

**CIRCULAR NO. 77 /2020**

**DATE : 16.05.2020**

**TO,  
ALL MEMBERS**

**DISCIPLINARY PROCEEDINGS**  
**LIMITATION PERIOD FOR COMPLETION OF THE PROCESS**  
**OUR CONCERNS AND SUGGESTIONS**

We reproduce hereunder the text of the AISBOF circular No. 77 dated 16.05.2020 , the contents of which are self-explicit.

With warm greetings

**(Ajit Kumar Mishra)**  
**GENERAL SECRETARY**

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

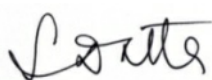
**TEXT**

**DISCIPLINARY PROCEEDINGS**  
**LIMITATION PERIOD FOR COMPLETION OF THE PROCESS**  
**OUR CONCERNS AND SUGGESTIONS**

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: 7151/37/20**

**Date: 16.05.2020**

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

Dear Sir,

**DISCIPLINARY PROCEEDINGS**  
**LIMITATION PERIOD FOR COMPLETION OF THE PROCESS**  
**OUR CONCERNS AND SUGGESTIONS**

At the outset, we heartily express our gratitude to the management for taking numerous path breaking H R initiatives, first in the industry, like safety and preventive measures for safeguarding staff members from contamination of coronavirus, work from home, provision for special leave etc. which speak volumes of the bank's sensitiveness and concern to the needs and safety of the staff in this unprecedented situation. The Covid-19 is considered as the greatest challenge since the 2<sup>nd</sup> World War. It is not merely a serious public health concern, rather these trigger disastrous socio economic crisis in the country.

2. We are in receipt of reports that there has been undue pressure from the higher authority in the bank on the charged officer / Defence representative for completion of the exercise strictly as per timeline set for various relative activities pertaining to vigilance /disciplinary cases even during the lockdown period. You are aware that the Covid -19 has caused unprecedented disruption in the country and lockdown and social distancing have been imposed upto 17<sup>th</sup> May 2020, which is likely to be extended further to contain outbreak of coronavirus. The logistics, movement of people across the country has taken a huge hit. All types of public transport facilities have already been withdrawn. Rail services have remained suspended till 30<sup>th</sup> June 2020 and are likely to be extended further with no normalcy in sight.

3. It would not be out of place to mention that enquiry process involves movement of persons i.e. Inquiring Authority, Charged Officer, Defence Representative, Presenting officer and in some of the cases witnesses also. In the given circumstances, it is immensely difficult to travel from one place to other even for official purpose. Hence, it is all likely that adherence to time norms for various stages of disciplinary /vigilance proceedings shall not be feasible.

4. In this connection, we would also like to bring to your kind notice that Government of India, Department of Personnel and Training (Establishment A-III Desk), vide Letter no. F.No.11012/09/2016-Estt.A-III dated 30.03.2020 have issued guidelines for departments working under them that the time limits prescribed, in the CCS(Conduct)Rules,1964 ,for various purposes shall be extended by the number of days of the Lockdown. A copy of notification is enclosed for your ready reference.

Under the circumstances, we urge upon you to consider the difficulties being faced by our **“Corona Warriors”** in this unprecedented situation and arrange for issuance of guidelines whereby the period of lockdown should not be counted for the purpose of adherence to the prescribed time lines in line with the instructions/orders issued by Department of Personnel and Training, the Government of India.

**‘Stay Safe, Stay Healthy’**

With regards,

Yours sincerely,



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

En: As stated above