

	<p style="text-align: center;">STATE BANK OF INDIA OFFICERS' ASSOCIATION CHANDIGARH CIRCLE</p> <p style="text-align: center;">C/O State Bank of India, Local Head Office, Sector 17, Chandigarh Contact Nos. : 0172-4567134-133-135, 9501653388 Email: sbioa.chd@sbi.co.in www.sbioacha.org</p>
-----------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Circular No. 2023/05

Date: 23.01.2023

TO ALL OUR MEMBERS:

**MANAGEMENT'S APPARENT APATHY TO OFFICERS' CONCERNS LEADING TO
DISTURBED WORK-LIFE BALANCE, INCREASING FRUSTRATION AND DIP IN THE
MORALE OF THE WORKFORCE IN THE CIRCLE**

CLARION CALL TO MEMBERS TO BE READY FOR ACTION

Dear Members,

Each one of you have contributed immensely and stretched beyond imaginable limits to ensure that the Bank grows in terms of business and achieves all the realizable targets. It is because of your untiring efforts the Bank has excelled in all parameters, posting historic ever profits in FY 2022 and highest ever profits in Q2 FY 2023.

2. Despite these stupendous efforts and astounding performance, our members are being humiliated, harassed and ashamed in meetings by their superiors and are being subjected to extreme work pressure. The extreme work pressure, combined with regular calling on holidays for routine work, changing priorities on a daily basis, multiple team meetings in a day leading to disruption in customer service triggering complaints, multiple instructions from multiple controllers and departments, incessant use of 'WhatsApp' as a tool for official work (despite sunset by the Bank), excessive pressure for unrealizable cross-selling targets leading to instances of forced or mis-selling, pressure to resort to unethical practices to achieve targets leading to customer complaints and mistrust, disciplinary action against innocent officers who act under controllers' pressure, explanations/ chargeheets on minor issues, denial of leaves on flimsy grounds for non-achievement of daily targets, daily performance reviews, extreme work pressure leading to increased number of resignations, arbitrary transfers & postings and controllers' apathy to these concerns have put enormous stress on the officers across the circle.

3. Time and again, we have apprised the Circle Management of all the issues concerning our membership by way of numerous meetings and letters. In CNC meetings held on 26.08.2022 and 18.12.2022, we shared serious concerns of the officers' fraternity like frequent calling of officers on Sundays/Holidays to work, late night meetings/messages including meetings with lady officers without any arrangement for their safety and security. We also brought in the notice of Circle Management some incidents of high handedness of Controllers,

issuance of unlawful instructions, use of aggressive language and threatening messages. We fervently impressed upon the urgent need of collective efforts to create positive environment for keeping the flag of our beloved organization high. With a hope that feedback shall be positively received and acted upon by the management, we even used scientific tools to collate grievances of officers in the Circle and conducted two surveys, wherein feedback of the officers posted in the Circle was obtained on HR issues and Work-Life Balance. The results of surveys were then shared with the Circle management. We have time and again brought into management's notice that only a physically and mentally fit workforce will be able to deliver greater productivity and contribute to the growth of the organization. Friends, we are vehemently raising all the concerns of the membership at all levels, but no visible remedial measures have been initiated by the management till date to resolve the concerns raised by us.

This is a clarion call to all the members of our Circle to be ready for any call of the association at any moment now. We need to stand up, join hands and fight unitedly to protect our hard-earned rights and to work with self-esteem and dignity for our beloved organization. We enjoin upon the membership to be ready for a long-drawn agitation with full force and united might.

Let us amply demonstrate that the 'Indifference of Attitude' can be effectively countered by the "Strength of Unity".

Our Unity Zindabad!

With revolutionary greetings,



(Sanjay K Sharma)
General Secretary
