



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)

Central Office: State Bank Buildings, St. Mark's Road, Bangalore-560 001

Registered Office: 22, Rajaji Salai, Chennai- 600 001



**CIRCULAR NO. 08
TO ALL OUR AFFILIATES**

DATE: 29.01.2024

CONCERNS REGARDING OFFICIATING ALLOWANCE AND 5-in-1

We have sent a communication to the Chief General Manager (HR), Corporate Center, State Bank of India, Mumbai, on the captioned subject.

A copy is enclosed for your information.

#OurUnityLongLive

With greetings

Yours comradely,

**(Deepak Kumar Sharma)
General Secretary**

At the Service of Members for more than 5 Decades

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No.6523/13/24

Date: 29.01.2024

The Chief General Manager (HR),
State Bank of India,
Corporate Centre,
Madame Cama Road,
Mumbai - 400021.

Respected Sir,

CONCERNS REGARDING OFFICIATING ALLOWANCE AND 5-in-1

It has come to our notice that the bank has initiated the process of recovering amounts from certain officers who had claimed the benefits of the 5-in-1 scheme while officiating in higher scales. The premise for this recovery appears to be the conclusion that officers who had not received officiating allowance in salary payments for their officiating roles in higher scales are not eligible for the benefits under the 5-in-1 scheme, and any amounts paid to them should be recovered.

2. In this connection, we believe it is crucial to bring certain facts to your kind attention, which differ from the conclusions drawn in this matter:

- Many Scale I officers are entrusted with the responsibilities of branch heads in Scale II branches, where they operate single-handedly, managing critical branch functions and officiating roles in higher scales.
- Several Scale I officers serve as cash officers in currency chest branches, a role typically designated for Scale II officers.
- Some officers are assigned to Regional Business Offices (RBOs) with the responsibilities and workload associated with Scale II officers, despite the absence of manpower provisions for positions below MMGS II in RBOs.

3. These assignments and postings have been made by the competent authorities. Consequently, we believe that the allowance for officiating in higher scales, if not paid to eligible officers, should be disbursed in accordance with the existing norms, rather than initiating recovery from the salary accounts of officers who were genuinely entitled to officiating allowances and higher perquisites.

4. Furthermore, we kindly request the implementation of a Standard Operating Procedure (SOP) for the approval of officiating allowances to streamline the process and prevent unnecessary delays.

5. We sincerely urge you to review this matter and issue suitable directives to the circles. Your intervention in this issue will not only ensure fairness and justice for the affected officers but also contribute to a more transparent and efficient administrative process within the bank.

Thanking you

Yours sincerely,

Sd/-
(Deepak K Sharma)
General Secretary

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