



Work is Worship

STATE BANK OF INDIA OFFICERS' ASSOCIATION (LUCKNOW CIRCLE)

Registered Under Trade Union Act 1926 Registration No. 9488 (U.P.)
(Affiliated to ALL INDIA STATE BANK OFFICERS' FEDERATION)

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CIRCULAR NO. 2021/ 05
(Please Circulate to all)

DATE : - 27.10.2021

All Comrade,

EMPOWERMENT SERIES:
CALLING OF OFFICERS TO WORK ON SUNDAY/ HOLIDAY
AND ABNORMAL LATE SITTING IN OFFICE

It is worthwhile to share that after an epic 7-year long struggle by the Mill workers of India, on 10th June 1890, the British Government was compelled to declare Sunday as a holiday. **It was enacted as per second Indian Factories Act, 1891. So, the right for weekly off had been earned by the Indians through a protracted struggle against the British. Similarly right for 2nd and 4th Saturday off was earned by Bankers after a long struggle through 10th Bipartite Settlement.** Today, when we, Indian are celebrating the "**Azadi Ka Amrit Mahotsav**" to commemorate 75 years of Independence from British Rule, the hard earned right of enjoying holidays and Sundays has now been virtually taken away in Banking Industry.

The management has made it a routine culture to call the officers to work on almost every Sunday and Holiday on different pleas i.e. to attend ATMs, monitor and reduction of NPAs & AUCA recovery, reduction of pending works like Pre & Post LCPC AOFs, KYC updating, CCDP related works, KCC renewal, achievement of business target, opening of currency chest branches etc. and compel the officers to attend meetings till late night on working days.

It is a new practice to call the officers on Sundays/ Holidays with instructions for completion of pending work without any compensation when the officers are toiling hard to render their services throughout the week relentlessly with acute shortage of manpower. Controllers justify that in the month of October 2021, officers are called on Sundays/ Holidays due to shortage of working days, but in what pretext officers are called on Sundays/ Holidays during rest of the year? Is it not due to dearth of manpower? As per present manpower policy, which can be equated with the Duckworth-Lewis system in cricket, which is incomprehensible to all, the bank has not been able to provide required number of officers and staff commensurate with the pace of business development and budget. So, in the name of completion of pending work, the ground reality is that the officials are compelled to sacrifice their social and family life and the controllers are virtually cocking-a-snook to the extant guidelines laid down in the much hyped work-life balance instructions as per e-Circular letter no. CDO/P&HRD-IR/54/2017-18 dated 30.10.17.

Recently, our Bank has issued Circular devising under mentioned guidelines regarding calling of officers on Sunday / Holiday vide Circular No. CDO/P&HRD-PM/96/2020-21 dated 26.03.2021.

Sl. No.	Particulars	Terms and conditions of reimbursement
1	Amount	Rs. 2000/- per day
2	Mode of Payment	Through HRMS under certificate basis
3	Period of Claim	Within 6 months
4	Approval for officers working in Branches / RBO / AO / CPC / CC / Other Administrative Offices	Controlling Authority not below the rank of DGM

5	Maximum no. of days in month for an officer	4 days
6	Maximum no. of days per quarter for an officer	8 days
7	Permission for deviation More than 4 days in a month and / or More than 8 days in a quarter for an officer	For Circle – Approval of Circle CGM For others – Approval of CGM in the vertical
8	Deviation to be reported to	PMD,HR Department, CC, Mumbai (quarterly)

But it has been observed with deep concern that the abovementioned norms have been flagrantly violated by most controllers and the officers are summoned almost on all Sundays/ Holidays recklessly. It has also been observed that officers after attending meeting with controllers which continues till late night are getting frustrated and demotivated instead of being rejuvenated in their work place. We urge upon the respective controllers to follow the laid guidelines of the bank in this regard.

In addition to the above instructions, it is also pertinent to mention that in terms of extant norms contained in HR Handbook Vol.-1 and Corporate Centre Circular No. CDP/PM/06/CIR/29 dt.11.09.2000, **Bank officers who are summoned to work on Sunday/Holiday are also eligible to avail compensatory off during the week following the Sunday/ Holiday on which they were required to work. Let us make it abundantly clear that monetary compensation cannot be in lieu of compensatory off.** The amount of Rs. 2000/- is for the purpose of reimbursement of incidental expenses for attending office on holidays. It means, the officers who are eligible for Casual leave need to avail compensatory off within a week following the Sunday/ Holiday worked in office. The officers who are ineligible for casual leave, leave in lieu of compensatory off should be added to their privilege leave subject to maximum permissible limit.

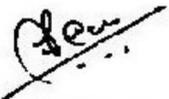
Comrades, the above compensations are our hard earned rights. We also request our members to include the actual time of starting and ending of meetings and other programmes conducted by the controllers in our programme and get it approved which would be recorded officially. We also advise our members not to attend office on any Sunday/ Holiday without any written communication from the appropriate authority. No member should attend office/ Branch on the basis of WhatsApp, message or phone call etc. and unless it is accorded approval of the appropriate authority.

It is our right to claim prescribed compensation of Rs. 2000/- and one day compensatory off and only our claims can restrict this practice of Sunday / Holiday working because controllers are not ready to permit their expenditure increased and it will very difficult for them to provide compensatory off in coming week to all officers who were called on Sunday / Holiday. So, claim your right, take the help from Module leadership because you have worked relentlessly. [By not claiming for our right, we are compromising the Bank instruction. Hence, become a officer and do not compromise instructions contained in e-circular no. CDO/P&HRD-PM/96/2020-21 dated 26.03.2021.]

We believe that the main driving force to achieve the goal of the bank is our officers who relentlessly work for the betterment of our esteemed institution as well as to serve all the stake holders. So, we will keep on delivering our best without compromising the laid down instructions of the bank. “Stay Safe, Stay Healthy”,

With revolutionary greetings,

Yours Comradely,



(PAWAN KUMAR)
GENERAL SECRETARY