

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

(Registered under Trade Unions Act 1921-Regd. No. 6908)

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Circular No. 80/2016

Date : 27.10.2016

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 127 dated 27.10.2016 issued by General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,

Soumya Datta
(General Secretary)

To all our Affiliates / Members:

WORKING ON SUNDAYS AND HOLIDAYS FEDERATION CALLS FOR WORK-LIFE BALANCE

We have today sent a communication to the Management on the above subject. A copy is enclosed. We note to keep our members advised of further developments in due course.

With greetings,

(Y.SUDARSHAN)
GENERAL SECRETARY

No:6180/92/2016

Date: 27.10.2016

To,
The Chief General Manager(HR)
State Bank of India,
Corporate Centre,
Madame Cama Road,
MUMBAI - 400 021.

Dear Sir,

WORKING ON SUNDAYS AND HOLIDAYS FEDERATION CALLS FOR WORK-LIFE BALANCE

The officers of State Bank of India who are the Bank's resources, have, over a period of time, contributed immensely and stretched themselves beyond imaginable limits, to ensure that the Bank grows in terms of business and achieves all the targets. It is because of the untiring efforts of our officers and staff that the Bank has excelled in all parameters and adopted itself to all the new initiatives and technology despite the severe constraints of staff shortage, huge retirements, etc.

2. As you are aware, the commitment levels of our officers are undoubtedly unquestionable. But the sad part of the story is that since many years our officers are being forced to work on almost all the holidays, 2nd and 4th Saturdays and Sundays, festival days, citing one reason or another. After a prolonged struggle we were able to get 2nd Saturday and 4th Saturday as holidays at the Industry level and with the approval of the RBI and the Government. To achieve this we had to sacrifice half-holiday of the other Saturdays. The prime objective of the additional holidays was to enable the officers to have a healthy work life balance, which is conducive not only to the mental health of the officers but also for better output in their professional domain. Hence the officers are putting in a full day's work on the 1st and the 3rd Saturdays. But it is unfortunate, that some Controllers are forcing the officers to come and work on the 2nd and 4th Saturdays, Sundays and other Holidays too. This has deprived the officers of their personal and social life, thus defeating the very objective for which the 2nd and 4th Saturday offs were envisaged. Forcing them to sacrifice to 2nd and 4th Saturday and holidays as though it is a luxury doled out as a gratis to them is inhuman.

Soumya Datta
General Secretary
Mobile : 9830044737

State Bank of India officers' Association

(BENGAL CIRCLE)

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3. We have been representing in all our CNC meetings that the Officers 'time' also has value and that they also have a family and children. They also need to spend time with their family to cater to their social commitments and have a work life balance as it rejuvenates the health of the officers and increases their productivity, else they may burn out. The concept of "Week end" is a universal phenomenon, acknowledged and respected all over the world.

4. It is a fact that in all the circles, officers are invariably asked to attend office not only on holidays but also during festival days. Recently during the Dussera/Navarathri holidays many branches were required to be kept open for canvassing Home loans. Signatures of officers were obtained; some were even threatened with charge sheet in case they do not attend. This is not a onetime affair, but a 'round the year' routine, for Jandhan, Mudra, De-duplication, NPA recovery, Bank adalats, Home loans, quarter/half year/year ending work, audit, RFIA, cash loading for ATMs etc, including for conducting P-review meetings. With one excuse or another the hapless officers are forced to work and now, with even greater fear of the CDs discretionary score. Controllers are vying with each other in calling officers on holidays.. Frustration levels have soared. Medical bills are increasing. Despite representation at the circle level and in all the CNC meetings and in our correspondence, nothing seems to work. Such, instructions have created an atmosphere of fear, compulsion and will have a demoralizing effect on the morale of the officers and spoil the industrial relations atmosphere and image of the bank.

5. Now, again, we are sure that Officers will be asked to work during Deepavali holidays. We reiterate the commitment of all the officers to contribute whole heartedly to keep the image and dignity of the bank. At the same time it is imperative that the dignity and self-respect of the officers and their families should also be respected. With no alternative left, we are constrained to instruct all our officers not to attend office on holidays, so that they can take care of their health and come back with greater vigour, zeal and enthusiasm for higher output. The executive committee of the Federation has taken this decision, as a last resort.

6. We also request you to please convey to the circles and issue suitable communication to all controllers not to call officers on holidays, and Sundays and festival days to avoid Industrial relations irritations and embarrassment at the circle level.

Thanking you,

Yours faithfully,



(Y.SUDARSHAN)
GENERAL SECRETARY