



**STATE BANK OF INDIA OFFICERS' ASSOCIATION
CHANDIGARH CIRCLE**
C/O State Bank of India, Local Head Office, Sector 17, Chandigarh
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Circular No. 2022/05

Date: 12.01.2022

TO ALL OUR MEMBERS:

**DAMAGING THE REPUTATION OF BANK OFFICERS BY NAMING AND
SHAMING ON SOCIAL MEDIA**

We have sent a communication to the Chief General Manager, State Bank of India, LHO, Chandigarh on the captioned subject. A copy is enclosed for information.

With revolutionary greetings,

(Deepak K Sharma)
General Secretary

2022/09/05

11.01.2022

The Chief General Manager
State Bank of India
Local Head Office Chandigarh

Dear Sir,

Sub: Damaging the reputation of Bank officers by naming and shaming on social media

We are pained to escalate it to your notice that the naming and shaming of Bank officials on social media is being continued unabated in our circle. We had huge hopes from the CMC that such incidents would be immediately checked, and respective officials would be sensitized and counselled, when we brought some specific incidents into the notice of the Management verbally as well as vide our letter no. 2021/09/53 dated 06.11.2021. Further, the issue of "Dignity of officers" was also discussed in the CNC meetings and directions were given to all modules to refrain from such instances where the dignity and self-respect of employees is compromised.

But apparently the matter was not treated with the gravity it deserved. As a result, yesterday, another controlling official in RBO Ferozepur has resorted to the practice of naming and shaming four of our dedicated, committed, and sincere officers on social

media highlighting their alleged under-performance in one of the work areas. It appears that controllers of such sadistic attitude are drawing comfort in turning a blind eye to the problems at the branches, plight of officers and are only concerned with their performance in various campaigns. Little do they understand that the growing frustration and dissatisfaction caused to a vast number of officers is going to have a serious implication on their work efficiency and as a consequence the performance of the circle in all the parameters may take a severe blow.

It is important to note that one of the officers was awarded and honoured last week only by the General Manager of the network. Though we are aware that these officers are making earnest efforts to achieve all the targets assigned to them, but even if any officer misses out on achieving a target on any given day, no controller has the right to name and shame the officer on social media.

This is not only violative of the Bank's Code of Conduct for expressing views on social media (which clearly states that "Do not express anything that may damage the reputation of the Bank **or any of its employees**") but also a clear violation of the Fundamental rights of these officers enshrined in the constitution under Article 21 and the Information Technology Act 2000. It is a matter of serious concern that while posting such poster on social media, the RBO neither discussed the matter nor obtained permission from D.G.M. B&O, despite knowing that such acts are bound to lead to industrial unrest.

Apart from the legal provisions, such humiliating posts on social media dents the motivation and self-belief of the victims and can cause long-term damage to their mental health. You may appreciate that extrinsic as well as intrinsic motivation only helps drive the workforce towards sustainable work performance and no organization can progress any further if it resorts to such harsh dispiriting measures for its workforce.

We are a conscious association with business development of the Bank and welfare of our members always in our mind all the time. We have never faltered in extending whole-hearted cooperation to the management in all the initiatives despite lot of problems being faced by our members on account of acute staff shortage and unresolved pending issues but the humiliation, harassment and attack on the dignity of officers is not at all acceptable. We firmly believe that the need for every individual to be treated with respect and dignity at work place is not only imperative but non-negotiable and cannot be allowed to be compromised under any circumstances, whatsoever.

Sir, we still have confidence that controlling officials of such mentality and resorting to such practices do not enjoy the patronage of the Circle CMC and immediate remedial measures will be taken by your good office to raise the morale of the officer fraternity in the circle.

Yours sincerely,

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(Deepak K. Sharma)
General Secretary