

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

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

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IP No. 500077

Circular No. 165/2018

Date : 09.11.2018

### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 138 dated 09.11.2018 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:

#### **139<sup>TH</sup> PROGRAMME OF NATURE 3 DAYS WORKSHOP ON DISCIPLINARY AND VIGILANCE PROCEEDINGS EXCLUSIVELY FOR LEADERS OF AIPNBOA AT MUMBAI ON 1<sup>ST</sup> TO 3<sup>RD</sup> NOVEMBER, 2018**

It was a special programme organized by NATURE for the benefit of our colleagues from the All India Punjab National Bank Officers' Association in the area of Disciplinary Proceedings to impart knowledge of defense to the Office-Bearers and activists of the Association representing 4 circles from North India namely J & K, Haryana, Punjab and Himachal Pradesh. The leaders from Mumbai Circle also attended the training program. More than 50 members from these 5 Circles attended the 3 days workshop on Disciplinary and Vigilance Proceedings conducted by the faculty from NATURE.

2. The programme was organized in the heart of the city where all the facilities and infrastructure was available for the successful conduct of the 3 days program by NATURE. Com Dilip Saha, the General Secretary of AIPNBOA, in his introductory remarks referred to the need for training more and more younger people who are now entering the Association as leaders from different parts of the country. He also drew the attention to the increasing number of Charge Sheets and the requirement of the trained defense in order to provide proper defense assistance to the innocent charged officials in the bank. He complimented the NATURE and its contribution to the training of the Defense Representatives as well as the trade union leaders through conduct of programs all over the country. He also recollected his earlier initiative in holding similar programmes for the benefit of office bearers in different parts of the country. He appealed to the participants to make full use of the rich knowledge and experience that the members of faculty consisting of very senior leaders of the Confederation as well as the AISBOF who are able to guide the Office-Bearers and others in handling the Defense cases.

3. Com.Ramkumar Sabapathy, General Secretary of AISBOF, in his address complimented AIPNBOA for taking a good initiative to provide training to the Defense Representatives to handle the cases in an effective manner. He also referred to the long standing relationship between the AIPNBOA as well as AISBOF and the bondage that exists between these two organizations and in coming together for the consolidation of the Bank Officers' movement in the country. He made extensive reference to the current scenario in the banking industry and the increasing number of charge sheets due to various reasons. The Bank Management expects all of us to ensure that the trust we have built between the customer and the bank is retained and the banks are able to perform better. He referred to the losses declared by the banks including the State Bank of India on account increasing NPA's in the banks. He was also of the view that despite the current environmental disadvantages, the banks are able to perform better in the 3<sup>rd</sup> and 4<sup>th</sup> quarter and definitely the industry will come out of the difficulties. He referred to some of the developments in the area of Disciplinary Proceedings and the yeomen service rendered by the AIPNBOA in ensuring a sound Accountability Policy is placed for the benefit of the Officers in the bank. He also referred to the Work Life Balance now that is being debated and discussed everywhere after it was introduced by the State Bank management after the issue was taken up by the Federation. He advised all the members to make full use of the training program and give their best to their colleagues while defending their charge sheets in the bank.

**Soumya Datta**  
General Secretary  
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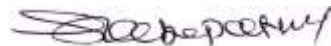
4. Com Dilip Saha, the General Secretary of AIPNBOA as a prelude to the Disciplinary and Vigilance Proceedings workshop gave a picture of the present accountability policy in the bank and it has helped in sorting out several issues in the area of Disciplinary Proceedings. He also presented to the participants a bird's eye view about the various provisions of the Accountability Policy which has helped in sorting out several serious issues at the bank level. He also brought out at length the various provisions of the Accountability Policy and presented a flow chart so that the participants are able to understand the Policy clearly and help their colleagues who are caught in the Disciplinary Proceedings.

5. The 3 days' workshop was conducted in a systematic manner. The members of the faculty consisted of Com Shantha Raju and Com G.D.Nadaf, the former General Secretaries of AISBOF and AIBOC and also the conveners of UFBU, Com.Y.Sudarshan, the former General Secretary of AISBOF and President of AIBOC, Com B.S.Ravindra, former General Secretary and President of SBIOA(K) and Com Shyam Sundar Rao, the former President of SBIOA(K) who took the sessions for the benefit of participants. The participants evinced a lot of interest and the sessions were lively and interactive ones.

6. The Valedictory Function was organized on 3<sup>rd</sup> November 2018. Com Dilip Saha, the General Secretary of AIPNBOA, and the members of faculty participated in the program. The trainees were advised to take full advantage of the learning they had in the program and ensure that an effective defense is provided to their colleagues who are caught in the Disciplinary Proceedings. The participants also appreciated the training program and paid rich tributes to the NATURE and the members of faculty for their valuable guidance to all the participants.

7. Comrades, this program initiated by the leadership of AIPNBOA for the benefit of the Circle Association leaders and activists in order to ensure that proper justice is done to the charged officials while defending their cases in different parts of the country. The NATURE is willing to extend all co-operation and support to the leadership of AIPNBOA in organizing similar programs as and when they need the same.

With warm greetings,



**(RAMKUMAR SABAPATHY)**  
**GENERAL SECRETARY**