

CIRCULAR NO. 72 /2020

DATE : 08.05.2020

**TO,
ALL MEMBERS**

COVID-19
PAYMENT TO STAFF MEMBERS
WORKING IN BRANCHES/ CPCs/SUPPORT FUNCTIONS

We reproduce hereunder the text of the AISBOF Circular No. 72 dated 08.05.2020, the contents of which are self-explicit.

With warm greetings

(Ajit Kumar Mishra)
GENERAL SECRETARY

OUR UNITY : ZINDABAD-ZINDABAD
S.B.I.O.A : ZINDABAD-ZINDABAD

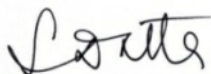
TEXT

COVID-19
PAYMENT TO STAFF MEMBERS
WORKING IN BRANCHES/ CPCs/SUPPORT FUNCTIONS

We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,



(Soumya Datta)
General Secretary

No: 6466/32/20

Date: 08.05.2020

The Deputy Managing Director (HR) & CDO,
State Bank of India,
Corporate Centre,
Madame Cama Road,
MUMBAI - 400 021.

Dear Sir,

COVID-19

PAYMENT TO STAFF MEMBERS

WORKING IN BRANCHES/ CPCs/SUPPORT FUNCTIONS

At the outset, we heartily express our gratitude to the management for implementing path breaking HR initiatives, first in the industry, like safety and preventive measures for safeguarding staff members from contamination of coronavirus, work from home, provision for special leave to various categories of employees and also payment of one day's salary (Basic Pay+ DA) for every 6 days of working during the period of lockdown from 23.03.2020 to 03.05.2020 to the staff members posted in Branches/ CPCs/ CACs/Treasury Operations/Global Markets/DGMs (B&O)/ RMs(RBO), respective AOs and RBOs which marks as a noble gesture on the part of the management to recognise dedication and sacrifice of the employees towards providing uninterrupted customer service risking their life amidst rapid outbreak of coronavirus and complete lockdown enforced by the government throughout the country. In fact, some other public sector banks have taken the cue from our esteemed organisation and have extended similar benefit to all categories of employees.

2. In this context, we wish to place our views on the withdrawal of the payment to employees during lockdown 3.0, which has come to effect from 4th May'20 and has been extended upto 17.05.2020. Sir, you are aware that although certain relaxations have been given for 'Green' and 'Orange' zones, with each passing day, there is an exponential growth in numbers of people affected with the dreaded coronavirus taking its toll with a record high. Instances of our employees/officers getting affected with the virus are also filtering in. The number of 'containment' zones across the country are on the rise. Amidst all the constraints and social distancing measure and rapid outbreak of coronavirus, the staff members are attending office to stand by the people through extending customer services despite withdrawal of all types of public transport services and movement restrictions.

3. While we appreciate the initiatives to recognise the efforts of personnel attached to branches, who are rendering yeoman services braving the risk of exposure, we also like to place on record our appreciation for the personnel attached to Corporate Centre and LHOs, who are relentlessly extending excellent support to the Circles and RBOs/AOs respectively during lockdown. Therefore, in the fitness of things we would request you to extend this facility also to the staff members posted at Corporate Centre, LHOs and other Corporate Centre establishments. Exclusion of these staff members from payment of one day's salary for every 6 days of working in offices during the said period has naturally caused resentment and angst among them because of differential treatment meted out to them by the bank although they are attending office in this unprecedented situation risking their life and also of their family members. Therefore, we request you to consider sympathetically payment of one day's salary also to staff members posted at LHO and Corporate Centre Establishments.

Further, we also like to draw your kind attention to the cap of 30% imposed on the number of personnel attached to AOs/RBOs. We have feedback from various Circles that officers attached to LHO/AOs/RBOs were 'compelled' to attend office on almost every working day. As such, people feel discriminated for no fault of their own.

4. In the above backdrop, we would request you to reinstate the previous instructions of paying one day's salary (Basic + DA) for every 6 days of working to all the staff members during the entire period of lockdown i.e. 23.03.2020 to 17.05.2020 and further, if again extended, as a mark of recognising their sacrifice and dedication for the organisation as also to mitigate their financial hardship. Further, we also request you to consider payment to personnel on the concept of '*per diem*' as applicable for Halting allowances. Anyone, who has worked for more than 6 days should receive payment on 'per diem' basis, otherwise it will definitely deprive a substantial number of employees, who have worked say '11' days or '17' days, who will only receive payment for 1 day and 2 days respectively.

5. Sir, the number of active covid-19 cases is growing faster and mortality rates are increasing at worrying levels in many states. There has been continuous spike in the number of 'Red' and 'Containment' Zones in the country. Amidst this unprecedented situation, we note with consternation that some Controllers in different Circles are compelling officers to attend office every day flouting all norms of social distancing and advisories issued by the Ministry of Home Affairs.

We, therefore, request you to arrange to issue a uniform guideline for establishments/offices/ branches falling under areas earmarked under different zones.

We do hope that the issues referred in the foregoing will be duly addressed and considered favourably.

'Stay Safe, Stay Healthy'

With regards,

Yours sincerely,



(Soumya Datta)
General Secretary