

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

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

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Circular No. 168/2018

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To All Members (Please Circulate)

We reproduce hereunder the Circular No. 141 dated 17.11.2018 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:

WORK LIFE BALANCE: WORK ON 2ND& 4TH SATURDAYS, SUNDAYS AND HOLIDAYS

The President and General Secretaries of all the affiliates of the Federation met on 10th November 2018 at Hyderabad to deliberate exclusively on the succumbing of young Officers to work pressures & the status of Work Life Balance in the Bank. Members may recall that, the said Circular on work life Balance was issued by the Management on 30th October 2017, after repeated persuasion by the Federation. The subject has been one of the most important issues discussed in every meeting with the Management and the Management agreed that there is a need to address the issue seriously. The Chairman has been appealing in his every communication to the Staff to ensure work life Balance. The HR functionaries of Corporate Centre has been sensitizing the Circle functionaries. However, the situation has not changed much and the Officers are disillusioned with the status of affairs and a few of them are succumbing to pressures. Of late, number of suicides by young Officers have been reported and a few of these cases are related directly or indirectly related to work pressure and public humiliations by the Controllers at various levels. The recent case of a young Branch Manager of Bamboo flat Branch, Port Blair has shaken the Officers across the country.

The meeting reviewed the situation across the Circles and it was reported that Calling of officers on holidays regularly has become a fashion with the controllers/executives, at the Circle level. Many controllers and executives now consider it a bounty and invariably use such holidays to conduct 'P' review meetings, campaigns, melas, workshops, trainings, regular office work, loan proposal, documentation at RACPC's etc. **Our analysis says that around 15 to 20 % of Officers work on Holidays and Sundays and more than 50% Officers work beyond 8.00 PM.** The Service regulation related to Compensatory Off reiterated by Corporate Centre vide e-Circular dated 30th October 2017 is flouted by the Controllers across the Circles. It is also reported that departmental heads from Corporate Centre force the Circle functionaries to ensure that various targets are completed on holidays. What is more shocking is that the officers are threatened in writing, through **WhatsApp** messages and orally that non-compliance would be viewed seriously, "officers will be charge sheeted", their CDS scores will be dented, threatened with transfers etc.

2. The Officers' are under tremendous work pressure, due to unlimited working hours. Working without rest is a dangerous trend that can affect the morale of the workforce and will act as an impediment to put in their best for their organization. Infact, the spate of suicides by Bankers, including young ones specifically, who are unable to bear the duress and strain raises serious questions and needs to be addressed immediately. While the repeated efforts of the HR functionaries of the Corporate Centre and the DO letter from the DMD&CDO to all the DGM (B&O)s & RBOs appealing them to ensure work life Balance were appreciated, it was also reported by affiliates that there is no improvement despite the repeated efforts of the Corporate Centre.

A conclusion emerged that, this is now turning into a human rights issue, as one cannot be tortured with such directions, forcing them to sacrifice holidays & tolerate Public humiliations and the frustration at the grass root level is not in the interest of the Bank. There is an urgent need to redress the situation and stop the succumbing of officers due to work pressures & humiliations.

Therefore, it has been unanimously decided that henceforth no officer will work on 2nd and 4th Saturday's, Sundays and general holidays. It was also reiterated that the call given by AIBOC, that the Officers will not respond to official messages / Calls from 8.00 PM to 9.00 AM be implemented immediately. It was further decided to launch a mass contact programme with the members by all the affiliates to educate them on the ways to bring about a change in the present status of work life in the Bank.

3. At the same time we also appeal to all our officers to ensure that they prioritize their work areas and ensure timely completion of all the important work well within the time during the working days and ensure that the Banks business grows.

Let each one of us be part of the Change that we aspire and ensure the growth of the Bank as well.

With regards,

(RAMKUMAR SABAPATHY)
GENERAL SECRETARY

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