



**STATE BANK OF INDIA OFFICERS' ASSOCIATION
(HYDERABAD CIRCLE)**

(Registered Under Trade Unions Act 1926:No.3396 A.P.)
(Affiliated to All India State Bank Officers' Federation)

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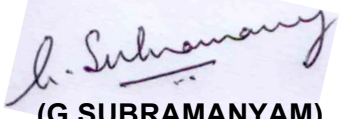


Circular No.51

07.08.2017

**FORCING OF OFFICERS TO WORK ON SUNDAYS/HOLIDAYS
FEDERATION ESCALATES ISSUES AT THE HIGHEST LEVEL
OFFICERS SHOULD MAINTAIN WORKLIFE BALANCE AND REFRAIN FROM ATTENDING
ON HOLIDAYS/ SUNDAYS/SATURDAYS**

We reproduce hereunder Circular No.84 dated 5th August, 2017 issued by All India State Bank Officers' Federation, the contents of which are self-explanatory.


(G.SUBRAMANYAM)
GENERAL SECRETARY

Quote

As you are aware our officers are virtually being harassed by being asked to work on all holidays in some pretext or the other. After Jandhan, it was Mudra, de-duplication, AOF, NPA Recovery, Audit, Year end, De-monetisation and now "The Gyanshala" for popularizing the Pradhan Mantri Awas Yojana. Our Officers have worked tirelessly and successfully implemented all such schemes including the Government schemes, but when it comes to our own issues, nothing happens – like:

- a) Payment of a uniform compensation for the sacrifice of a holiday.
- b) Huge plethora of pending issues with the Bank like pending monetary issues like enhancement in leased accommodation, furniture allowance, compassionate appointment, fitment and issue of personal allowance, conversion of RMRO's/CRE's, Compassionate Appointment, issues pertaining to stoppage of stagnation increment and running scale, CDS, Cross Selling issues, Inter Circle transfers, and more importantly mandate for all scales for wage revision.
- c) Issues with the Government like pending appointment of Officer-Director on Boards of Banks, Amendment to Gratuity Act, Residual issues of 10th Bipartite like Superannuation, regulated working hours, unconditional mandate and attempts to throttle the Public Sector Banks. While we implement all the schemes of the Government, our issues remain in the cold storage.

2. We are happy to inform that when the issue of working on 6th August, for the workshop came up; we immediately took up the issue with the chairman, the MD and our HR department. They appreciated our serious concerns and have immediately informed the concerned to put an end to such unhealthy practice of calling officers to work on holidays. They have also assured us that the same will be conveyed to all the circles immediately. We have also been told that a compensation in the event of an emergency situation of working on holidays will be worked out. Considering the sentiments expressed we have assured that the officers will attend the programme on the 6th.

At the same time, we want to convey that from the next week, officers will not work on holidays, 2nd and 4th Saturday and Sundays. We are also requesting our controllers and AGM's and RM's not to call officers for Review meetings and such avoidable, postponable meetings on Sundays and holidays, as it is bound to lead to friction and IR issues.

3. We have addressed a letter to the Management expressing our serious concerns. 'Work Life Balance' is as important to officers down the line as it is to controllers and executives. We have waited sufficiently, but now there is a need to ensure a work life balance for better productivity in the long run.

4. We understand that in various circles, the controllers have been issuing letters, messages through Whatsapp, SMS asking officers to come on holidays/Sundays including threatening them of consequences. **Therefore, all our members are requested to ask for written instructions from their controllers to come for working on Holidays/Sundays. Members are also advised to send the copies of such communications/ instructions immediately to Circle Association/Federation Office for further escalation of the same.**

5. At the same time we also appeal to all our officers to ensure that they prioritise 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. We also request our controllers to not indulge in forcing officers for misselling of our cross selling products. It has also come to our knowledge that all 'P' Review meetings are predominantly cross selling meetings. Exerting undue pressure on cross selling at the cost of Bank's own business has led to many top performing circles slide down in rankings and has led to slump in the performance. Please do not indulge or encourage such practices as this will be taken up very seriously and at all levels, as this is detrimental to the interests of the Bank.

6. We will keep you informed of further developments. Please adhere to the above.

With greetings,

**Sd/-
(Y.SUDARSHAN)
GENERAL SECRETARY**

Unquote

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