

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

(Registered under Trade Unions Act 1926-Regd. No. 6908)

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To All Members (Please Circulate)

We reproduce hereunder the Circular No. 92 dated 30.08.2018 issued by the 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:

N A T U R E 3 DAYS WORKSHOP ON DISCIPLINARY AND VIGILANCE WORKSHOP AT JAIPUR FROM 12TH TO 14TH AUGUST 2018 A GRAND SUCCESS –

The Federation at the request of our Jaipur Circle Association, a newly born Circle had organized a 3 days' workshop on Disciplinary and Vigilance Proceedings from 12th to 14th August 2018 at Jaipur for the benefit of their entire Executive Committee having over 80 members at SBLC, Jaipur in a grand manner. The leadership of the Circle Association under Com. Ramavtar Singh Jakhar, President and Com. Vinay Kumar Bhalla, the General Secretary and their colleague Office-Bearers had taken all initiatives and made elaborate arrangements for the successful conduct of the program for the first time in Jaipur after the formation of the Jaipur Circle.

2. The programme commenced with Inaugural function. The dignitaries who graced the occasion and were on the dais included Sarvashri Vijay Ronjan, Chief General Manager, Jaipur Circle, Digvijay Singh Rawat Circle Development Officer, Jaipur Circle, and Ramavtar Singh Jakhar, President, SBIOA Jaipur Circle and Shri Vinay Kumar Balla, the General Secretary, SBIOA, Jaipur Circle, Com. Soumya Datta, the President of the Federation and the General Secretary of the Confederation and also Ramkumar Sabapathy, the General Secretary of the Federation. Com. Shantharaju, former General Secretary of AIBOC & AISBOF, Com. D. Shyam Sunder Rao, Former President, SBIOA(Karnataka) also graced the occasion. The dignitaries collectively lighted the lamp to signify the inauguration of the function.

3. Com. Ramavtar Singh Jakhar, the President of the Circle Association extended a warm welcome to all the dignitaries who were on the dais and also the faculty members sarvashri Shantha Raju, the former General Secretary of AISBOF and AIBOC and also convener of United Forum of Bank Unions, and Shyam Sunder Rao, the former President of SBIOA (K) and also the Course co-coordinator from the NATURE. He also conveyed his gratitude to the Chief General Manager for his humane approach on all the issues concerning the officers with particular reference to the Disciplinary Cases. He also thanked him for permitting the Circle Association to avail the facilities at SBLC for the purpose of conducting the program. He also extended a warm welcome to the newly elected President of the Federation and the General Secretary of the AIBOC Com. Soumya Datta, and also Com. Ramkumar Sabapathy, the General Secretary of the federation since they were visiting the Jaipur Circle for the first time after their elections to these posts. All the dignitaries were extended a floral welcome on the occasion.

4. Com. Vinay Kumar Bhalla, the General Secretary in his opening remarks declared that the SBBJ Officers have now already become part of the State Bank of India. The Circle is now in the 5th place as far as performance is concerned. Work life balance is not a mere proclamation but it is observed in practice due to the pragmatic approach of the Chief General Manager. He has virtually seen the officers working late evening and has ensured that they leave the office by finishing their work in time rather simply sitting late hours in the offices. We have a good industrial relation climate in the Circle due to the positive approach of the Chief General Manager and his team in the circle. There are issues and challenges which will be jointly tackled by the Circle Association and the Management, he stated. He also made reference to the approach of the Chief General Manager in handling the disciplinary cases and his practical approach in dealing with the cases in the Circle. He expressed his happiness over the cordial industrial relations prevailing in the circle and assured the Management that the Circle Association is always ready to take up any challenges in order to ensure that the Bank scales greater heights in the days to come.

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5. Com. Soumya Datta, the General Secretary of AIBOC and the President of AISBOF paid rich compliments to the relationship that is prevailing between the Circle Management and the Circle Association. He also referred to his past connections with the Chief General Manager in Bengal Circle and his multi facet personality as to how that will help him in ensuring a positive approach on all matters in the bank. The Chief General Manager always supported the view that the officials who would have committed irregularities should be brought to the right track rather merely punishing them. The extraneous matters such as the work pressure, shortage of staff, the special schemes of the Government etc., will have to be taken into account while dealing with the charge sheets stated Com. Soumya Datta.

6. He emphasized the need for ensuring that the officers acquire knowledge in all the matters when there is a paradigm shift in the banking and technology revolution is taking place in the banks. It is the responsibility of all the members to see that the knowledge gap is bridged and in their own interest they should adhere to the rules and procedures laid down by the bank.

