

# ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.:3427/Delhi)



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Circular No. 2014/48

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## **TO ALL AFFILIATES/MEMBERS,**

Dear Comrades,

### **AIPNBOA SUCCESSFULLY COMPLETES AGITATION**

The incident of suicide committed by Com. Ajay Sehgal, Chief Manager, Sector 20, Panchkula of Punjab National Bank has touched the raw nerve of the rank and file in all banks. The suicide note left behind naming the Circle Head & Field General Manager, PNB, Chandigarh, responsible for this suicide found by the Police authority, has raised serious questions about the philosophy and human resource policies pursued by most Public Sector Banks (PSBs). The issue was highlighted by the local as well as national print media relentlessly and later on by the Television channels.

One will wonder why the entire officers' class in Punjab National Bank as also in other PSBs were so agitated and anguished by this singular event. The answer lies in the methodology adopted by top functionaries of most PSBs to achieve business targets. The new emerging trend in most PSBs is the belief of top management that the only way of increasing business and meeting targets is by instilling fear amongst junior officers and field functionaries.

Officers are working under tremendous pressure due to acute shortage of staff, lack of proper infrastructure and poor service condition. While Bank's business has grown many fold & number of branches doubled over the last decade, commensurate recruitment and retention did not take place not only to take care of this additional business but also to man the new branches, which increased stress level across the workforce. AIBOC has been taking up these issues through various fora.

In the evening of 2<sup>nd</sup> July 2014 the news of suicide of Com. Sehgal reached the entire country. In the morning of 3<sup>rd</sup> July 2014 the suicide note of Com. Ajay Sehgal was found and FIR was lodged by Police. Leaders of AIPNBOA immediately took up with CMD of PNB through SMS & letter on the same day demanding immediate action.

In absence of any immediate response from the Management, AIPNBOA took up the issue with AIBOC and on 4<sup>th</sup> July, 2014, chalked out an action programme. We extended solidarity & called upon all affiliates to join the action programme of AIPNBOA through our SMS / Circular No.47 dated 04.07.2014. The following action programme was released by AIPNBOA:

Lunch time / after office hour demonstration to vent anguish of rank & file against inhumane approach of Management with submission of memorandum to FGM/Circle Head/HO authorities of PNB and condolence meeting in memory of Com. Ajay Sehgal were held as follows.

04.07.2014: At / near FMGO, Chandigarh jointly by all Circles of Haryana & Punjab.

07.07.2014: At all FGMOs and HO by respective Circle committees of FGMO / HO with neighbouring circles joining them.

09.07.2014: At all Circle Headquarters by respective Circle units & at HO.

Over 1500 officers from all units of Haryana & Punjab of AIPNBOA, officers from other affiliates and workmen participated in the peaceful demonstration & condolence meeting on 4<sup>th</sup> July 2014 at Chandigarh.

On 5<sup>th</sup> July, 2014, noon, the Top Management of PNB discussed the entire issue with the leadership of AIPNBOA and expressed sorrow over the unfortunate death of the officer and called for maintaining restraint in this hour of crisis.

After detailed deliberations and on proposal to immediately transfer the officers as an initial step, sending proper communication to the entire PNB staff, counselling senior officers in the field and on the call to avoid any further collateral damage to the reputation of the Bank, AIPNBOA took the decision to defer their other agitation programmes in order to have a calming atmosphere in which further deliberations can be made for taking adequate action required in such a serious case.

The Management of PNB fulfilled what has been promised in the first phase. Meanwhile, to enquire into the case and to give solace to the bereaved family, senior officials of the Bank were deputed to Chandigarh and Amritsar on 5<sup>th</sup> & again on 7<sup>th</sup> July 2014 by the top management.

The leadership of AIPNBOA kept the channel of discussions open with their Management and also called an emergency meeting of Office Bearers on 9<sup>th</sup> July 2014 at Mumbai to take stock of the situation and to decide further course of action.

Due to continuous follow up with the Management, the leadership succeeded in achieving their demand of further administrative action by way of suspension.

**On the night of 8<sup>th</sup> July 2014, PNB Management took further action and suspended both Circle Head & FGM, Chandigarh pending enquiry as demanded by AIPNBOA.**

In the Central Office Bearers meeting at Mumbai on 8<sup>th</sup> July 2014, AIPNBOA took the following decisions:

1. To pursue with Management to evolve preventive mechanism to avoid recurrence of such incidents.
2. Sanctioned Ex-Gratia from the Association to the family of Com. Ajay Sehgal.
3. To hold 'SHRADDHANJALI SABHA' at all Circle HQ on 14<sup>th</sup> July, 2014, after office hours.
4. To observe 2<sup>nd</sup> July each year as 'ATMA SAMMAN DIVAS' in memory of Com. Ajay Sehgal.

We congratulate the leadership of AIPNBOA for their deft handling of the agitation programme to meet their demand and all our affiliates for extending their solidarity & support.

We condole the sad demise of Com. Ajay Sehgal and pray to Almighty to grant eternal peace to the departed soul and to grant his family members the strength to bear this irreparable loss.

With fond remembrance of Com. Ajay Sehgal,

Yours faithfully,



(HARVINDER SINGH)  
**GENERAL SECRETARY**