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स्टेट बैंक ऑफ इण्डिया ऑफिसर्स एसोसियेशन
State Bank of India Officers' Association (Patna Circle)

All Letters to be
Addressed to the
General Secretary

Regd. No. 1872 of 1975
(REGISTERED UNDER TRADE UNION ACT - 1926)

State Bank Building
West Gandhi Maidan
Patna - 800 001

CIRCULAR NO. **13** /2017

DATE : 22.06.2017

TO,
ALL MEMBERS

**WORKING ON SUNDAYS & HOLIDAYS PAYMENT FOR 25TH, 26TH, 30TH & 31ST
MARCH, 2017 AND PERIOD OF DEMONETISATION**

We reproduce hereunder the text of the AISBOF Circular No. 66 dated 19.06.2017, the contents of which are self-explicit. **All members are requested to follow the instructions contained in the following Circular of All India State Bank Officers' Federation meticulously.**

With warm greetings,

(Ghanshyam Pd. Srivastava)
GENERAL SECRETARY

OUR UNITY : ZINDABAD-ZINDABAD
S.B.I.O.A. : ZINDABAD-ZINDABAD

TEXT

**WORKING ON SUNDAYS & HOLIDAYS PAYMENT FOR 25TH, 26TH, 30TH & 31ST MARCH,
2017 AND PERIOD OF DEMONETISATION**

We have today sent a communication to the Management on the above subject. A copy is enclosed. We note to keep our members advised of further developments in due course.

With greetings,

(Y. SUDARSHAN)
GENERAL SECRETARY

No.6180/38/17

DATE: 19.06.2017

The Dy.Managing Director & CDO.,
State Bank of India,
Corporate Center,
MUMBAI.

Dear Sir,

**WORKING ON SUNDAYS & HOLIDAYS PAYMENT FOR 25TH, 26TH, 30TH & 31ST MARCH,
2017 AND PERIOD OF DEMONETISATION**

We are happy that in the CNC meeting held on 4th March, 2017 at Mumbai it was mutually agreed that "Our approach is that people should have proper working hours and have a work – life balance. Working on Holidays/Sundays should not be a routine practice, unless under exceptional circumstances". Circle CDO's were also instructed in the CNC meeting to

"Stop such practices of calling officers on Sundays and Holidays, and if called officers should be compensated adequately".

2. We are very happy and appreciate the direction of the Corporate Centre Management to the Circle CDO's, as the officers, in almost all the Circles, are invariably called on all Saturday's, Sundays and holidays on one excuse or the other. Accordingly, we have also conveyed to our Circle affiliates to take up the issue at the respective circles with the circle management and to convey to the officers not to come on Sundays and holidays and 2nd and 4th Saturdays.

3. But we are sad to inform you that despite your clear instructions and our best collective efforts to put an end to this menace, circle authorities, controllers and other top executives at the circle level are vying with each other in calling officers to work on holidays on some pretext or another, apart from joint custodians being called on all days of the week/month/year for cash loading. Not only that they are called, but also the payment of compensation is denied.

COMPENSATION FOR 25TH, 26TH, 30TH, 31ST MARCH, 2017 FOR WORKING UNDER RBI DIRECTION (COLLECTION OF TAXES) :

4. With reference to the above, on all the earlier occasions when officers were asked to work under directions from the RBI/Government etc., the corporate centre used to advise an amount to the Circles and payment was being made. Last year also Corporate Centre fixed and informed the amount to circles. Accordingly, this year also officers were asked to work on 25th & 26th March, 2017 (holidays) and asked to sit late for collection of taxes on 30th & 31st March, 2017. When we referred the matter to corporate centre many times, we were told that there was no such practice of advising the amount from corporate centre. But this fact can be confirmed from the previous CGM (HR), DGM (IR) or the AGM (IR) who had personally passed on the instructions on many occasions, including in the CNC meetings during the last five to six years for payment of a common/uniform amount for working on holidays and late sitting based on RBI/Government instructions across the country.

5. With no option left, when we contacted the circle authorities, they also point fingers to the Corporate Centre and have been denying payment. Officers have worked without any hesitation when directions were given, but payment for the same is being denied in an undignified manner by the circles. This has hurt the sentiments of all officers, especially when it was told that no such payment was made on the earlier occasions, which is far from truth.

