



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

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Circular No. 2018/113

Date: 23.10.2018

TO ALL OUR MEMBERS:

WORK-LIFE BALANCE
WELCOME RESPONSE FROM WORTHY CHIEF GENERAL MANAGER

The Circle Association, being alive to the woes of its members, has been raising issues agitating the officers' community with the senior most functionaries of the Circle Management on a regular basis. It was in continuation of our efforts to bring about a positive change in the work environment that we sent a detailed communication to the Worthy CGM vide our letter no: 2018/09/87 dated 20.10.2018. A copy of the letter was also circulated by us amongst our members vide our Circular No: 2018/112 dated 20.10.2018.

Our efforts to bring about improvement in the Work-Life environment in the spirit of the Circular issued on the subject by the Corporate Centre have been persistent and we have laid enough emphasis on the need to have a healthy work-life balance in every forum, the latest being a detailed discussion that the Association representatives had with the Circle Management in the Circle Negotiating Committee Meeting held on 19th September 2018. In the meeting, the CMC showed a positive approach in this area of concern, yet we were dismayed beyond words when in the "What's New" announcements on the Circle Web Page dated 18.10.2018, the Circle Management conveyed its decision to hold BANK ADALAT on 27th October 2018, the day being a holiday (4th Saturday).

It is a well-known fact that 2nd & 4th Saturday off was clinched in the Xth Bipartite settlement as a result of a protracted struggle and hectic negotiations. To achieve the two day off in a month, we sacrificed our half day's off on all Saturdays of a month. It is the most important feature of the entire bipartite settlement and is very close to our heart. In the ongoing negotiations for the XIth Bipartite, we are struggling hard to achieve a five day's week. Yet our past experience has shown that officers have been denied the right to enjoy the benefit of this one achievement by regularly calling upon them to attend to duties on one pretext or the other. Almost every 2nd & 4th Saturday officers are being forced to clear pending routine work, or attend National Lok Adalat or Bank Adalat, launching Marketing drives or NPA Recovery drives et all. Any officer who dares oppose such dictates is being threatened with dire consequences including OUT OF TURN transfers to far off centres.

Our recent communication to our Worthy CGM was yet another effort to bring to his notice the woes and worries of the officers' fraternity in the Circle, not only as the Senior most functionary of the Circle, BUT AS THE HEAD OF THE SBI CHANDIGARH CIRCLE FAMILY. And we were pleased at the prompt and a welcome response that we got from him in person. Setting aside the jargon of official protocol, Worthy CGM had a detailed discussion with the undersigned on the subject at hand and expressed his unflinching commitment to ensure a healthy work environment in the Circle. **He showed magnanimity by withdrawing the order of holding the Bank Adalat on the appointed date and assured us that the CMC will consider & try to resolve all issues concerning the well-being of the officers and striking much required perfect balance between work roles, personal responsibilities and family life. WE BELIEVE THAT THIS IS A GIANT LEAP FORWARD WHICH IS ALL SET TO LEAVE A LASTING FOOTPRINT ON A HEALTHY AND A VIBRANT INDUSTRIAL RELATION IN THE CIRCLE. It may be just the beginning, but a beginning well made. We are sure that positive ethos of the head of our family would percolate down the line and the Controllers at all levels will take a cue from this outstanding gesture of Top Management and translate it into action at all levels. LET US STRIVE TOGETHER TO CONVERT A MUNDANE DAILY ROUTINE INTO AN EXERCISE OF JOY AND ALLOW MIRACLES HAPPEN, FOR MIRACLES CAN MOVE MOUNTAINS.**

Recently four of our fellow members got entangled in a legal wrangle arising out of a customer complaint as a result of which they surrendered in CJM Court at Kapurthala and were sent to judicial custody. It caused us immense pain and seeming trauma to the officers and their families. **We would be failing in our duty if we do not use this opportunity to place on record our warmest admiration of the CGM, other CMC members and DGM (B&O) Chandigarh for extending unwavering support, both moral and financial, in bringing succor to the hapless officers, who had not been owned by anybody so far.**

While we thank the Worthy CGM for his statesmanship, we reiterate our commitment to work with renewed zeal and assure the Circle Management that all out efforts will be made at all levels and ranks of the officers' fraternity to achieve the goals set and bring about perceptible change in the ranking matrix of the Circle. We appeal to our members to work with utmost honesty, integrity, steadfastness, adopt a focused approach adhering strictly to systems and procedures and put-in all-out efforts to make our circle attain Numero Uno position in the Bank and thus contributing for the sustained growth of our beloved SBI

With revolutionary greetings,



(Deepak K Sharma)
General Secretary