



**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. 2022/23

Date: 29.03.2022

TO ALL OUR MEMBERS:

Harassment of Officers by the Controlling officials leading to incidents of conflict at workplace

We have sent a communication to the Chief General Manager, SBI, LHO Chandigarh on the captioned subject. A copy is enclosed for information.

With revolutionary greetings,

(Deepak K Sharma)
General Secretary

2022/09/27

28.03.2022

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

Dear Sir,

Harassment of Officers by the Controlling officials leading to incidents of conflict at workplace

We have brought some specific incidents of frequent resorting to use of abusive language, harassment and victimization of officers to the notice of Circle Management during discussions on the matter in previous Circle Negotiating Council Meetings. It was duly recorded in the minutes of the meeting that Circle Management has zero tolerance towards any misbehaviour against internal customers of the Bank.

2. We have also taken up the matter separately with respective Network GMs, CDO and AGM (HR) to bring specific incidents to their notice, hoping that due cognizance of the concerns expressed by us shall be taken expeditiously and suitable visible corrective measures will be taken immediately to raise the otherwise sagging morale of the officer fraternity.

3. Though some improvements have been witnessed in few RBOs and AOs, we are disappointed to note that repeated counseling of erring controllers by the senior functionaries have apparently fallen on deaf ears.

4. We have learnt that the thrashing of junior officers at the hands of the controllers is continuing unabated in some regions, leading to a collective feeling of disgruntlement amongst the officers. The abusive language, threatening behaviour and public shaming of the officials by the controller in one of the regions of AO Mohali has led to a reactionary conflict and unwelcome incident in the RBO.

5. Had some remedial measures were initiated against the erring controlling official for his previous acts of misbehaviour, the recent incident of conflict wouldn't have occurred. Holding only the subordinate squarely responsible for the incident wouldn't be justified, and a more detailed investigation would surely reveal the real reasons behind such an incident.

6. Sir, we apprehend that unless some remedial and conciliatory measures are initiated, we may witness more such unwelcoming incidents due to the continued harassment leading to deteriorating mental health of the officers. We are concerned for the safety and well-being of our officers and overall performance of the circle, and thus opine that such controllers, who resort to abusive and threatening tactics with their subordinates, may also need appropriate psychological intervention for behavioural improvement, apart from the appropriate disciplinary action for their acts.

Sir, being the head of the circle, we earnestly demand and hope that you would immediately intervene to arrest the worsening office decorum & propriety in the Circle and suitable remedial measures would be initiated.

Yours Sincerely,

-sd-

(Deepak K Sharma)
General Secretary