



**STATE BANK OF INDIA OFFICERS' ASSOCIATION
CHANDIGARH CIRCLE**
C/O State Bank of India, Local Head Office, Sector 17, Chandigarh
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TO ALL OUR MEMBERS:

Dear Members,

TRAINING PROGRAM ON 'DISCIPLINARY PROCEEDINGS FOR BEGINNERS'

Circle Association and Federation has been conducting programmes on Disciplinary Proceedings to instill the sense of discipline in the Bank, creating awareness about the DOs and DON'Ts, and to equip the Officers to defend the members during disciplinary proceedings..

Taking the stride further, we conducted a training programme on 'Disciplinary Proceedings for beginners' at Sub Wing of NATURE (National Academy of Trade Union Research and Education) Patiala, Punjab on 10th April, 2022. 30+ Officers from various modules participated along with association representatives of various modules.

The event was inaugurated with lighting of lamp by President Sh. Sanjay Sharma. Highlighting the role of DR as a savior to the CSO, he shared that the DR should leave no stone unturned to save an innocent victim of disciplinary proceedings. He reiterated the age old maxim - 'Saviour is greater than the killer' to motivate the participants. He also reflected on the operational and structural changes in the DA & DP structure in the bank and how these kinds of sessions can make the membership aware about the same

The scheduled sessions on various topics related to Disciplinary Proceedings were facilitated by Sh. T S Saggu, Sh. Harvinder Singh, Sh. Pankaj Sharma, Sh. Rajiv Sirhindi and Sh. Priyvat. All the participants interacted and discussed the role of DR in domestic enquiries. The subject was covered in lucid language, explaining the gamut of defence and the procedures involved.

The participants were provided with certificates and felicitated by the undersigned. The undersigned interacted with participants to understand their concerns and also asked them to share honest feedback. The interactive session led to clarification of various doubts raised by the

participants. The undersigned appreciated the dedication and initiative of the young Bankers to be part of the defense proceedings for fellow employees and wished them success. The Feedback from the participants has been very encouraging. The success has encouraged us to continue with more such workshops in the coming days.

The event ended with Vote of thanks by Com Arun Sikka, DGS, Mohali Module. While thanking the association leadership for the initiative, he appreciated the participants for coming forward to defend officers, and also gave suggestions in handling disciplinary issues.

The program was in tune with our vision to equip the officers with necessary skill and knowledge in handling disciplinary cases. We seek the cooperation and active participation of all members in this endeavour and encourage participation of officers for such programmes in future, as and when scheduled. We also place on record our appreciation to the sincere efforts of our in-house faculty members for making the programme an overwhelming success.

With greetings,

Yours comradely,



(Deepak K Sharma)
General Secretary

Few Glimpses from the programme

