



IBA:BKS:62:2021
May 29, 2021

The Chairman,
Indian Banks' Association,
MUMBAI.

Sir,

MISSING HEALING TOUCH IN THE TIME OF PANDEMIC.
COVID -19- Pandemic -Second wave - Working Conditions in Banks-
issuance of advisory to Banks- Standard Operating Procedures.

As you aware that the Covid 19 Pandemic Second wave has taken a heavy toll on our Country, its peoples, Economy, Public health management system and enlarging its tentacles to new type of disease called Black Fungus, as the post COVID 19 spread at present in the State of Maharashtra, Gujarat, Tamil Nadu and Kerala.

2. The number of deaths, reportedly under reported by States, is causing worrisome to every Indian. In the Frontline Warriors group, the Parliamentary Committee has accorded a recognition to the workforce in the Banks too. It is a welcome step indeed. Along with the recognition, the attendant benefits should have been passed to covid victims as that of Government Staff. Alas, at least the vaccination should have been given due priority to the Banking workforce. The instructions from the responsible persons at the helms of affairs remained on paper. When Jobs are to be imported from foreign Big Pharma Companies, after adhering to Global practices, the uncertainty hangs on like Damocles Sword.

3. IBA has already rolled out the advisory to the SLBCS to conduct four essential banking transactions with restricted working hours for Public. We have on our hand the Government Notifications Kerala, Puducherry, West Bengal and Tamil Nadu containing different versions working hours/days. viz: alternative Day working, 1/3 workforce to be employed, all the four Saturdays are declared holidays, 10 AM to 12 PM working hours, total lock down for the Public etc.

The worst part of the various Bank Administrations behavior is unleashing CASA CAMPAIGN, RECOVERY EXERCISE, VIRTUAL TRAINING ETC. during this period.

4. As per the various reports, the Nation is under HEALTH EMERGENCY AND SEVERE CRISIS. The deaths in the banking industry are more than 1300. Upto Jan, 2021 as per IBA communication 600 deaths had taken place. The %rise, it is the highest.

5. **In fitness of things, we urge upon to issue an appropriate advisory to the member banks to draw the business goals in accordance with the SOP already released by IBA. In addition to this, IBA should work out uniform implementation of certain facilities to covid affected victims and their family:**

- a. Bereavement leave of minimum 10 days*
- b. Expenses incurred on account of COVID treatment should be fully reimbursed*
- c. Fast tracking of Compassionate Appointment of the dependents.*
- d. Enhancement of Insurance coverage of Rs 50 lacs.*

6. To conclude," **EVERY BREATHE IS VALUABLE, LET US SPEND IT ON WORTHWHILE PURSUITS."**

Expecting your prompt action is securing the life of the workforce in the Industry.

Yours faithfully,



S.NAGARAJAN.
GENERAL SECRETARY.

CC: MD & CEO of ALL BANKS.