



**STATE BANK OF INDIA OFFICERS' ASSOCIATION
CHANDIGARH CIRCLE**

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Circular No. 2018/124

Date: 17.11.2018

TO ALL OUR MEMBERS:

WORK LIFE BALANCE:
WORK ON 2ND & 4TH SATURDAYS, SUNDAYS AND HOLIDAYS

We reproduce hereunder the text of AISBOF circular no 141 dated 17.11.2018 on captioned subject, the contents of which are self-explicit.

The message of our respected Chief General Manager of the Circle is also clear that *let's together reach a situation in the Circle when all our officers are able to get quality time for the family and personal health and happiness and at the same time work with such commitment and dedication on working days that Bank regains it's lost prestige and all our officers can hold their head high with pride. Let's rededicate ourselves to the cause of regaining the lost glory of our beloved organization and pride of it's employees.*

Friends, you can't rewind the past, the only way to maintain work life balance for a bright future is to press play button today only. Mahatma Gandhi, the father of nation has rightly said "*Be the change that you wish to see in the world*". Therefore, all the members are requested to follow the call of Federation in true spirit and ensure that *henceforth no officer will work on 2nd and 4th Saturday's, Sundays and general holidays and Officers will not respond to official messages /Calls from 8.00 PM to 9.00 AM.*

At the same time we also appeal to all our officers *to prioritize their work areas and work with utmost honesty, integrity, steadfastness for timely completion of all the important works well within the time during working days adhering strictly to systems and procedures. We all have to work unitedly as a single entity and put-in all-out efforts to make our circle attain Numero Uno position in the Bank and thus contributing for the sustained growth of our beloved SBI.*

With greetings,

(Deepak K Sharma)
General Secretary

TEXT

QUOTE :

The President and General Secretaries of all the affiliates of the Federation met on 10th November 2018 at Hyderabad to deliberate exclusively on the succumbing of young Officers to work pressures & the status of Work Life Balance in the Bank. Members may recall that, the said Circular on work life Balance was issued by the Management on 30th October 2017, after repeated persuasion by *the Federation*. The subject has been one of the most important issues discussed in every meeting with the Management and the Management agreed that there is a need to address the issue seriously. The Chairman has been appealing in his every communication to the Staff to ensure work life Balance. The HR functionaries of Corporate Centre has been sensitizing the Circle functionaries. However, the situation has not changed much and the Officers are disillusioned with the status of affairs and a few of them are succumbing to pressures. Of late, number of suicides by young Officers have been reported and a few of these cases are related directly or indirectly related to work pressure and public humiliations by the Controllers at various levels. The recent case of a young Branch Manager of Bamboo flat Branch, Port Blair has shaken the Officers across the country.

The meeting reviewed the situation across the Circles and it was reported that Calling of officers on holidays regularly has become a fashion with the controllers/executives, at the Circle level. Many controllers and executives now consider it a bounty and invariably use such holidays to conduct 'P' review meetings, campaigns, melas, workshops, trainings, regular office work, loan proposal, documentation at RACPC's etc. **Our analysis says that around 15 to 20 % of Officers work on Holidays and Sundays and more than 50% Officers work beyond 8.00 PM.** The Service regulation related to Compensatory Off reiterated by Corporate Centre vide e-Circular dated 30th October 2017 is flouted by the Controllers across the Circles. It is also reported that departmental heads from Corporate Centre force the Circle functionaries to ensure that various targets are completed on holidays. What is more shocking is that the officers are threatened in writing, through **WhatsApp** messages and orally that non-compliance would be viewed seriously, "officers will be charge sheeted", their CDS scores will be dented, threatened with transfers etc.

2. The Officers' are under tremendous work pressure, due to unlimited working hours. Working without rest is a dangerous trend that can affect the morale of the workforce and will act as an impediment to put in their best for their organization.

Infact, the spate of suicides by Bankers, including young ones specifically, who are unable to bear the duress and strain raises serious questions and needs to be addressed immediately. While the repeated efforts of the HR functionaries of the Corporate Centre and the DO letter from the DMD&CDO to all the DGM (B&O)s & RBOs appealing them to ensure work life Balance were appreciated, it was also reported by affiliates that there is no improvement despite the repeated efforts of the Corporate Centre.

A conclusion emerged that, this is now turning into a human rights issue, as one cannot be tortured with such directions, forcing them to sacrifice holidays & tolerate Public humiliations and the frustration at the grass root level is not in the interest of the Bank. There is an urgent need to redress the situation and stop the succumbing of officers due to work pressures & humiliations.

Therefore, it has been unanimously decided that henceforth no officer will work on 2nd and 4th Saturday's, Sundays and general holidays. It was also reiterated that the call given by AIBOC, that the Officers will not respond to official messages /Calls from 8.00 PM to 9.00 AM be implemented immediately. It was further decided to launch a mass contact programme with the members by all the affiliates to educate them on the ways to bring about a change in the present status of work life in the Bank.

3. At the same time we also appeal to all our officers to ensure that they prioritize their work areas and ensure timely completion of all the important work well within the time during the working days and ensure that the Banks business grows.

Let each one of us be part of the Change that we aspire and ensure the growth of the Bank as well.

With regards,



**(RAMKUMAR SABAPATHY)
GENERAL SECRETARY**

UNQUOTE