



# 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. 75  
TO ALL AFFILIATES

DATE: 01.12.2022

## MESSAGE FROM GENERAL SECRETARY

**“Coming together is a beginning, staying together is progress, and working together is success” Henry Ford**



Today, while I assume charge of the General Secretary of the All India State Bank Officers' Federation (AISBOF), I am honoured and humbled to have been bestowed the responsibility of safeguarding the rights and privileges of the officers' fraternity in our esteemed Bank. I take this opportunity to extend my warmest greetings to every one of you. While taking office I pledge to dedicate my tenure to the service of the membership, as has been my sole aim while serving the Chandigarh Circle Association and the Federation in various capacities until now.

2. As hitherto, the role of the federation under my stewardship will be consistent in its focus on the welfare and well-being of our fraternity. We are faced with numerous challenges which stare each one of us in the face, notwithstanding the position that we hold, and we resolve to meet these challenges with grit and determination.

3. While improvement in our service conditions and the welfare of our fraternity members is at the core of our attention, the progress of our beloved Bank is no less important for us. Being a responsible organization, Customer Service, the development of the Bank business, and the reputation of our beloved Organisation is our prime concern. We are in an era of cut-throat competition. People as well as organisations who cannot keep up with the pace will perish and only the fittest will survive. Therefore, we appeal to all for making sincere efforts for ensuring the resolution of compliance issues, providing efficient customer service, taking care of the interests of the organisation at all levels and ensuring that our Bank remains the most preferred Bank in the Nation. We would again like to emphasise that every member of AISBOF is keenly dedicated to ensuring all-around growth in the Bank's business robustly and maintaining the momentum of progress with

our hard work, honesty and sincerity. In this regard, there is a need to constantly improve and upgrade the technology and strengthen the connectivity at the equipment as well as the human level.

4. Amongst the various areas of concern, from our interaction with a large cross-section of our membership, an apt work-life balance occupies the numero-uno position in the minds of our fraternity. Our members yearn to spend a peaceful, uninterrupted and quality weekend time with their families, sharing their joys and sorrows and being allowed to attend to societal calls. Our leadership in the UFBU toiled hard to clinch a "five-day week" during the last wage settlement negotiations, but that is elusive still. For the moment we would like to focus on what we have already achieved. Though the top management of the Bank has brought out clear instructions on maintaining a healthy work-life balance in the Bank, our day-to-day experience tells us that the concerns of the top management have not seeped well into the lower echelons and at the operational levels. We will focus our attention on this grey area and would emphasise the immediate need to ensure the implementation of the instructions in this regard in letter and spirit.

5. An unhealthy strategy if adopted by any of the controllers like mounting unbearable pressure for forced-selling of third-party products leading to miss-selling, sanction of dubious proposals for being number one in the MD matrix etc. would result in damaging the basic tenets of our esteemed institution and compromising the ethos, principles and values. We believe fervently that such unethical practices should be shunned by all, or else the Bank will have to pay a heavy price in the long run and we all will suffer.

6. It is a well-known fact that whatever benefits have passed on to our fraternity, both monetary and non-monetary, have happened due to the continuous struggle of the federation over years and years of hard work and application of some of the brightest minds. We shall be using every available forum to raise our genuine demands and struggle to achieve what is just, fair and deservedly ours. We will ensure using the forum of structured meetings at the Corporate Centre to emphatically raise our demands and work untiringly to fulfil our aspirations.

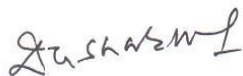
7. The onus for strengthening our ranks rests equally on the leadership as well as on the membership. We have to cement our bonds and project ourselves as a united force. While I would appeal to the leadership at all levels to build strong bonds with the membership at the grassroots, we would also appeal to the membership to stand shoulder-to-shoulder with their leaders. The need of the hour is to strengthen this bond further on a perennial basis all-round the year and for that, we need to build strong

communication links. Leadership at all levels should ensure the maintenance of a healthy communication system by harnessing the available technology and also by having regular interactions physically. We would emphasise the need to hold Regional Conferences & branch meetings periodically which should be attended by Circle/ Federation leadership. It will be incumbent upon the membership to participate in such conferences in full strength. The membership should also ensure whole-hearted participation in all the programmes of the Association/ Federation whether agitational or otherwise. Together we can achieve the unthinkable.

8. Comrades, we have a long and arduous path to trek, but let us not tread this path in isolation. Let us join hands and make our journey a pleasurable one. Let us repose our trust in one another and fend for our courage and strength amongst our fellow officers. Unity among the ranks will lend strength to our struggle and success will be ours for the taking. "Coming together is a beginning, staying together is progress, and working together is a success." This famous quote attributed to Henry Ford and Edward Everett Hale remains relevant today to keep the flag of our mighty Organization as well as beloved Federation/ Association high.

With revolutionary greetings,

Comradely yours,



(Deepak K Sharma)  
General Secretary

**#MarchOnAISBOF**  
**#OurUnityLongLive**

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**At the Service of Members for more than 5 Decades**

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