

# All India Bank of Baroda Officers' Association

(CENTRAL OFFICE)

Registered Under Indian Trade Unions Act, 1926 & Recognised by Bank  
(Affiliated to INTUC INBOC)



C/o Bank of Baroda

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CIRCULAR TO MEMBERS NO.22 OF 2020

Date: 12th June, 2020

Dear Members,

**Re: Impact of COVID-19 on Banking Services and the mental agonies of Officers  
.....o0o.....**

As you all know, due to COVID-19 pandemic, our country is currently undergoing severe traumatic experiences, involving the two most vital components of any nation's life, i.e. health / survival of its people and its economy. This unprecedented complex scenario warrants exemplary demonstration of courage, compassion, confidence and capacity to confront the challenges, from each individual of our country. It is testing hours of our fortitude to stand up against serious odds for safeguarding ourselves.

We are collectively fighting, at several fronts, to protect our life and interest of Barodians in particular and countrymen in general. Please take note of our following sincere advices in broader perspective.

- A. Never get panicky. There may be instances when colleagues or majority of branch functionaries get infected. But, keep in mind Patience and Perseverance, to face the situation with all positive attitude, will make our road ahead smoother.
- B. Keep yourself acquainted with Do's and Don'ts as advised by internal Bank Circulars / GoI guidelines / SOPs of State Govt. / District Authorities.
- C. Keep in touch with our Principal Office Bearers and Activists. Never hesitate to approach Regional Manager in case of crisis.
- D. Social distancing, masking (rather face shielding) and hand sanitization are three mantras to be repeatedly chanted by our team as well as whosoever enters to our Branch or Office premises.

It is quite unfortunate and unexpected that even at this crucial juncture, there are few functional heads at administrative levels, who appears to have been exercising their authority for deriving sadistic pleasure. They are getting prone to be oblivious of the fact that they too are part of the system and cannot skip the responsibility in case any untoward incidence happens due to their over enthusiasm. We really feel pity for them and their psychological distraction. They do not know, in their passion to please bosses, whether they are doing good to the institution or otherwise by exhibiting their overzealous outlook. Keep watch on any such incidences and share with details with Zonal Secretaries or to our office to help us take necessary remedial steps at various levels.

Please bear in mind Business Targets are the regular feature for our Branch colleagues and they are always doing their best to achieve the same. **Everyone must appreciate that in this extraordinary situation TARGETS can not be so SACROSANCT that it has to be achieved or crossed even at the cost of one's life.**

*With reference to your frantic calls regarding getting undue pressure for extending loans for achieving **TARGETS**, in the given situation, it is our sincere advice to be very particular on following the Bank's guidelines and meticulous in completing the documents formalities before sanctioning / disbursing any loan, whether related to any scheme or any exigency. We have come across several instances where an officer under duress, in haste to sanction / disburse overlooked certain formalities or inadvertently committed certain lapses for which later on they had to face adverse consequences and at that time the pressurizing authority were nowhere to extend any helping hand. Hence, take it as our "WARNING MESSAGE" that whenever and wherever you are unduly pressurized to achieve a certain number or*

*amount of loan in the name of target within a time schedule which is not at all feasible to accomplish after complying all the Bank norms / relevant guidelines despite your all sincere efforts, please, apprise them **IN WRITING** detailing ground realities and constraints which are not possible to be overcome within a specified time and even if authorities insist, please request them to give in writing that, God forbid, if anything goes wrong then Bank will not initiate any disciplinary action against you with particular reference to such loans.*

We should bear in mind that this pandemic is severest disaster in the last 100 years. In this background, we will have to learn to live under the shadow of COVID-19 for the coming days and the Corporate Management will have to evolve strategies for Bank's business accordingly. This COVID-19 has impacted everyone's life, be it the Management or Employee, Institutions or Individuals. Branches / Offices operating in the cities of Mumbai, Ahmedabad, Delhi, Chennai, Kolkata, Indore, Pune and Baroda, where the numbers of COVID positive cases are still on the rise, needs special attention on priority basis to tackle the problem. We are informed by Corporate Management that at these special centres, efforts are being made to make special arrangements for treatment/quarantine requirements of our staff.

For any suggestion, please feel free to email at [aiboboa1964@gmail.com](mailto:aiboboa1964@gmail.com)

Following Circulars related to Covid19 issued by Corporate HR deptt are mentioned for your ready reference:

**BCC:BR:112/164** dt 22.03.2020; **165** dt 23.03.2020; **179** dt 30.03.2020; **194** dt 02.04.2020; **265** dt 05.05.2020; **269** dt 11.05.2020 and **HR:BR:112/217** dt 26.05.2020; **282** dt 15.05.2020; **336** dt 08.06.2020.

Besides, the above guidelines, during discussion with the undersigned, CGM, Strategic HR has assured that all expenses related to hospitalization will be reimbursed by the Bank from Ex-gratia medical aid and for which even advance can be taken. This will be over and above Rs.4 Lacs health insurance which is available for each officer. Guidelines regarding Ex-gratia medical aid are already in place and Bank shall be liberal in following the same.

**Friends, we are fighting odds and are determined to overcome it.**

Yours Sincerely,



**(PREM KUMAR MAKKER)  
GENERAL SECRETARY**

**PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES**