# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

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

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Circular No. 15/2022 Date : 18.01.2022

**To All Members (Please Circulate)**

**We reproduce hereunder the Circular No. 6 dated 17.01.2022 issued by the General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.**

**With revolutionary greetings,**

**Shubhajyoti Chattopadhyay**
**(General Secretary)**

**VACATION POLICY**
**GRANT OF SPECIAL LEAVE TO EMPLOYEES**

We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,

**(Soumya Datta)**
**General Secretary**

**No. 6180/02/22** **15.01.2022**

The Deputy Managing Director (HR) & CDO,
State Bank of India,
Corporate Centre,
Madame Cama Road,
Mumbai – 400 021

Dear Sir,

**VACATION POLICY**
**GRANT OF SPECIAL LEAVE TO EMPLOYEES**

You are aware bank has introduced "vacation policy" in terms of RBI Circular on 09.07.2021 for the employees posted in sensitive positions. Accordingly, an officer under the category of sensitive position has to go on leave mandatorily for a period not less than ten (10) working days in a single spell every year. Such leave is debited to the individual leave account of the concerned employee. We have been given to understand that in a recent advisory issued on 20/11/2021, IBA has clarified that the period of leave, under the RBI guidelines on Mandatory Leave, should be treated as special leave having no impact on usual leave entitlement of the concerned employees. While some banks have already put in place the provision of special leave in their HRMS, the said advisory of IBA has not yet been implemented at our bank. Thus, the mandatory 10 days leave is being debited from the leave balance of the concerned official.

02. We would, therefore, request to your good office to kindly arrange for implementing the advisory of IBA in this regard at the earliest with retrospective effect i.e. 01.04.2021, so as to reverse the leave that has so far been debited to leave account of concerned officers.

With best regards,

*Stay safe, stay healthy*

Yours sincerely,

**(Soumya Datta)**
**General Secretary**


**Shubhajyoti Chattopadhyay**
General Secretary
Mobile : 9434551152