



**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. 2022/24

Date: 29.03.2022

TO ALL OUR MEMBERS:

MANDATORY LEARNING: TRANSFER OF OFFICERS

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

With revolutionary greetings,

(Deepak K Sharma)
General Secretary

29.03.2022

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

Dear Sir,

MANDATORY LEARNING: TRANSFER OF OFFICERS

We like to draw your kind attention to the e-Circular no. CDO/STU-MNDTRY LEAR/3/202 -22 dt.02.06.2021 vide which Bank has laid down certain guidelines and timeline for completion of mandatory learning for the year 2021-22 and its effect on promotion, CDS and other benefits provided to the officers. Now, we have been given to understand that the officers who have not completed mandatory learning lessons are being transferred from their current positions as per directions of the Circle Management.

02. Sir, while we appreciate the concept of e-learning process of the bank aiming to empower the employees/officers to foster growth and development of the bank as well as updating and enrichment of skill sets of the officers, however, the feedback from the officers indicates that the syllabus and subject/topics which are allotted to the officers in many assignments are not at all related to their respective assigned jobs. Further, the officers are eligible for only three attempts and are allowed two days training leave for preparation, which includes the day of Role Based Certification examination.

03. Sir, you are well aware that officers are overburdened with workload for garnering business, rendering customer services in addition to attending various meetings of controllers and others frequently. Late sitting at branches/RBOs/ZOs have become order of the day. It is also worthwhile to mention that the services of officers are requisitioned for working on Sundays/Holidays regularly on the pretext of clearing pending works, compliance of RFIA, replenishment and maintenance of onsite ATMs/ Recyclers, meetings either through physical meet or through webinar sacrificing their personal and family life. The study leave of 2 days is not being sanctioned as the officers are not allowed to take any preparatory leave due to acute shortage of manpower in branches. Even on the day of the examination officers are compelled to attend office before and after the examination. In some cases, officers have been forced to appear in the examination after working for whole day in branches/offices. The degree of difficulty of the examinations is quite elevated (70% being the qualifying marks) thereby leading to significant number of failures.

04. In this regard, we like to refer para 3(i) of the above-mentioned Circular vide which 5-in-1 Allowance of officers was withheld/ forfeited for non-completion of Mandatory Learning. Sir, the 5-in-1 allowances have been achieved through protracted persuasion by the Federation for the benefit of our fraternity. The benefits are the hard-earned rights of the officers' fraternity. Hence, we have strongly denounced the above decision as it is in conflict with the bilateral understandings. The unilateral decision to link completion of mandatory learning with reimbursement of 5-in-1 allowances is grossly unfair, iniquitous and discriminatory in nature. Aggrieved over the decision of Management, a petition has also been filed by the Federation in Hon'ble Calcutta High Court. In view of withholding/forfeiting of allowances in an unfair manner, the undersigned and President of Circle Association took a conscious decision not to complete the mandatory learning/RBCs to stand with the unfortunate members and sacrifice their allowances.

05. You will also appreciate that there is an urgent need of striking the right balance between mandatory learning/RBCs, everyday work requirements and organizational goals. After all, learning cannot take place unless those being taught are engaged and it's only through engagement, an organization can positively influence the way its employees view the entire learning process. In order to achieve the organizational goal, we must first look at the importance of engagement through the keys of enthusiasm, curiosity, opportunity, environment and motivation. Training becomes secondary and loses importance over time if labeled mandatory and forcibly implemented by withholding or forfeiting allowances followed by transfer orders. Such actions are bound to create demotivation, frustration and resentment as well as temptation to use short cuts and other unfair means to clear the lessons thereby defeating the basic purpose of entire learning exercise.

We, therefore, earnestly request to your good office to kindly issue suitable directions to HR department to desist from making any such transfers and pave the way to formulate the mandatory learning exercise in a realistic and favourable manner to the officers who are toiling hard to render services relentlessly at branches and offices.

Yours sincerely,

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(Deepak K. Sharma)
General Secretary