



SBI OFFICERS' ASSOCIATION : BHOPAL CIRCLE : BHOPAL

(Registered Under Indian Trade Unions Act 1926, Regd. No. 1562/BPL/73)

STATE BANK OF INDIA
Local Head Office
Mezzanine Floor
Hoshangabad Road
Bhopal - 462 011

All Letters to be Addressed
to the General Secretary

NO. ASH/66

Date: 30.08.2022

To,
The Chief General Manager,
State Bank of India,
Local Head Office,
Hoshangabad Road,
Bhopal

Respected Sir,

WORKSHOP ON DISCIPLINARY & VIGILANCE PROCEEDINGS
PRINCIPLES OF NATURAL JUSTICE
OBSERVATIONS EMERGED DURING THE WORKSHOP

At the outset, we would like to thank you for inaugurating the workshop and imparting valuable knowledge/advises to the participants. The said workshop had been arranged from 26.08.2022 to 28.08.2022 with a view to train existing /new Defence Representative with enriched knowledge on the captioned subject. The threadbare discussions were held during the said workshop.

Traditionally, SBI has a robust system of adopting best practices of conducting fare departmental enquiries and always provided full opportunity to delinquent official to enable him to prove his/her innocence. Of late it is being observed from the Charge-Sheets being issued to officials that there are a number of shortcomings in the procedure being adopted as under:-

1. The Preliminary Investigation is not being carried out by the trained/skilled officers and many a times the said un-trained officers become judgmental despite the fact that they are suppose to mention the facts of the case(s) thus worsening the Preliminary Investigation Report.
2. The explanation(s)/Charge-Sheet(s) are issued on the basis of the said Preliminary Investigation Report(s) and the officers are punished harshly on the basis of the said Faulty Report(s).
3. The documents, rallied upon, are not provided along-with the Charge-Sheet to the Charge-Sheeted Officers (CSOs) despite the fact that the same is mentioned in the Charge-Sheet as enclosure(s).
4. The Preliminary Investigation Report is not provided to CSOs in the garb of Privileged Document violating the Principles of Natural Justice.
5. The documents are not being introduced on the floor of the enquiry proceedings through the witness(es)/custodian(s) and the Presenting Officers are entrusted with the task of introducing the documents depriving the fair opportunity to the DR/CSO of Cross Examination which is otherwise available to DR/CSO as per the Principles of Natural Justice.



We, on the backdrop of the above, request your good office to please arrange for issuance of necessary Instructions to all the concerned for meticulous compliance of the principles of Natural Justice as well as instructions issued by the Bank time to time to safeguard the interest of the Bank and the officers. We are sanguine that with your kind intervention the issue will be resolved in-toto.

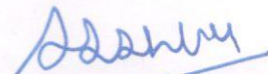
Yours faithfully,

Sd/-

(SANJEEV SABHLOK)
GENERAL SECRETARY

Copy to:- Dy General Manager (Vigilance), SBI, LHO Bhopal for information and necessary action.

DGS Bhopal / Indore / Jabalpur / Gwalior / Raipur / Bilaspur Modules for information. Please arrange to bring to our notice of such incidents of violation of Principles of Natural Justice to enable us to escalate to the competent authority (ies)



GENERAL SECRETARY

o/c