feedback on their experiences with digital banking solutions, identifying areas for improvement and suggesting enhancements would increase business growth. This feedback loop is essential for ensuring the ongoing success of these solutions for ruthless growth.



VINOTH KUMAR R
Sr. Associate
Gandinagar Branch
Tiruvanmalai

WATCH YOUR HEALTH

CONSTIPATION

As per the recent studies done on bankers 60% of them has bowel related problems especially related to prolonged constipation leading to rectal bleeding after straining, bowel incontinence, fecal impaction, anal fissures and hemorrhoids or piles occurring due to low fiber intake in diet and no physical activity.

Constipation is when a person has difficulty in passing stool. It can also cause abdominal pain, bloating, nausea, passing lumpy, dry hard stools, loss of a p appetite.

CAUSES OF CONSTIPATION

- ▶ **DIET:** Many foods have shown to cause or worsen constipation. Few of them are fried foods, dairy foods, red meat, processed food and increased intake of alcohol cause constipation due to very low fiber. Always see that we get high fibers which are in fruits, vegetables, whole grains, nuts, lentils, chickpeas and other legumes.
- ▶ **PHYSICALACTIVITY:** Low levels of physical activity or not getting enough exercise may also lead to constipation.
- ▶ **CERTAIN MEDICATION** also increase risk of constipation such as anticonvulsants, anticholinergic, antispasmodics, diuretics etc.
- ▶ **CERTAIN MEDICAL CONDITIONS** such as IBS, anxiety, depression, stress, hypothyroidism, diabetes and other conditions that affect metabolism causes constipation.
- ▶ **OTHER CAUSES** such as not drinking enough water, laxative overuse or abuse and changes in bowel movements as a person ages etc.

So, taking steps to prevent constipation and getting medical attention for persistent or severe constipation can help reduce the risk of complication. Diet and exercises will help to prevent constipation.

Dr. Suvarchala S.B. M.B.B.S., M.D.,
Bank Medical Officer,
A.O. South, Chennai