



THE SHIELD

A Monthly Magazine from

State Banks' Staff Union (Chennai Circle)



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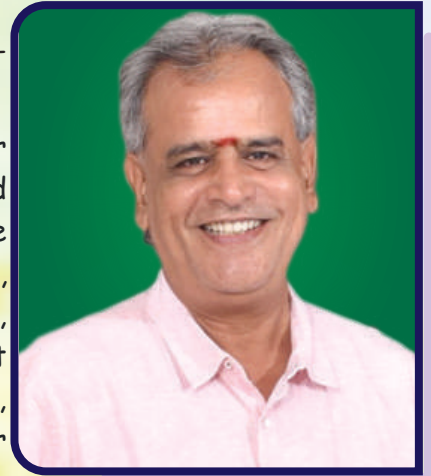
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Dear Comrades,

It is a pleasure to connect with you once again through our in-house e-magazine, "The Shield."

While it is important that we all must render unparalleled service to our customers, it is also equally important that we follow the Systems and Procedures and laid down instructions of the bank. Of late, in the pursuit of providing quick service and meeting high-pressure targets, some of our comrades are compromising on these guidelines. This has, unfortunately, led to unwarranted situations. Time and again we insist you to follow the Bank's instructions and work diligently. By doing so, we not only protect ourselves but also uphold the reputation of our esteemed institution.



As we approach Computer Security Day on 30th November 2024, let us remind ourselves of the growing threats posed by cyber fraud. In this era of heightened digital activity, it is imperative to stay vigilant and adhere to the Bank's cyber security protocols. Also educate the customers NOT to share their address, location, phone, Aadhar, PAN, DoB, or ANY personal detail with ANYONE over phone or messages.

In his recent address during the declaration of Q2 results, our Chairman highlighted the following:

"Sustainable Growth through Ethical Engagement. Our focus on core income must be sustainable and ethically driven. Let us continue our motto of engaging with our customers honestly, prioritize transparency, and offer solutions that genuinely benefit them."

As rightly quoted by our Chairman, we must ensure that our business growth remains ethical, transparent and customer-centric.

We are thrilled and proud of our Bank's stellar Q2 results where we beat earnings estimates by a wide margin, reporting a profit of Rs 18,331 crore, up 28% year-on-year (YoY) and our Net interest income for the quarter rose 5% YoY to Rs 41,620 crore, compared to Rs 39,500 crore in the same period last year. Our deposits have crossed a milestone of 50 trillion with more than 50 crores customers. The results evidently shows collective efforts and dedication of all.

I would like to congratulate each one of you for contributing towards this and I am sure we will reach further heights in the years to come.

V. SRIDHARAN
GENERAL SECRETARY

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2ND TRIENNIAL GENERAL BODY MEETING – STATE BANK OF INDIA STAFF UNION (SBISU) AMARAVATI CIRCLE

The Second Triennial General Body Meeting of SBISU Amaravati Circle took place at Tirupati on 20th October 2024. Our General Secretary Com. V. Sridharan and President Com. P.A. Khaja Fakrudeen participated in the meeting. This is the first Conference of Amaravati after their General Secretary Com. L. Chandrasekhar took over as Federation General Secretary. Thus, the grand gala witnessed guests and executives from all over the country. Members from all over the circle participated and made it a grand success.



ALL INDIA STATE BANK OF INDIA STAFF FEDERATION (AISBISF) GENERAL SECRETARY'S VISIT TO UNION OFFICE

All India State Bank of India Staff Federation (AISBISF) General Secretary Com. L. Chandrasekhar visited our Union office on 22nd October 2024 during his visit to Chennai. He congratulated Com. P. A. Khaja Fakrudeen and Com. V Sridharan on taking charge as President and General Secretary respectively of our great edifice. He wished them success in all the endeavours. He also interacted with city office bearers and shared the latest happenings at the apex level. The interaction was very useful and interesting.



CENTRAL BIPARTITE MEETING AT TIRUPATI

Quarterly Central Bipartite meeting between the Management and Federation held at Tirupati on 19th October 2024. Deputy Managing Director and CDO Shri. Binod Kumar Mishra along with Chief General Manager (HR) and other HR officials representing the Management participated in the meeting. General Secretary Com. L. Chandrasekhar represented the federation along with all the executives. Various issues were discussed and deliberated.



AISBISF EXECUTIVE COMMITTEE MEETING @ TIRUPATI

The Executive Committee of our All India State Bank of India Staff Federation (AISBISF) met at Tirupati, Andhra Pradesh on 19th October 2024. This meeting is held every quarter at Federation level to discuss issues



pertaining to all the circles at the apex level. Our General Secretary Com. V. Sridharan and President Com. Khaja Fakrudeen participated in the meeting.