WORKING ON DURING DEMONETISATION:

6. We are happy that the Corporate Centre decided and paid an amount of Rs. 6000/- and Rs. 3000/- for four days working during demonetization (holidays and late sitting). Thereafter, many officers, especially joint custodians have worked late/hours more than 30 to 40 days to attend to demonetization related issues. The award staff have been paid overtime, which means that the officers also have sat late, but without any payment.

7. As per your directions, we asked our affiliates to take up the issues with the Circle authorities. As usual not one single circle has paid or taken any initiative to discuss the issue.

8. It hurts that when the entire Nation hailed the efforts of our officers, who worked without raising an eyelid and made Demonetisation a success, but when it comes to a payment for extracting work, a cold response is being given? More than six months have passed. But no payment has been made despite repeated reminders. We will not be able to tell with the same enthusiasm, our officers to work again, when the RBI/Government gives a direction, which will definitely be unpleasant.

WORKING OF HOLIDAYS AND SUNDAYS & 2ND/4TH SATURDAY:

9. Calling officers on holidays regularly has become a fancy and fashion with the controllers/executives, at the circle level. Officers have a family. They have a personal life. When there are holidays they plan programmes with their family. But calling them on all holidays is a cruel joke as it disrupts all their personal

programmes. Explanations are asked for not coming on holidays, even if an officer is sick or in a hospital. Signatures are taken in an office order. They are threatened with transfers, low scores in appraisal etc. We have sent copies of many such specimen letters issued by controllers under instruction from top executives of circles. This is rampant in all circles. This is now turning into a human rights issue, as one cannot be tortured with such directions, forcing them to sacrifice all holidays continuously. One may not believe but this is the reality at the circles leading to frustration at the grass root level.

10. The entire world follows the concept of a 5 day week in letter & spirit and ensures that their employees have a weekend to themselves. Today, our officers' stress is a real phenomenon and it is directly associated with their job satisfaction level and the resultant output for the bank. Some important factors associated with their stress are excess work load, the prevalent working condition, role conflict, role ambiguity, virtual absence of weekly off, relationship with the superiors which ultimately results in lack of sense of belongingness in the Bank. This lack of belongingness towards the organization directly affects the productivity of the officers which in turn adversely affects the bank's bottom-line.

11. There are more than 7000 single officer branches in the country. Their condition is even more pathetic, as they are not able to take any leave. Depriving them of their holidays and asking them to attend P.Review meetings, etc., (which are invariably held on holidays) is again cruel.

12. Therefore, pushed to the wall, we have decided to implement very strictly our understanding in the CNC meeting or 4th March, 2017, that officers shall Not work on any holidays or Sundays and on 2nd and 4th Saturdays. This will help the Bank in increasing the productivity levels of our officers and reducing the medical Bills. In fact all the officers of all grades including, AGM's have complained of such harassment by the controllers. We are conveying this decision to all the circles and request you also to please convey once again to the Circle authorities, as the earlier instructions of CNC meeting seems not to have had its desired effect and impact at the circle level.

13. We have also decided that officers who work on a holiday will claim, at the circle level, an amount of Rs. 4,000/- from the Circle authorities, if they are called occasionally and under exceptional circumstances on holidays.

14. We request you to please ensure payment for:

1. Working on 25th, 26th March, 2017 (holidays) and 30th, 31st March, 2017 (Late sitting) under directions from RBI as was paid in the previous year.
2. Convey to the Circles, payment for working on holidays/late sitting to officers, where workmen were paid overtime, during Demonetisation period.
3. Not to call Officers on all holidays and when called, to pay Rs. 4,000/- (one day wages). This issue will also be taken up by our circle affiliates with the circle authorities.

15. We are conveying this to the Corporate Centre, as the Circles are not serious to sort out the issue and hence may lead to Industrial Relations irritations at Circles. Your kind and immediate intervention is solicited.

Please do the needful.

With regards,

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Y. Sudarshan', written in a cursive style with a horizontal line underneath.

(Y. SUDARSHAN)
GENERAL SECRETARY