



# 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. 88  
TO ALL OUR AFFILIATES**

**DATE: 20.12.2023**

## **RESOLVING ELEVENTH HOUR ISSUE IN IDENTIFICATION OF EMPLOYEES FOR MANDATORY LEARNING**

We have sent a communication to the Deputy Managing Director (HR) and Corporate Development Officer, Corporate Center, State Bank of India, 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.6180/62/23

Date: 19.12.2023

The Deputy Managing Director (HR) &  
Corporate Development Officer  
State Bank of India  
Madam Cama Road  
Mumbai-400021

Dear Sir,

## **RESOLVING ELEVENTH HOUR ISSUE IN IDENTIFICATION OF EMPLOYEES FOR MANDATORY LEARNING**

We respectfully bring to your attention that we are receiving feedback from many employees that their names have been recently added for External certification and as such they have been included in the “non -completion” list of mandatory learning, as of now.

In this regard, it is kindly brought to your attention the contents of e-Circular no. CDO/STU-MNDTRY LEAR/2/2023-24 DATED 28<sup>th</sup> July 2023, on Mandatory Learning which states that the purpose of the Circular is- **"With the perspective of skilling the employees in their ROLES"**.

Further, in “Annexure- A” of the circular it is mentioned that, depending on the target group, and employees eligible for RBI Mandated Certification in Credit domain as per Annexure-G, who have already completed the specified RBI Mandated Certification in prior years, will have to complete the following courses from CRISIL academy. **However, this is mentioned applicable as per Annexure-A, to the target group- wherever footnote to this effect with @ is mentioned specifically.**

Apropos this, your kind reference is drawn to “Annexure- A” of the circular, whereby it is mentioned that **“Officers handling PBBU & REHBU advances in branches/RACPC/RASMEC as well as admin offices”** are to undergo **INTERNAL Certification** (Sr no. 21 Page 7 of 30) of the Circular.

Most of the employees falling in this category have already **completed their Internal Role Based Certification as per instructions of their respective HR department.**

As such, there is apparently an anomaly, contradiction and incongruence with principle of equity, in the identification of these officers, as evident from the fact, that-“**Officers handling PBBU & REHBU Advances at RASMECs** are being asked to complete the **External certification**, whereas **Officers handling PBBU & REHBU advances at RACPCs, who are performing exactly the same Role, Internal certification** is being considered for Mandatory Learning. “

Furthermore, so far till recently, these officers have never been intimated/informed, that they are yet to complete Role Based Certification (when most of them have already completed their Internal Certification as instructed by their respective HR department). Now they have started receiving emails in this regard. As the cut-off date for completion of RBI Mandated Certification and applicability of dis-incentive regarding 5-in-1, if applicable, is 31.01.2023. Therefore, they have not been given adequate opportunity and time to complete the same, without any fault of theirs.

**Therefore, we earnestly request you to kindly issue suitable instructions that officers handling PBBU & REHBU advances at RASMECs should complete internal role based certification only.**

Thanking you.

Yours sincerely,

**Sd/-  
(Deepak K Sharma)  
General Secretary**

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