



**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 www.sbioacha.org

Circular No. 2021/74

Date: 08.11.2021

TO ALL OUR MEMBERS:

FUNDAMENTAL RIGHTS OF INDIVIDUAL OFFICERS
BANK'S LAID DOWN INSTRUCTIONS
PROVISIONS OF IT ACT, 2000
VIOLATION BY CONTROLLERS/RBO OFFICIALS

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

With revolutionary greetings,

(Deepak K Sharma)
General Secretary

2021/09/53

06.11.2021

The General Manager (Network-I)
State Bank of India
LHO, Chandigarh.

Dear Sir,

FUNDAMENTAL RIGHTS OF INDIVIDUAL OFFICERS
BANK'S LAID DOWN INSTRUCTIONS
PROVISIONS OF IT ACT, 2000
VIOLATION BY CONTROLLERS/RBO OFFICIALS

Through this communication, we would once again like to draw your kind attention to our previous verbal as well as written communications aimed at bringing to the fore specific incidents of unacceptable behaviour of some of the senior functionaries. Handing out threats, use of abusive, derogatory & un-parliamentary language, humiliating officers in front of staff & public, undue transfers before completion of tenure, non-sanction/refusal of leaves of all types with no merit for the ground/reason on which leave is applied, inhumane behavior, avoidable suspensions etc. have almost become the order of the day so that it is viewed as being the work culture in some of the RBOs and modules.

We also brought some specific incidents of frequent resorting to use of abusive language, harassment and victimization of officers in the notice of Circle Management during discussions on the matter in last Circle Negotiating Council Meeting and it was duly recorded in the minutes of the meeting that there will be **zero tolerance for misbehaviour against customers including internal customers.**

Recently, RBO-3 Patiala, published the photos of three Branch Managers on social media on the eve of Deepawali who remained inactive in SBI Life MTD October in complete violation of Bank's laid down policy as well as provisions of IT Act, 2000; the copy of which has been attached herewith for your kind perusal. The Universal Declaration of Human Rights, 1948 asserted in its preamble that "recognition of the human dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the World." The heinous act of exhibiting a photograph of three bank officials and shamming them in public for the sin of being in an impecunious condition by RBO officials is encroachment upon personal liberty or deprivation of life of a person in violation of Fundamental Rights of these officers enshrined in the Constitution of India, Article 21.

Sir, the need for every individual to be treated with respect and dignity at workplace is not only imperative but non-negotiable, and cannot be allowed to be compromised under any circumstances, whatsoever. As the matter is of serious nature, the least we expect is the immediate suspension and initiation of disciplinary action against the erring Regional Manager and other RBO officials with exemplary punishment. **We are confident that Controllers of such mentality are not enjoying patronage of the Circle Management and will not be protected for lowering the dignity of our officers. It's also a CONSTITUTIONAL DUTY of the Bank to protect every citizen's right to live with human dignity.**

Sir, we have always co-operated with the management in all the initiatives despite lot of problems and unresolved pending issues for a quite long period but **the humiliation, harassment and victimization of officers is not acceptable at any cost.** We sincerely hope that due cognizance of the concerns expressed above shall be taken expeditiously and suitable visible remedial measures will be taken immediately to raise the otherwise sagging morale of the officer fraternity.

Yours faithfully,

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(Deepak K Sharma)
GENERAL SECRETARY