



## ALL INDIA STATE BANK OF INDIA EMPLOYEES' ASSOCIATION

(Regd: 3528: Affiliated to All India Bank Employees' Association)

**CENTRAL OFFICE: TKV SMARAKAM**

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To All Units/Members:

Dear Comrades,

**WORK SITUATION-IR-HR POLICIES-LABOUR PRACTICES IN THE BANK**

We append herewith text of our letter sent to the Chairman today on the topic. The issues are very serious. Work-related issues and policies leading to stress and suicides cannot be allowed. The whole work environment, IR and HR policies need a course correction. It is our duty and decision to move forward in this direction. AISBIEA campaigns and programmes, as decided in the National EC Meeting held at Mumbai on Jan.26-27 last will be announced immediately.

With Greetings!

Yours Comradely,

K S KRISHNA  
GENERAL SECRETARY  
9446566732

NO.AISBIEA/GS/2019/04 11 02 2019

The Chairman,  
State Bank of India,  
Corporate Centre,  
Mumbai.

Respected Sir,

**WORK SITUATION, INDUSTRIAL-HUMAN RELATIONS ENVIRONEMNT AND LABOUR PRCTICES IN THE BANK:**

The unfortunate suicidal death of Sri N S Jayan, Senior Associate, SBI, RBO 3, Administrative Office, Ernakulum, Kerala under Thiruvananthapuram Circle on 5th February 2019 evening, during Office hours, within the Banks premises is highly heart-rending and severely shocking. This Employee ended his life by jumping down from the top of Ten-storey building of the Administrative Office, Ernakulum. Sri N S Jayan is an Office-bearer of the State Bank Staff Union. Such a tragedy should not have happened. We pay our respectful homage to the departed soul. Our delegation of Office-bearers visited the bereaved family members and conveyed our heartfelt condolences.

2. This incident has created much anguish and anger, resentment and restlessness among the Employees cutting across cadres or unions.

3. It was not an accidental death but suicide. Why should an Employee, an Ex-Serviceman, a representative of the Union commit suicide within the Bank premises, it is intriguing and troubling. Family Members of the deceased Employee, when we met, have informed of intimidation, harassment and threat of disciplinary/criminal action on the part of the Management Officials against the Sri Jayan for questioning the violation of hours of work-norms and for upholding the norms while conducting the Mass Communication Programme Nayi Disha. It is also alleged that the Union in which the deceased was an office-bearer did not extend expected support to him for upholding the time-norms. Another incident, of a very senior official in the Circle threatening one Employee with a distant transfer and moved out from the Branch, it is alleged, is remaining unresolved. All these incidents put the Employee under stress and forced him to commit suicide, it is alleged. It was reported by the Family Members that the Employee was apprehensive of losing job and criminal proceedings and was under severe tension.

4. We hereby request you to institute an urgent, threadbare enquiry into the whole episode, on the alleged incidents and events, insults or threats, if any, from any Officials or any one that led to suicide in the Bank's premises, publish the same for the sake of transparency and adopt needed actions and remedies.

5. We hope that the Union in which the departed was an Office-bearer will cooperate with internal and external enquiries and investigations to bring to light the whole of the happenings, pressures, actions, interventions/non-interventions etc., if any, that would have come from any corner that could lead to such a shocking act of self-destruction.

6. We are sure that the State Police Department, as per the complaint filed by the Family Members, will make a thorough investigation on this suicide, collecting all evidences, from all those connected and reach appropriate conclusions and actions.

7. We hope that all these measures must lead to finding out the fault lines, fixing those responsible and making needed corrections in industrial-human relations policy environment and labour practices within the Bank.

8. Work situation in SBI, we are highlighting often, is not rosy as is being claimed. It is stressful and turbulent. Work-Life balance cannot be ensured through Circulars and mere rhetoric of higher officials. When HR policies and transfers are becoming weapons of terror in the hands of certain top officials, how can any Employee live in peace? We cannot but point out that strengthening the hands of such Management Officials is a past time of many leaders in the recognized union, to tame their own Members and other Employees. Such Officials do not realize that when they threaten Employees with distant transfers, they are damaging the ideals and values of the Bank and the morale and peace of the Employee and their family.

9. Service Conditions of Employees, coming as they are, from Awards/Industry-level Bipartite Settlements should not be allowed to be tampered with. In the Nayi Disha programme where Office hours are overstretched in many centres, there is resentment among Employees. Hours of work as stipulated by Awards/Bipartite Settlements are not being honoured by the Management. We appeal to the Management to uphold the letter and spirit of Awards/Bipartite Settlements in general and to stick to norms and rules relating to hours of work of Employees particular, in this regard.

10. The continuing stress and suicides in the Bank are a pointer towards the IR-HR policies of the Bank. In a very large Public Sector Organization like SBI, core of the HR policies must reflect inclusiveness; recognition and motivation of Employees. Thanks to Bipartite Settlement system, near-majority of the policies and entitlements are decided at the Industry-level. Banks role lies in proper implementation thereof. Within the Bank, transfers, postings, promotions, placements, incentives and perks are being handled. It is in this arena, lot of issues and problems are continuing. Without stretching much far, may we submit that neither Code of Ethics, the five core values of ethical conduct or Technological innovations are made applicable in administering HR Policies, procedures and processes. The negative results are there for all to see. Bias, discrimination, vindictiveness in transfers and postings are visible. Recognized Union is extended all help and support to intimidate and threaten Employees with transfers and postings.

11. In Thiruvananthapuram Circle, the sheer magnitude of the unfair labour practices, viz. biased, disturbing and vindictive transfers, by certain Officials in the Circle/AOs/RBOs has compelled our Union to seek justice through legal remedies. Our affiliated Circle Union in Kerala, Travancore State Bank Employees Association had to file a Petition before the Deputy Chief Labour Commissioner (Central), Kochi seeking initiating of prosecution proceedings under relevant provisions of the Industrial Disputes Act 1947 against the erring officials. In other Circles too, transfers and postings are being mis-handled causing much disturbance in the work-life balance of the Employees.

12. We have read with admiration and satisfaction of your message following third quarter Results, that SBI is what its employees are and that a healthy, motivated and proactive staff is what we all should seek to be. While we try to assimilate the statement that the Bank has always striven to come out with improved HR policies with the objective of making the organization highly productive but less stressed and one of the best organizations to work for and the Bank will continue to do so in future, we, Employees have often felt disturbed and pained over many an unfair labour practices happening in Circles in the form of biased, discriminatory, distant and vindictive transfers and postings, denials of transfers and entitlements to the eligible etc., thus disturbing the work situation and family life of the Employees. While you are emphasizing of Code of Ethics, STEPS, Service, Transparency, Ethics, Politeness and Sustainability and that these five core values of ethical conduct are to be entrenched in our daily behaviours, in many places, responsible officials are not bothered about such standards of behaviour and conduct.

13. We fervently appeal to you to kindly ensure appropriate and timely monitoring of HR policy implementation to put an end to all such unfair labour practices and to consider and treat each and every Employee irrespective of his/her cadre, gender, region, union equally in administering HR polices of the Bank based on equity, justice and fairplay so as to make our Bank one of the best organizations to work for.

14. Of late, when Employee-expectations are sought to be re-kindled through Abhivyakti and Nayi Disha, episodes leading to suicides are pushing back the Bank.

We request your urgent intervention to ensure a harmonious and peaceful work environment in the Bank.

Thanking You,  
Yours sincerely,  
K S KRISHNA  
GENERAL SECRETARY  
9446566732