



STATE BANK OF INDIA OFFICERS' ASSOCIATION
CHANDIGARH CIRCLE
C/O State Bank of India, Local Head Office, Sector 17, Chandigarh
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www.sbioacha.org

Circular No. 2018/78

Date: 19.07.2018

TO ALL OUR MEMBERS:

WORKLIFE BALANCE

We reproduce hereunder the text of AISBOF Circular No. 68 dated 19th July, 2018, the contents of which are self-explicit.

Comradely yours,

(Deepak K Sharma)
General Secretary

TEXT

QUOTE

We have to-day sent a communication to the Management on the captioned subject. A copy of the same is enclosed for information.

2. All our members/affiliates are requested to await further developments in this regard.

With greetings,

(Y. SUDARSHAN)
GENERAL SECRETARY

No. 6180/28/18

DATE: 19.07.2018

To,
The Deputy Managing Director & CDO,
State Bank of India,
Corporate Centre,
Madame Cama Road,
MUMBAI - 400 021.

Dear Sir,

WORKLIFE BALANCE

We solicit your kind attention on the captioned subject. It is reported by our affiliates that despite the issuance of Circular on work life Balance by Corporate Centre and repeated assertions by the Chairman and your Department in various conclaves, the Circle Managements have not only restricted themselves to Lip service but force the Officers to work on Sundays and Holidays especially

on 2nd & 4th Saturday /Sundays & festival Holidays for routine works like C-KYC, NPA follow-up, Review meetings, ATM Monitoring and giving cash to CIT agencies, KCC renewals/camps, works related to Debt waiver, Audit Compliances , CERSAI etc. The issue does not stop here as the Circle Managements are making it a prestige issue and resorting to threats of Disciplinary actions to force the Officers to work on Holidays.

2. The issue has been discussed by the affiliates with Circle Managements on various occasions including the CNC meetings but there is no change in the approach of the Circle Managements & the resultant situation. Despite the Service regulation and reiteration of the same in the Circular on Work Life Balance, no officer is given Compensatory Off. The Circle Managements themselves fail to comply with the rules but pressurize the officers with the threat of Disciplinary actions and again explanations are being called for from officers who are unable to attend office on Sundays and Holidays owing to commitments towards their family. As a result of this, the exploitation of officers and non-compliance of Circular instructions by Circle Management continues in various Circles.

3. We do appreciate the need for business development, compliances & competition between the Circles to rank NO 1. But the Circle Managements should appreciate that this has to be achieved within the workweek and not on holidays and the competition has to be fair one. The alternate arrangements for Cash replenishment in ATMs and marketing teams suggested in the circular and the suggestions given by the affiliates are not implemented despite agreeing in the structured meetings. The present situation across the Circles evidences the fact that Circle Managements do not believe in the concept of work life balance impressed upon by the Chairman and HR department at Corporate Centre and conscious efforts are made to defeat the concept of work life Balance by Circle Management across the Circles. The Officers across the age groups face various problems and the youth which is a major workforce of the Bank today are disillusioned by the approach of the Circle Managements as the present situation is leading to issues on their family front. This also affects the performance of the Officers. We believe that the concerns expressed by the Corporate Centre on work life Balance are genuine and therefore suggest the following measures to ensure the work life Balance in letter and spirit.

- 1) Publish the SOD/EOD signal report of Branches generated by GITC on the Circle website. This was available earlier but has been withdrawn from the Circle website for unknown reasons. The report generated by GITC is available with the ITS department of the Circles.
- 2) The CMC should monitor the SOD/EOD signal reports and take corrective measures wherever the Infringement of IT rules are observed as the report will give details of Officers who have logged in on Holidays.
- 3) Introduce adequate weightage in CDS for work life Balance for CMC members, DGM (B&O)s and AGM-RBOs and the quality of work life Balance in the Circles be made as one of parameters for the these functionaries.

- 4) Restricting the opening of Branches on Holidays by disabling the login access of all the employees & Officers in the system after the EOD of the preceding day and reactivate on the morning of next working day. This can be aligned with EOD/SOD.
- 5) Develop a Mechanism to deter the controllers from ordering of opening of Branches on Holidays. The approval for opening of Branches have to be necessarily sought by the Branches through HRMS giving reasons for working on Holidays and controllers should record their approval. This portal be linked to the attendance menu/ leave menu in HRMS and the compensatory off updated automatically within the next 7 days and the deferred holiday marked by the system.
- 6) The System should automatically disable the login access on the day of compensatory off marked by system so that the officer is unable to access the system.
- 7) A monthly report on this be considered as one of the parameters for performance and ranking of Modules/Circles and appropriate actions may also be proposed against the controllers for violation of work life Balance.
- 8) Advice Circles to stop the unjustified actions of calling for explanations from Officers and threats of Disciplinary Actions for not attending office on Sundays and Holidays for routine works.
- 9) We also request you to sensitize the Circle Managements on the need for ensuring work life Balance in letter and spirit in order to encourage the work force to meet the targets set by the Bank and also retain the image of the Bank tag of Bank with best HR Practices.

Thanking you,

Yours faithfully,



(Y. SUDARSHAN)
GENERAL SECRETARY

UNQUOTE