

ALL INDIA BANK OF BARODA OFFICERS' ASSOCIATION

(CENTRAL OFFICE)

Registered Under Trade Union Act. 1926 & Recognized by Bank
(Affiliated to INTUC and INBOC)

Chairman: K.K.Nair
President: R. K. Chatterjee
General Secretary : Prem Kumar Makker
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AIBOBOA:CIR NO:2021/25

Date : 31.05.2021

CIRCULAR TO MEMBERS & ALL OFFICERS IN BANK OF BARODA

Dear Friends,

Re: COVID TIMES – MENTAL HEALTH & WELL BEING OF BANK OFFICERS

The entire world is struggling against COVID and we too are doing our best to keep you mentally strong to win over the pandemic, by arranging Webinars addressed by top HR functionalities of our bank and guest speakers of repute. The first one held on 24.04.2021 was addressed by Mr. P.V. Rathi, CGM (HR) and Dr. Anurag Gupta, MD. DM, Consultant Nephrologist, Sir Ganaga Ram Hospital New Delhi on the Topic **“AWARENESS ON COVID”**. The 2nd one was on 08.05.2021 addressed by Mrs Swapna Bandopadhaya, DGM (HR), Sister B K Urmil, Director Brahma Kumaris & Dr. Prem Masand, MD, a world renowned doctor, on the topic **“COVID TIMES- BE A WINNER WITH CARE & HOPE”** and the latest one was held on 22.05.2021 addressed by Sh. Joydeep Dutta Roy, CGM, BCC & BK Sister Falguni, Spiritual Counselor and Rajyoga Teacher, on the topic **“COVID TIMES - MENTAL HEALTH AND WELL BEING OF BANK OFFICERS”**

Shri R K Chatterjee, Our President, in his inaugural address, welcomed Sh. Joydeep Dutta Roy, CGM, one of the most known Executive in Banking Industry having pioneered many HR Projects. Mr Chatterjee raised several burning issues faced by Bank Officers in their day to day functioning, due to **insensitive approach of some of the executives which put them into lurch under perpetual fear psychosis**. He highlighted the mental agonies and stress, officers are undergoing due to Corona Crisis and adding fuel to the fire, **corporate Team is launching several Business Campaigns. They must realize that no business campaign can be made successful without moving out of the branches and meeting the various customers at their business places which will simply violate Corona Protocol of GOI at this point of time. Even the ZAID officers are being compelled to undertake travelling and inspecting branches** despite their genuine requests to consider the risks involved. Mr Chatterjee raised a very critical point that top Management is very much concerned with Stressed Asset and undertaking its audit but the most important constituent of the bank i.e; **“HUMAN CAPITAL” who themselves are severely stressed** but are expected to look after stressed asset. This is nothing but a paradox. **There is need to audit the status of Human Assets also**. He highlighted **harsh behaviour of a few executives who resort to demeaning, humiliating and threatening Branch Heads in the Business Review Meeting** which traumatize them to such an extent that their official and personal life get seriously disturbed. He, pointed out, that **unwarranted delay in implementation of IZT** is further aggravating the psychological imbalances of the concerned officers. He emphasized that Association has continuously been stressing for 3/5 years policy of IZT which is time tested since decades and hoped that Management should agree to it.

Sh. Joydeep Dutta Roy, CGM, BCC expressed thanks to Association for giving him an opportunity to speak to officers. He agreed that it is a very difficult time. He shared that amongst Banks or compared to other front line workers, BOB employees have had a major blow of corona wherein almost 1/3rd of our work force got infected and more than 190 employees lost their lives. He paid his condolence to the bereaved families. **He saluted the spirit of Barodians** who have always been at forefront including during this Pandemic thus helping running wheels of economy.

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He delivered his highly motivating talk by putting focus on **fighting spirits and cherishing hopes**. He gave tips on how we can face and handle **new challenges with new techniques in this dynamic world i.e; by adapting ourselves to cope up with emerging realities..** He said mind matters most and Positive minds rather than ability and skills, bring desired results. **He said Bank has taken many steps for the issues raised by Mr. Chatterjee and will see that more steps can be taken up.**

BK Sister Falguni, Spiritual Counselor & Raj yoga Teacher, shared that we face so many problems in day to day life for which we have to **augment our inner strength and quality time should be given to ourselves, so that, we clean our mind from wasteful and fearful thoughts**. Her punch line was that one **should focus on solutions rather than on problems**. At the end she gave practical training on Rajyoga for five minutes.

At the end the undersigned, explained that the programme was planned looking into sufferings, anxieties & stresses within and around us in today's Pandemic times. He expressed satisfaction that our bank has taken care on almost all the needs of employees during Pandemic, **be it Access to Health Care, Insurance, Leave etc for the impacted employees and creating various support Systems**. The gaps if any are being brought to the notice of management and they act swiftly time to time to take corrective measures. **He expressed confidence that the remaining issues including IZT will also be resolved.**

The participation of Sh. Prakash Vir Rathi, CGM (HRM), Mrs, Swapana Bandopadhyay, DGM (HRM) and now Sh. Joydeep Dutta Roy, CGM in our three Webinars, speaks on concerns of top management for us. Even our MD & CEO has also addressed all the employees on the current situation quite recently.

The programme was very well hosted by two young Zonal secretaries, Mr. Dharmendra Kumar and Rohit Kapoor from Patna and Chandigarh respectively.

Those who could not attend the live programme can view at the following link:-

https://www.facebook.com/AIBOBOA/live_videos

Yours sincerely,

**PREM KUMAR MAKKER
GENERAL SECRETARY**