

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

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

1, STRAND ROAD, KOLKATA-700 001.

Phone: 2213-0663, 2213-0154, 2213-0665 (after 5.30 P.M.), Fax : (033) 2210-1684



e-mail: sbioabengalcircle@gmail.com
www.sbioabengal.com

IP No. 500077

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To All Members (Please Circulate)

“LET’S CONNECT” WORKSHOP ON LEADERSHIP DEVELOPMENT

We are happy to report that SBIOA (Bengal Circle), on 27th July 2019, organized a workshop on Leadership Development for the potential leaders for future from all the modules of the Circle, at Samriddhi Bhavan, E- Block, Kolkata. The theme of the workshop was “Let’s Connect”. The workshop was graced with the presence of Comrade Soumya Datta, General Secretary, AIBOC as well as AISBOF and Comrade Sambit Misra, President, AISBOF. It was attended by all the office bearers and 205 core activists of the Circle Association.

2. The workshop was co-ordinated by Comrade Asitava Kundu, President SBIOA (Bengal Circle). He welcomed all guests, dignitaries and participants of the Workshop present in the auditorium and delivered the welcome speech. The workshop was inaugurated by the undersigned. In the keynote address, he requested all the participants to acquire maximum knowledge and benefits from the workshop. He explained the importance of Association and Trade Union in the present day’s scenario and clarified the participants why the theme of the workshop was chosen by the Circle Association as “Let’s Connect”. He emphasized that connection and personal bonding with the members and customers needed to be strengthened to build strong foundation of our Association. He also advised the house that, in future, comprehensive workshop on Disciplinary Matter/ HR Matter and SME Advances would be organized by SBIOA (Bengal Circle) for the empowerment of the members.

3. There were three sessions in the workshop- (a) Deliberations on Organization, (b) An introduction to Disciplinary Proceedings, (c) HR issues / Staff matters. The handbooks on ‘introduction to disciplinary proceedings’ and ‘leadership development’ were provided to the participants for reference.

4. Comrade Rabin Gopal Maitra, and Comrade Bimalendu Biswas, the esteemed leaders of yesteryears of SBIOA (Bengal Circle) who dealt with the session on introduction to Disciplinary Proceedings, were felicitated by the undersigned and Comrade Asitava Kundu, with saplings.

5. Through power point presentation and discussion, Comrade Bimalendu Biswas and Comrade Rabin Gopal Maitra handled the issues related with introduction to Disciplinary Proceedings having topics viz.- What is Discipline, SBIOSR-1992, Complaint, Preliminary Investigation, Suspension, Deemed Suspension, Principals of Natural Justice, Minor Penalty Proceedings, Statement of Imputation of Lapses, Major Penalty Proceedings, Charge Sheet, Departmental Inquiry including Inquiring Authority (IA), Presenting Officer (PO), Charge Sheeted Officer (CSO), Defense Representative (DR), responsibilities of DR, Preliminary Hearing, Regular Hearing, Documents and Exhibits, Witnesses, Hostile Witnesses, Examination in Chief, Cross Examination, Re-examination, Leading Question, Daily Proceedings, Standard of proof, Burden of proof, Hearsay Evidence, Circumstantial Evidence, Submission of CSO, PO’s Brief, Defense Brief by DR, IA’s Report, Submission by CSO on Inquiry Report, Preponderance of Probability, Speaking Order, Effect of punishment, Appeal and Review on penalty. The session was very much informative and the participants gathered a preliminary knowledge regarding the vast area of Disciplinary Proceedings in the Bank.

Circle Association is keen to conduct many such workshops in future on Disciplinary Proceedings exhaustively. At the end, Comrade Rabin Gopal Maitra, inter alia, advised the participants, especially those posted at ZO/ RBO, to handle with care the issues of VVR Checking, Cash Verification, Verification of currency notes as well as coins, to be in touch with the suspended officers, ensuring payment of subsistence allowances to the suspended officers regularly, observation of extreme care while reporting any incident of misappropriation or lodging FIR against any officer (only the facts to be reported without commenting about fraud), submission of false compliance, meaningful inspection of borrower units, scrutiny of TIR and Valuation Reports, Checking of Staff Accounts, submission of Asset & Liabilities etc.

Comrade Maitra stressed on the importance of Association which worked relentlessly for betterment of its members especially in the area of disciplinary matter. He then appraised the house about the primary duties of the members in case any disciplinary action was initiated against them. He categorically advised that in case any disciplinary action initiated against officers, he should e-mail the letter/ questionnaire direct to the Circle Association without any delay. In case of any Charge Sheet has been served, the officer should be asked to send a letter to General Secretary, SBIOA (BC) for Defence assistance.

