



# 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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## WORKSHOP ON DISCIPLINARY PROCEEDINGS LEARNING AND TRAINING THE VIRTUAL WAY 152<sup>nd</sup> PROGRAM CONDUCTED BY N.A.T.U.R.E

We reproduce Circular No.109 dated 1<sup>st</sup> September, 2020 issued by All India State Bank Officers' Federation, the contents of which are self-explanatory.

**(B SUKKAIAH)**  
**GENERAL SECRETARY**

Federation has been conducting programmes on Disciplinary Proceedings to instill the sense of discipline in the Bank, creating awareness about the DOs and DON'Ts, and to equip the Officers to defend the members in the unfortunate instances of disciplinary proceedings being invoked against any of them.

**NATURE** (NATIONAL ACADEMY OF TRADE UNION RESEARCH AND EDUCATION), the education & training wing of Federation, has been conducting such programmes for decades. As the current pandemic situation has imposed certain restrictions on movement and conduct of training programmes in a physical mode, it has been decided to conduct the training programmes in virtual mode till normalization.

2. Yesterday, we made a beginning by conducting a Virtual Workshop '**Disciplinary Proceedings for New Defense Assistants**', on Google Meet. 100+ Officers from various circles participated along with their Circle General Secretaries and Presidents. Com. Sunil Kumar, President (AIBOC), Com. Ravinder Gupta (Chairman, AISBOF), Com. Deepak Sharma (President, AISBOF) and the undersigned also participated in the programme. Com. Ajit Kumar Mishra, Sr. Vice President, AISBOF & General Secretary of our Patna Circle conducted the day's workshop. The subject was covered in lucid language, explaining the gamut of defence and the procedure involved. Feedback from the participants has been very encouraging. The success has encouraged us to continue with more such workshops in the coming days.



**AISBOF, under the aegis of its education wing NATURE organised a virtual session on  
"Disciplinary Proceedings for new Defense Assistants on 30.08.2020"**

3. Chairman, AISBOF, Com. Ravinder Gupta, in his address shared the need of having these workshops in the changed environment. He also reflected on the operational and structural changes in the DA & DP structure in the bank and how these kinds of sessions can make the membership aware about the same. Com. Sunil Kumar, President, AIBOC congratulated the Federation for holding such a unique programme, the first of its kind. President, AISBOF, Com. Deepak Sharma, encouraged and motivated the participants and communicated the need of sharing the knowledge with the younger generation Bankers. The undersigned appreciated the dedication and initiative of the young Bankers to be part of the defense proceedings for fellow employees and wished them success.

4. Apart from the lead faculty, Com. Ajit Kumar Mishra, several other senior Defense representatives shared valuable advices with the participants. Com. Sanjeev Sabhlok, General Secretary, Bhopal and Com. Rupam Roy, General Secretary, NEC spoke and gave practical tips to the participants in handling disciplinary cases. Com. B Sukkaiah, General Secretary, Hyderabad Circle, while thanking the Federation for this initiative appreciated the participants for coming forward to defend officers, also gave suggestions in handling disciplinary issues.

5. Comrades, Federation has begun a new era in tune with its vision to equip the officers with necessary skill and knowledge in handling disciplinary cases. We seek the cooperation and active participation of all Circles in this endeavour and encourage participation of officers for such programmes in future, as and when scheduled. Digital Certificates were presented over email to all the participants at the end of the workshop for their participation. The undersigned places on record his appreciation to Com. Deepak Kumar Sharma, President AISBOF for conceptualizing the programme and shouldering the responsibility of organizing the maiden venture. Com. Priyavrat of SBIOA Chandigarh Circle also deserves special mention to provide the technical support. We also place on record our appreciation to the sincere efforts of Com. Ajit Kumar Mishra for making the programme an overwhelming success.

With greetings,

Yours comradely,

Sd/-

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