



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

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](mailto:sbioa.chd@sbi.co.in) [www.sbioacha.org](http://www.sbioacha.org)

**Circular No. 2021/13**

**Date: 15.02.2021**

**TO ALL OUR MEMBERS:**

Respected Members,

**Knowledge Updating & Feedback is the Key to Improvement**

When it is amply justified to be concerned for our individual self, it is equally important to be concerned for the organization, as our very survival depends upon the survival of the Bank. SBI, though still considered unconquerable, is now under repeated challenges from various quarters. Under this critical phase, we must show our real passion for the organization and take guard against any such challenges posing a threat to its survival. One among such multifarious ways to meet the end surely is to keep abreast with the new changes and sharpen skills through continuous learning. Although obtention of Role Based Certification and completion of 10 e-lessons is a mandatory requirement stipulated by the Bank but eventually it enables us to sharpen our skills and enhance functional knowledge with holistic understanding of our roles, products and customer requirement. It is unavoidable under the circumstances to know about our competitors, it is imperative as well to be well versed with our products, customer preferences, our colleagues' strength, and the overall environment around us to breathe easy and thus to ensure that we stay afloat, regain and continue sustaining our premier position.

Our much-awaited salary revision has just been settled, but many legitimate rights are yet to be clinched. With a large chunk of officers retiring on an ongoing basis, the coming year will see more work pressure on the remaining workforce owing to no or inadequate recruitment.

We are yet to defeat the menace of mis-selling which continues to rob and ruin the stakeholders at the cost of organizational peril. Work-life balance seems to be compromised in the name of undefined urgency defeating the very basic purpose of issuance of circular on the subject.

Unfortunately, the trade union does not understand the language and thus does not allow the liberty for pessimism. Trade union draws its lifeline from struggle and will derive its eternity through struggle only. History is witness to many a battle that a trade union has won by

consolidating the energy of the workforce and by application of collective forte. It, therefore, becomes imperative to be alert and sensitive towards the cause of the fraternity and is incumbent on our part to keep the morale of the membership high with a positive mindset in their approach towards life. The key concern for us is that the members should take care of their health, have a balanced family life and personal development through enhancement of job knowledge and awareness about the developments; be it socio-political, financial, or otherwise. Accordingly, we have dedicated ourselves to absorb the negativity/irritations that exist at your workplace on our shoulders to ensure that you grow along with the growth of our Bank.

Dear partners, we firmly believe that people work best in teams and to improve the performance of our teams, we must gather and review the information on an ongoing basis to help our workforce to operate most efficiently. With this spirit, we invite your continuous and relentless feedbacks on your day to day functioning in the organization through the **below-mentioned link** so that the feedback from the grassroots is taken forward for logical resolution utilizing various forums available to us for redressal.

We have floated an online form to take your feedback on various aspects of your work life:

Link - <https://forms.gle/pWv2AgJZNff7dxQRA>

Friends, please give your honest feedback as it will help us in resolving the issues collectively with the competent authorities which will further pave the way for better working environment. All the responses will be recorded as private & confidential and names/details of respondents will not be shared.

To conclude, let us join hands to enrich our lives, improve our offices, augmenting work-life balance around us and thus making our organization the best place to be – for a customer, for an investor and for an employee.

Sincerely Yours,



**(Deepak K Sharma)**  
General Secretary