11TH TRIENNIAL CIRCLE GENERAL COUNCIL MEETING OF STATE BANK OF INDIA STAFF ASSOCIATION (SBISA) NORTH EASTERN CIRCLE & GRAND SEND OFF TO COM. PRADIP KUMAR BAISHIYA

On 26th October 2024, the 11th Triennial Circle General Council meeting of SBISA Northeastern Circle was organised in a grand manner at Guwahati. The celebrations also witnessed the felicitation to Com. Pradip Kumar Baishiya, President AISBISF and General Secretary of the circle on account of his superannuation from Bank's service. Our President Com. P.A. Khaja Fakrudeen and General Secretary Com. V. Sridharan were part of the celebrations.

INAUGURATION OF HOLIDAY HOME AT MADURAI

SBI Holiday Home at Madurai was inaugurated on October 8th, 2024 by our beloved Chief General Manager Shri. Parminder Singh, Our General Secretary. Com. V. Sridharan and Circle Welfare Committee Secretary Com. R Ragunathan and a team of office bearers led by Com. R.Barathan, DGS Madurai Sub Office graced the inauguration function. Deputy General Manager Shri. Amit Ranjan along with other HR officials were also present. The opening of Holiday home at Madurai City will encourage employees to avail the facility and enjoy their pilgrimage tours.



UNIT SECRETARIES MEET – PUDUKOTTAI AREA BRANCHES

Unit Secretaries of 18 branches from in and around Pudukottai area met at Pudukottai Main Branch on October 5th, 2024 to discuss and deliberate on various issues pertaining to the zone. Vice-



President Com. Ananthakrishnan presided over the meeting.

Deputy General

Secretary Com. Krishnamoorthy and Deputy General Secretary (Br) Com. Pandi interacted with the members. Assistant General Secretary Com. Vijayarajan organised the meeting in an excellent way.



UNIT SECRETARIES MEET - ZONE 5

A meeting of the Unit secretaries of Zone 5 was conducted on October 22nd, 2024 at LCPC. Unit Secretaries discussed various issues relating to their zone and banking at large. AGS of the zone Com. Vijay Anand interacted with the unit secretaries. He also discussed the outcomes of the recent structural meeting and shared important insights from the general secretary, focusing on key developments for the quarter ended September 2024.



FEDERATION FOCUS - APEX LEVEL ADVOCACY

Some of the issues and concerns taken up by our Federation last month are as follows:

NOMINATION OF WORKMEN DIRECTOR ON THE BOARD OF THE BANK

In accordance with the provisions of the SBI (Appointment of Employee Director) Rules, 1974, the names of three workmen have been nominated to the Central Board of State Bank of India for appointment as Workmen Director. Each nominee has a residual service of more than three years as of the current date.

FITMENT ON PROMOTION FROM SUBORDINATE TO CLERICAL CADRE

In this regard, we bring to your information that the existing 'Basic pay' in the chart provided under the circular should be extended up to the extent of Maximum Basic pay plus Stagnation increments and maximum Special Pay applicable to Subordinate staff as the subordinate staff on promotion shall be given fitment in the Clerical scale of pay on a stage-to-stage basis, after adding any special pay to the employee's Basic Pay in the Subordinate scale.

The revised Fitment circular instructions, as per the regular pattern may please be issued at the earliest.

PROVISION FOR EXERCISING CHOICE OF INVESTMENT PATTERN BY EMPLOYEES IN TIER-I ACCOUNT OF NPS WITHIN SBI PENSION FUNDS PRIVATE LTD

To extend the facility to change of Pension Fund Manager (PFM) and exercise of investment options by employees under the New Pension Scheme (NPS). Also, it is a well-established fact that investments made in equity yield better returns over the long term, thereby increasing the overall pension corpus. Denying employees the choice to diversify their investments restricts their ability to maximize their retirement benefits, a facility already extended to Government employees.

To make the necessary arrangements to enable the employees of our Bank to exercise their choice of investment pattern within SBI Pension Funds Pvt Ltd, in accordance with the Ministry of Finance guidelines at the earliest possible date.

ELIGIBILITY CRITERIA FOR CAR LOAN TO AWARD STAFF

The current eligibility criteria under the Conveyance Loan Scheme, which allows award staff (both clerical and subordinate) with a confirmed aggregate service of 5 years to avail of car loans.

We proposed revising the eligibility criteria for award staff (clerical and subordinate) from 5 years to 2 years to facilitate early access to Car loan under the Bank's Conveyance Loan Scheme. This revision would not only fulfill the personal aspirations and bring happiness to the employees' families but also enhance their societal image as employees of the State Bank of India.

We firmly believe this change will contribute to greater employee satisfaction, loyalty, and a stronger connection with the Bank.

"ECHOES OF OUR LEGACY: THE JOURNEY OF OUR TRADE UNION" PART 2 - PIONEERS OF TRADE UNION MOVEMENT IN BANKING INDUSTRY

Even though the roots of the State Bank of India dates back to 1806 for a long time, employees working in Bengal, Bombay and Madras could not organise themselves on trade union lines.