7. Com. Ramkumar Sabapathy, General Secretary of the Federation explained at length the great contribution made by the NATURE in training the Defense Representatives as well as the leaders in the Associations. He also stated that NATURE is not only conducting the programs at its Head Quarters but has gone all over the country along with the faculty and have trained hundreds of thousands of officers in the last several years. The role of the Defense Representatives is an onerous one and they should play their role sincerely and ensure that the charged officials are rendered justice in the process. There is a need for the leaders in the circles to take up the cases and help their colleagues.

8. Shri. Digvijay Singh Rawat, the Circle Development Officer in his deliberations while conveying his happiness for the initiative of the Circle Association in organizing the program advised the participants to acquire the necessary knowledge in handling the disciplinary cases. He advised the members to participate in the program in a serious manner so that they are in a position to help their charge sheeted colleagues in the process. The participants should also get practical experience so that they are in a position to ably assist their colleagues in the disciplinary cases.

9. Shri. Vijay Ronjan, the Chief General Manager, expressing his happiness over the initiative of the Circle Association in taking up the program stated that there are two type of cases viz., Vigilance and Non-vigilance in the Disciplinary cases. Where it is fraudulent one the man involved not only gets caught in the Disciplinary Case but also takes along with him a few colleagues. The Officers' should ensure that all the checks and balances are observed. He pointed that the checking of VVRs are kept pending, casual approach as regards the ID and Pass words. He also covered about the evolution of the Service Rules and the present one was the service rules adopted in the year 1991. He opined that the role of the Disciplinary Authority is an onerous one and he has to separate milk from water and render justice to the charged officials in respect of those who are caught in the procedural wrangle. However, where there are direct evidence of having taken the financial benefit such members cannot be helped while handling the Disciplinary cases. He also emphasized the importance of the Work life Balance. He firmly believed that the officers should be able to finish their work in time and hence should avoid carrying the baggage to the office; similarly the family worries should not come to the working environment. It is the question of time management. The Officers should give their full commitment to the bank and the quality time to the family as well. The Officers should utilize their authority and ensure that their subordinates are discharging their work properly. They should not hesitate to ask questions. Blindly working and failing to observe the procedures laid down will put them into difficulties. He wished that the training would benefit the participants and they are able to come to the help of their colleagues who are caught in the Disciplinary proceedings.

10. Com. Sanjeev Gupta compeered the program in an excellent manner and also extend vote of thanks for the Inaugural Session.

11. The opportunity was also utilized by the Circle Association in ensuring that an ATM is established in the Learning Centre for the benefit of the members. The dignitaries who were present on the occasion also participated in the tree plantation program organized by the Learning Centre.

12. The officials of the Learning Centre, namely Sri Dharam Singh Meena & his team members extended total support for the success of the programme.

13. Thereafter the 3 days program was conducted in a meticulous manner. The participants numbering over 80 in all participated actively and extended full co-operation for the success of the programme. The members of faculty included sarvashri, Soumya Datta, the General Secretary of AIBOC, Ramkumar Sabapathy, General Secretary of the Federation, Shantharaju, G.D.Nadaf former General Secretaries of AIBOC & AISBOF, Y.Sudarshan, Chairman AIBOC and Shyam Sunder Rao, former President SBIOA (Karnataka).

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Valedictory Function:

14. The programme concluded with a Valedictory Function held on 14th August 2018. The dignitaries who participated in the Valedictory Function included Sarvashri Rajiv Kohli, General Manager, SBI LHO Jaipur, Ramavtar Singh Jakhar, President SBIOA Jaipur Circle, Vinay Kumar Bhalla, General Secretary, SBIOA-Jaipur Circle, G.D.Nadaf former General Secretary of AIBOC & AISBOF, Dharam Singh Meena, AGM SBLC Jaipur & faculty Member Shyam Sunder Rao. The participants were handed over the Certificates for their participation in the programme.

15. Shri Rajiv Kohli, General Manager, SBI LHO Jaipur, spoke at length and praised the 'NATURE' for its yeoman service. He also highlighted the role of the SBIOA, Jaipur for arranging such a meaningful and purposeful workshop and wished the participants all the best.

16. Com.G.D.Nadaf former General Secretary of AIBOC & AISBOF spoke on the occasion and advised the participants to help the unfortunate colleagues. He also advised the SBIOA, Jaipur Circle to conduct "Cadre Development" & "Leadership Development programmes" at the earliest.

17. Comrades, this is yet another mile stone in the history of NATURE that the first programme on behalf of the Jaipur Circle Association was conducted in a befitting manner. We are sure that the participants would be able to make full use of the programme and render justice to their members who are unfortunately caught in the disciplinary proceedings.

With greetings,



(Y.SUDARSHAN)
GENERAL SECRETARY