



STATE BANK OF INDIA OFFICERS' ASSOCIATION

CHANDIGARH CIRCLE

C/O State Bank of India, Local Head Office, Sector 17, Chandigarh

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Date: 28.02.2018

TO ALL OUR AFFILIATES/MEMBERS:

MISBEHAVIOUR BY SENIOR FUNCTIONARIES

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

Comradely yours,

(Deepak K Sharma)
General Secretary

QUOTE

2018/09/20

28-02-2018

The Chief General Manager,
State Bank of India,
LHO Chandigarh.

Dear Sir,

MISBEHAVIOUR BY SENIOR FUNCTIONARIES

We forward herewith a letter dated 19.02.2018 received from a Scale-III officer, the contents of which are self-explicit to narrate the extent of degradation of working environment due to incidents of frequent resorting to use of abusive language, harassment and victimization of officers by the senior officers.

We also invite your kind attention to our earlier verbal as well as written communications pointing towards many specific incidents of gross misconduct by the senior officers. The officers are constantly being hammered with threats which include mis-behavior, humiliation of officers before the staff & public, use of derogatory language, undue transfers before completion of normal tenure, cancellation of all types of leaves, inhumane behavior, avoidable suspensions and delay in sanctioning of increments, payment of bills, releasing of benefits etc. Although DGM & CDO has taken many corrective measures in this direction but this menace is still prevailing in various parts of the Circle. It should not be out of place to mention here that allowing the work place environment to continue with bullying and humiliation amounts to violation of human rights of the employees and it also greatly affects the efficacy of the system.

It was also brought to your kind notice that how the names of CGM/GMs are being used by the controllers to threaten the officers, a few of which have been reproduced below for your kind perusal:

- **“VERY VERY URGENT FOR BMs and FOs. All Branch Manager will get Minus 10 marks in CDS and adequately penalised if their branch is in -ve Growth in Deposits and Advances in PER Segment advances as per Circle CMC in Circle P Review meeting today. Please ensure to come out of negative growth. The name will be sent to Corporate Centre for penalizing in CDS of respective BMS. REGIONAL MANAGER”**
- “All Branch heads please note, we have been emphasizing need for thorough preparation for RFIA. CM Credit had visited, I have visited and aptly clarified what needs to be done... However, in case we observe that the Br score has come down, the

Branch will be held responsible. CGM and GM are very serious about booking people who show laxity."

- "यदि यह काम अभी नहीं किया तो CGM आपको सस्पेंड कर देंगे। मैं बता रहा हूँ आपको - इसके consequences बहुत खतरनाक होंगे।"

Sir, we are totally dismayed with the incidents of humiliation, threats of transfers, suspension and destroying of career on almost daily basis. We also discussed the matter with some of the concerned Senior Officers and Controllers and it has been revealed that senior officers and controllers are also being treated badly by their superior bosses. It is an established fact that people who are treated badly often try to make the people around them feel even worse. As a result the Controllers who have no control over their emotions and are unable to bear this immense pressure as well as humiliation are in turn threatening the officers working under them with dire consequences of transfers to far flung areas, suspensions and even trapping them in disciplinary net. Bullying and harassment at work places is having a devastating effect on the health, confidence, morale and performance of officers. Further, the stress related health problems are the basic cause of rise in heart attacks, mental disorder and untimely demise.

The reasons for humiliation and harassment are many but the few always projected are inefficiency of the employee in doing the work or insubordination or lack of work culture like promptness, swiftness, sharpness and grasping. The individual perceptions are usually influenced by partial information, concocted feedback, stray incidents or personal bias which can be a conscious or unconscious, moral or immoral or even amoral bias. You will also appreciate that under the pretext of administrative control and discipline, a superior officer cannot be left to enjoy an extreme liberty to make the intense humiliation and harassment. At no stretch of imagination harassment in the name of discipline and administration cannot be justified. In all civilized societies the right of the employees to be treated with respect and dignity is recognised. Moreover, our constitution also imposes an obligation on the part of the 'State' to protect the dignity of the individual at all places including at the work places. Thus, the employer is under an obligation to provide genuine and humane conditions of work to employees without any humiliation and harassment in which their right to honour, self-esteem and dignity is not infringed.

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 a cognizance of the concerns expressed above shall be taken seriously and suitable visible remedial measures will be taken immediately to raise the morale of the officer fraternity.

Yours faithfully,

--sd--

(Deepak K Sharma)

GENERAL SECRETARY

UNQUOTE