

STATE BANK OF INDIA OFFICERS' ASSOCIATION [Chennai Circle]

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Circular to All Unit Secretaries / Members:

No. 56 /20/ 2018
17.07.2018

Dear Comrade,

UNFORTUNATE DEMISE OF COM.ACHU R CHANDRAN **BRANCH MANAGER, SBI, PARVATHIPURAM**

We reproduce hereunder our letter no.ORG/34/2018 dated 16.07.2018 addressed to our Circle Management regarding the above captioned subject for your information.

Comradely yours,

(G. SELVARAJ)
GENERAL SECRETARY

Text of our letter No.ORG/34/2018 dated 16.07.2018

The Chief General Manager
State Bank of India
Local Head Office
Chennai.

Dear Sir,

UNFORTUNATE DEMISE OF COM.ACHU R CHANDRAN **BRANCH MANAGER, SBI, PARVATHIPURAM**

The entire Officers fraternity of Chennai Circle was left in a state of deep shock on hearing the demise of Com.Achu R Chandran on 13-07-2018. He is young, aged 28, Probationary Officer of 2013 Batch. He is a soft spoken and dedicated official. His untimely death has resulted in the loss of a priceless member of State Bank family.

A youth taking the extreme step is really heart breaking and many varied reasons can be contemplated for the demise. It was reported in the press that he has ended his life due to work pressure. The general public and the press are well aware of the fact that the banking community is overburdened. The importance given for cross selling and other para banking activities has increased the stress level of officers and those who cannot endure the pressure finally succumb to mortal decisions.

The increasing level of attrition among Probationary Officers stands as an evidence to the prevailing pressure situation. A Study on Attrition of Probationary Officers was undertaken by our Bank to identify Probationary Officers' dissatisfaction factors and the reasons for their leaving the organization. Attrition rate of POs in last 4 years (from 2013-14 to 2016-17) is 15%. Total Probationary Officers joined and resigned during this period are 6266 and 920 respectively. **Working environment/culture/timings** has emerged as the most important reason for attrition in the Bank. Working environment consists of work pressure, stressful environment, late sitting, non sensitivity of staff towards new joiners, no time for self & family, no work-life balance. This is the predominant reason for attrition.

Work life balance, the new appreciable initiative by our Chairman has not been penetrated into the grass root level. Your timely and valuable advice to the Module authorities will be a boon to the officer community, particularly the young brigades, the future of our bank.

Yours faithfully,

Sd/-

(G.SELVARAJ)

GENERAL SECRETARY