6. Comrade Soumya Datta, General Secretary, AIBOC as well as AISBOF, despite his busy schedule, attended the workshop and enlightened the participants with his valuable suggestions. He was also felicitated by the undersigned with a sapling. At the outset, Comrade Soumya Datta welcomed all the participants and Circle leaders present in the workshop. He praised the endeavour of the new leadership of the Circle Association for conducting such an useful workshop. He advised the participants and all the leaders, to know their duties and responsibilities, Role functions, Do’s and Don’ts as it was vitally important to discharge their

Shubhajyoti Chattopadhyay

General Secretary
Mobile : 8001194340

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responsibilities effectively. He also advised the leaders to refrain from doing any work, making any comment in public or even posting anything on the social media, which could tarnish the image of the Association. He reminded that leaders were always under public surveillance. They should be very careful about themselves as their actions are under scrutiny of management as well as general members. Comrade Datta stressed about the importance of reading Federation/Confederation Circulars and requested house to develop a habit of reading Federation Circulars on daily basis and browsing the websites of Circle Association/Federation/Confederation regularly. He appraised the house that at present all the burning issues pertaining to our Bank had been taken up by the Federation with the apex management and the essence of the outcome was circulated to all members through communiqués. He emphasized on strengthening inter personal relationship among the members. He also stressed about the importance of branch-visits, especially covering the remote branches for instilling confidence amongst officers, who at times feel lost and directionless. The updating of data of the members and Module/Region/Branch profile were required to build confidence in leadership, to face the management functionaries during table talk. The leaders should acquire appropriate knowledge and wisdom so that the management should respect them and should depend on the views of the Association before taking any decision. He reminded that this year happened to be the Golden Jubilee year of Bank Nationalization as well as the 50th year of the 17 days' strike called by AISBOF in June, 1969. He suggested that the Circle Association should felicitate the comrades, who took part in the indefinite strike in the Circle. He mentioned the name of Comrade Anil Ghosh, presently 83 year old. He advised the leaders to form tier-wise research teams which would facilitate and enrich the Association with their feedback. He also advised to organize Module-wise workshops on Disciplinary Proceedings from where potential Defense Representatives could be identified. He quoted many examples of sacrifices of the leaders of yesteryears. Sacrifice and dedication are expected from all the leaders for the cause of Association. He gave participants the following food for thought—What you want to do or achieve?—How much the leaders should sacrifice?. He emphasized on the organizational discipline to be followed by the leaders at all the tiers. Regarding expressing views in public or in social media, he advised that there should be balance between rights of expression and organizational discipline. There may be individual difference of opinion but when the decision is taken by the apex body of the Association, it should be respected at any cost. He stressed on the key word of the workshop i.e. "Let's Connect" and advised to connect with the members, all stakeholders of the Bank and the masses, to make the foundation of the Association strong. It will be more effective during strike call if the masses join us e.g. SHG Groups, farmers, traders and youth.

7. The workshop was illuminated by the unexpected presence of Comrade Sambit Misra, President, AISBOF. Comrade Misra was felicitated by the undersigned. In his deliberation, Comrade Misra, advised at length on, what was work life balance, how to maintain work life balance and how to release stress from mind et al. Merely going early from office, cannot provide true work life balance as our job is of such a nature that it should be completed on the same day else burden will be there in our mind even after going home early. He suggested to upkeep and update knowledge and take the leverage of technology to complete the task fast and to have work life balance to some extent. He gave some food for thought, like- How can we build our organization? Do we feel pride of being an Association worker? He suggested to extend support to the members, which would automatically strengthen the Association. With a clarion call to remain united and consolidate at all times, Comrade Misra ended his speech.

8. Comrade Ajit Kumar Chattopadhyay, former Vice President of the Circle Association and Comrade Pronab Kumar Sarkar, former Central Committee Member, who handled the HR matters, were welcomed and felicitated by Comrade President of the Circle with saplings. Comrade Chattopadhyay explained the participants all about the history of Bi-partite talks. He clarified as to how DA percentage was merged with Basic salary during wage revision settlements. He explained the fitment formula for arriving at new 'Pay' on promotion from clerical cadre and also in case of in-cadre promotions.

09. Comrade Pronab Kumar Sarkar, deliberated various issues on Staff matters like leave rules, LFC claim and entitlement, payment of subsistence allowance, Scholarships and Transport allowances etc.

10. The sessions were very interactive and had provided rich inputs to the participants who were inspired to give their best for the cause of the members with confidence.

11. We place on record, our heartfelt appreciation to Comrade Soumya Datta, General Secretary, AIBOC and AISBOF, Comrade Sambit Misra, President, AISBOF and the leaders of yesteryears, who handled various issues and topics during the workshop, all the office bearers of the Circle Association and above all, the participants, who joined the workshop sacrificing their holiday and made the workshop a grand success. We hope to have many more workshops of such nature in future for the benefit of the members.

The meeting came to an end with vote of thanks proposed by Comrade Kusal Choudhuri, Deputy General Secretary of the Circle Association.

Shubhajyoti Chattopadhyay
General Secretary
SBIOA (Bengal Circle)

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Mobile : 8001194340