In the newly awakened sense of nationalism and patriotism, a few Indian employees of Imperial Bank of India were spurred to form an Association under the name and style "Imperial Bank of India Indian Staff Association" on 1st February 1920 even before the enactment at Indian Trade Union Act 1926. This Association was registered under Benevolent Societies Act on 9th July 1920 with its registered office at Calcutta. The Imperial Bank of India Indian Staff Association covered the staff in the Bengal Circle of the Bank.

This Association was substantially responsible for shaping the destiny of bank employees in general and State Bank employees in particular in the later years and also for the formation of the mighty Federation. It was the first Association of its kind in the Banking Industry.

Bombay Circle of the Imperial Bank of India saw the emergence of the 3 Unions several years later - one at Bombay, another at Poona and the third at Ahmedabad. These 3 Unions were amalgamated later into one Organisation under the name and style State Bank of India Employees Union, Bombay Circle in 1951.

In Madras Circle till the middle of 1946, no Union could be formed here. Lack of collective activity and want of a Union caused them dearly. The employees in the Madras Circle were the Worst sufferers in the matter of Wages and service conditions. It was then owing to the pioneering efforts of the valiant comrades of Madras, a Union was formed at Madras under the name and style **"Imperial Bank of India Indian Staff Association, Madras Circle"** on 4th August 1946. The name was however changed later as "Imperial Bank of India Indian Staff Union, Madras Circle".

The historic 46 days strike of Bengal comrades was the first ever direct action programme successfully conducted in the Banking Sector. It created a tremendous impact amongst the working class and set the pace for the white collared employees to resort to strike action.

The Bombay Circle Association started adopting threatening postures and called upon the Government for a speedy solution of the employees' dispute with the management. Seething discontentment and simmering passion were evident amongst the bank employees in general in the Provinces of Bombay and United provinces. All these led to the appointment of Divitia Tribunal at Bombay and Singh Tribunal in United Provinces. Awards of these Tribunals were made known by August 1947.

The Imperial Bank Management implemented the Divitia Award in Bombay Circle, B.N. Singh's in U.P. and Gupta Award in Bengal Circle. The Madras Circle was however left out. The Management rejected the Circle Union demands and was not inclined even to introduce the Gupta's Scales in Toto. The employees were thus left to themselves to languish at leisure.

These developments and discriminations against its own brethren willed the Madras Circle Union to think in terms of the larger perspective. They realised that their salvation lay not in isolated existence but in the fusion of all Circle Associations into a Federal structure. It was thus the first All India Conference of Imperial Bank employees came to be convened at St. Mary's Hall, Madras on the 23rd October 1947, which saw the birth of "The Imperial Bank of India Indian Staff Federation" as a bulwark against injustice and imperialistic tyranny, against Oppression and arbitrariness. This was later renamed as **"ALL INDIA STATE BANK OF INDIA STAFF FEDERATION"** (AISBISF), the organisation that represents the entire award staff community of SBI.

To be continued

BE VIGILANT - CYBER CRIME

THEFT ATTEMPT AT ABC BRANCH

In ABC branch of our Bank, a theft attempt by unidentified persons was observed.

MODUS OPERANDI: The thief broke open the window and barged into the branch in the motive to loot the branch. He had disabled the burglar alarm and masked the CCTV cameras too. Then he had opened the hand safe with the keys left at the draws of both the custodians. With the access to hand safe he had removed the vault keys and attempted to rob the cash and other valuables. Luckily the thief could not understand the way our keys work and thus could not open the Vault.

LAPSES OBSERVED: ⇒ Leaving the keys in the branch premises and going home.

- Dos & Don'ts:**
- ⇒ Cash in Charge must keep their keys in their personal custody only.
 - ⇒ Never leave the keys in the branch premises overnight.
 - ⇒ Do not allow anyone to have access to your keys.
 - ⇒ Do not give your keys to Join Custodian or other staff.
 - ⇒ Never have the branch premises keys with you.
 - ⇒ Always follow Bank's extant instruction meticulously.

WATCH YOUR HEALTH

ANXIETY

It's a feeling of worry or fear, especially about the Future.

SYMPTOMS OF ANXIETY:

Trouble concentrating on making decision.

Feeling Irritable, tense or Restless.

Experiencing nausea or abdominal distress

Having heart palpitation

Sweating, trembling or shaking

Trouble sleeping.

Having sense of Impending danger, panic or doom.

TYPES TO SOLVE ANXIETY:

- ⇒ Avoid alcohol and Recreational Drugs.
- ⇒ Eat healthy foods.
- ⇒ Identify triggers
- ⇒ Keep physically active
- ⇒ Make sleep a priority
- ⇒ Cut-out smoking and avoid drinking caffeinated beverages.
- ⇒ Socialise
- ⇒ Use Relaxation Techniques like meditation and yoga.

But having occasional Feeling of anxiety is a normal part of Life. But if for long, they affect your quality of life and needs specialist opinion.



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