



**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. 2018/18

Date: 9.02.2018

TO ALL OUR AFFILIATES/MEMBERS:

SUSPENSION OF OFFICERS

We reproduce hereunder the communication sent by us to Circle Management on captioned subject, the contents of which are self-explicit.

With greetings,

(Deepak K Sharma)
General Secretary

QUOTE:

2018/09/16

09-02-2018

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

Dear Sir,

SUSPENSION OF OFFICERS

The suspension is normally ordered when there is prima-facie case against an employee, justifying criminal or departmental proceeding against him which could result in conviction by the Court of Law or invite major punishment of removal or dismissal. It is ordinarily called for in order to prevent the concerned employee from causing further damage and/or tempering with the records/evidences which he is likely to do if he remains posted in the same position. Further, suspension can be ordered within the four walls of the rules only.

Unfortunately, the **power to suspend** is being used in our circle as a **tool of punishment** which is evident from the suspension of joint custodians of a branch a few days ago consequent upon suspension of currency chest by RBI for some security lapses which were not even totally attributable to them. The matter was brought in the notice of Module as well as Circle Management but suspension has not been revoked till date. The copy of the letter addressed to DGM (B&O) Bhatinda is attached for your ready reference. It appears that suspension has been used as a tool of punishment to terrorize officers working in Circle which is not only contrary to laid down instructions of the Bank but also bad in eyes of law. It would be pertinent to mention here that Suspension as a mode of punishment can be ordered only if the **Service Rules include "Suspension" in the list of penalties after an objective assessment of situation** by the competent authority.

There are many cases where officers are under suspension for a quite long period. In order to ensure that the period of suspension is kept to the barest minimum, it has been provided that a constant review at every stage is required to be made from the Competent Authority. Hon'ble Supreme Court has also held that an employee suffer ignominy and scorn of society due to prolonged period of suspension and ruled that the currency of a suspension order should not extend beyond three months, if within this period the memorandum of charges/charge sheet is not served on the delinquent employee.

Sir, you will also appreciate that the power to place under suspension should be used by the competent authorities **judiciously** and **sparingly**. The reason is that though it is not a penalty, its effect is more injurious than even some of the penalties. It also puts a stigma on the employees, which does not fully washed away even if the employees are subsequently

exonerated and re-instated. The Bank is also a loser as such actions spread discontentment, frustration and de-motivation affecting performance of the Circle in addition to monetary burden of payment of huge amount by way of subsistence allowance without taking any work from the employees.

In view of the above, we request you to have a sympathetic as well as objective view and direct the concerned authorities to exercise the power of suspension judiciously after proper application of independent mind. We also request for reviewing all the cases of suspension so as to ensure minimum hardship to officer employees.

Thanking you,

Yours faithfully,

Sd/-

(DEEPAK K. SHARMA)
GENERAL SECRETARY

UNQUOTE