



**STATE BANK OF INDIA OFFICERS' ASSOCIATION  
CHANDIGARH CIRCLE**

C/O State Bank of India, Local Head Office, Sector 17, Chandigarh

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**Circular No. 2021/42**

**Date: 17.04.2021**

**TO ALL OUR MEMBERS:**

Dear Friends,

**SPIRALING COVID-19 INFECTIONS**

**PROTECTIVE MEASURES**

We reproduce hereunder the joint communique dated 16th April 2021 submitted by the All India State Bank Officers' Federation and All India State Bank of India Staff Federation to the Deputy Managing Director (HR) & CDO on the captioned subject for your information.

With revolutionary greetings,

**(Deepak K Sharma)**

**General Secretary**

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**Quote**

**SPIRALING COVID-19 INFECTIONS**  
**PROTECTIVE MEASURES**

At the outset, we place on record our appreciation for your deep concern and the timely advisory issued yesterday in regard to implementation of preventive measures exempting a) pregnant employees, b) employees at higher health risk, c) persons with disabilities (PwD-Divyangjan) and d) blind/visually impaired employees from attending offices/branches along with the measures taken at the Corporate Centre establishments in wake of the grim situation arising out of the current surge in Covid-19 infections across the country.

02. Sir, you are aware that the rapid outbreak of the second wave has thrown the entire nation into a full blown crisis. Rapid speed of contagion, high R factor and dearth of medical facilities has created panic. A report of our employees and their near relatives succumbing to the disease without getting access to medical facilities at many centres is matter of serious concern as healthcare services are literally bursting at the seams. Further, the fear is aggravated with the news reports and bizarre visuals of patients dying without medical care, inadequate medical facilities, bodies piled up at crematoriums and burial grounds. In the absence of strict measures like lock down, controlled movement and restrictions implemented during last year, officers/staff stand exposed to escalated level of risk. Now, we are in a midst of a grave crisis and need to put in place a slew of measures to protect the lives of our employees. Any delay would be just catastrophic as any loss of life is irreparable.

03. In this backdrop, we are of considered view the following measures need to be implemented forthwith:

- a. Disable Bio-metric system to contain spread of infection through contact.
- b. In addition to tie-up with hospitals for creation of isolation centres, our own training centres/colleges need to be converted as quarantine/isolation centres.
- c. To deploy minimum/skeletal staff required for basic banking. Officers/staff members to be called on rotation. Administrative/RBO/LHO/Branches should be advised to function with 1/3<sup>rd</sup> of strength. Branches/Offices should be instructed to work for lesser duration say from 10 a.m. to 2 p.m. to enable the employees to reach home early in the wake of night curfew imposed in several cities.
- d. Reimbursement of medical expenditure to be made in full for Covid related treatment at hospitals, irrespective of amount and eligibility.
- e. To completely stop physical meetings/gatherings and all 'physical' training programmes.
- f. All guidelines/advisories issued from time to time by the Government of India, respective State Governments, RBI, IBA, SLBC, local administration, etc., should be meticulously observed by branch/offices.
- g. Point-to-point Bus service for commutation of staff members wherever feasible and viable may be introduced in order to restrict exposure while travelling in public transport.

- h. All meetings are to be convened on virtual platforms, to the extent possible. The movement of paper/files must be minimized by adopting IT applications such as e-meet.
- i. All branches to ensure appropriate behavior within the premises amongst staff members and customers. Branches to emphasize overcrowding in the premises by suitable floor markings and putting plastic shields over the counters. The Regional Managers may be authorized to engage need based temporary additional guard/security personnel from empanelled agencies for crowd management.
- j. Hub banking instead of opening all branches at all centres should be implemented by way of BCP.
- k. All bank employees including those below 45 years need to be vaccinated considering the nature of work and the risk of coming into contact with hundreds of customers.
- l. Inter-state movement of ZIO officials to be stopped forthwith.

04. Sir, last year we have successfully battled the pandemic and we are hopeful that if preventive and protective measures for the well-being of staff are implemented, we would be able to combat the colossal challenge collectively.

05. We request you to implement above measures on to protect the lives of staff/officers, avoid branches/offices becoming hub of infections, and at the same time to ensure uninterrupted banking services with all possible safety precautions.

**Unquote**