



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. 2019/36

Date: 6.12.2019

TO ALL OUR MEMBERS:

WORK LIFE BALANCE
CHALLENGES

We have sent a communication to the Circle Management, on the captioned subject, the contents of which are self-explicit.

A copy is enclosed for information

Comradely yours,

(Deepak K Sharma)
General Secretary

TEXT

2019/09/69

06-12-2019

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

Dear Sir,

WORK LIFE BALANCE
CHALLENGES

We invite your kind attention to an e-mail sent by DGM FI, FI&MM Network to various controllers in Punjab, Haryana, J&K and Himachal Pradesh instructing holding of a "One day sensitization workshop for all Rural Branch Managers as desired by RBI on Sunday, 8th Dec 2019". The e-mail further clarifies that these instructions have the approval of the CMC (Reference is invited to CMC approved note no: FI/2019-20/SK/11 dated 28.11.2019).

We perceive this order as yet another uncalled for encroachment upon the personal free time of the officers which they earn after sweating it out for a full week at work. The encroachment on personal/family time is resulting in a conflict between personal and work commitments. Today almost 50% of the officers are youth who look for quality of life in addition to good salary and perquisites. Due to prevailing working environment, the attrition rate is increasing day by day and frustration in all the cadres is at the highest level. Without ensuring work life balance, it will be impossible to retain good talent and a satisfied work force. *There is an urgent need to step into the shoes of such officers who are deprived of any social life by understanding their problems and come up with a permanent solution for this issue.*

Sir, the issue of work life balance and the need to respect it has been felt were urgently in the Bank for quite some time. We have been witness to the fact that officers in the Bank are overworked and their woes get multiplied manifold due to acute staff shortage both in the supervisory cadre and in the award staff, challenges posed by multi-tasking, exercise of control by multiple authorities each trying to put maximum emphasis on his concerns, and increased customer demands which are compounded because of staff shortage.

Bank in its Circular on Work Life Balance dated 30th Oct 2017 has unambiguously commented upon the need to maintain a healthy work environment which is imperative to ensure welfare of employees. The Circular emphasizes the need to ensure de-stressing of employees so that the workforce is a happier lot. Only happy and satisfied employees can contribute to the growth of an organization at an optimum level.

The issue of “**Work Life Balance**” has been an agenda item in all structured bilateral meetings in the Circle besides having discussed this issue at length from time to time in our one to one interactions with your good self and in the various communications resting on the subject. Every time we have been assured by the CMC that they are very sensitive to this issue and they deeply feel the urgency to respect the need to allow quality free time for our officers. Yet we feel that every second opportunity is grabbed to deny the officers a legitimate right to enjoy a day off after a hectic week at work, **AND THAT IS QUITE DISAPPOINTING.**

After an exhausting week, the one sigh of relief which an officer looks forward to quite optimistically is the off day which he is to enjoy on a Sunday/ 2nd & 4th Saturday or a holiday. However when even a day's off is snatched from him, the disappointment caused to him and his entire family is unimaginable. Calling officers to work on an off day only adds to their frustration and creates a dissatisfied and disgruntled work force which is bound to create an unfavorable climate for growth.

While RBI is keen to hold a sensitization workshop for Branch Managers of Rural Branches, yet even they have not conveyed instructions to hold it on a Sunday. As such we fail to understand the logic behind the CMC decision to hold the same on a Sunday. We would like to point out that WEDNESDAY is an off day for majority of Rural Branches and such a workshop could very conveniently be held on such a day without disturbing the normal working at the branches or create an undue pressure of putting in place relief arrangements.

We would also like to bring to your kind attention the disappointment caused to us by not according the necessary recognition to the 5 member Adhoc Committee of the office bearers of the Association proposed by us after detailed deliberations with your goodself for a bilateral set-up in the FI&MM network till any decision is taken at Bank level. In last Circle Negotiating Council meeting held on 23rd September, 2019, the General Manager (Network-I), Chairman of the meeting also directed all the Controllers/HR officials specifically to transfer the members of adhoc Committee immediately and resolve all HR related issues pertaining to FI&MM Network amicably with Adhoc Committee. **It is disconcerting that FI&MM network has not accorded any importance to this bilateral forum even after more than four months of its creation,** and as such it is creating unnecessary hurdles in the smooth functioning and resolution of HR matters.

We hope that our concerns regarding the urgency to maintain a fair and healthy work life balance are duly appreciated and the instructions regarding holding of the workshop on a Sunday is appropriately amended which will go a long way in bringing much needed relief to an overworked and stressed fraternity of officers and bring a welcome cheer to their families as well.

Yours faithfully,

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(Deepak Kumar Sharma)

General Secretary