

ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)
6th Floor, E-Block, Samriddhi Bhavan, 1, Strand Road, Kolkata -700 001
c/o State Bank of India Officers' Association (Bengal Circle)
Phone: 2210-1234, Fax: (033) 2210-2210



e-mail: aiboc.sectt@gmail.com
soumyadatta.aiboc@gmail.com
website: www.aiboc.org
[@aiboc_in](https://twitter.com/aiboc_in)

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To All Affiliates (Please Circulate)

Dear Comrade,

Disciplinary Proceedings Workshop for Office Bearers Organised by AIBOC Tamil Nadu State Unit

We are delighted to inform that AIBOC Tamil Nadu State Unit has conducted a workshop on "Disciplinary Proceedings" for office-bearers of all affiliates at SBIOA Institute, Mercantile Plaza, Chennai from 12.07.2019 to 14.07.2019. The workshop was attended by 32 comrades from various affiliates.

02. The Programme was designed and conceptualized by Com. A.Sridhar, former Deputy General Secretary, SBIOA(Chennai Circle) and by Com. R.Balaji, President AIBOC TN State Unit. The workshop was co-ordinated by Com.S.Manimaran, Treasurer, AIBOC, TN State Unit and Com.S.Prakash, Deputy General Secretary, SBIOA CC.

03. The programme was inaugurated by Com. R.Sekaran, Secretary, AIBOC TN State Unit. The programme was designed to make the participants acquire a thorough insight of the Disciplinary Proceedings in Banks. During his address, Com. Sekaran urged upon the participants to make full use of the programme. He also appealed to the participants that they should come forward and assist the Association in handling the actual cases after getting the required training in the workshop.

04. Com.A.Sridhar handled sessions on Disciplinary Proceedings- Bird's Eye View, Role & Challenge of Defence Representative, Inquiry Process – Do's & Dont's, Hands on Experience – Chargesheet – Preparatory work to be done by DR, CSO's(DR's) Submission on IA Findings, Analysis of various cases in his inimitable style with lot of anecdotes.

Com.R.Balaji handled sessions on Process Flow Mapping of Complaints, Initiation of Disciplinary Proceedings, Deciphering the Charge Sheet, Type of Documents and its relevance, Regular Hearing & Presentation of Documents, Witnesses – Examination-in-Chief, Cross Examination, End of Inquiry Process and PO's Brief, Making and Nuances of Defence Brief.

Com.G.V.Manimaran, Senior Vice President, AIBOC handled a session on "Disciplinary Proceedings Process" citing various examples and shared his vast experience, which was very well received by all the participants.

Com.Kannan, State Secretary, SBOA, Tamilnadu handled the session on "CSO's Submission on IA's Findings" and enlightened the participants.

05. The sessions were very interactive and it provided rich inputs to the participants, which instilled confidence in the minds of the participants and prepared them to take up cases in the near future.

Comrades, after a long time one of our State Units has conducted such a meaningful program, which has been appreciated by all the participants. We urge upon our other State Units to conduct similar programs to develop potential Defence Assistants as well as to equip the leadership to get acquainted with the basics of Disciplinary Proceedings, which are essential for the leadership.

We place on record our appreciation to team AIBOC Tamil Nadu State Unit for conducting this program on 'Disciplinary Proceedings'. We do hope that they will also conduct many such programs in the days to come for the benefit of the membership.

With greetings,

(Soumya Datta)
General Secretary