



# ALL INDIA REGIONAL RURAL BANK OFFICERS' FEDERATION

(Affiliated to AIBOC)

Central Office : Natabar Paul Road, Chatterjee Para More, Tikiapara, Howrah – 711101

*They is not the limit, we cover it...*



[www.airrbof.com](http://www.airrbof.com)



@AIRRBOF\_IN



E-Mail : [airrbofskpal@gmail.com](mailto:airrbofskpal@gmail.com)

General Secretary Mobile: 94340 42616

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Dated: 15-07-2020

All Affiliates/ Members  
(Please re-circulate)

**Sub: COVID-19- WELL-BEING AND PROTECTION OF EMPLOYEES AND OFFICERS OF REGIONAL RURAL BANKS.**

We reproduce hereunder the full text of our Letter No. AIRRBOF/ **51** /2020 Dated- 15.07.2020 addressed to The Secretary, Department of Financial Services, Ministry of Finance, Government of India on the above subject for information of all concerned.

With greetings,

(Srijan Kumar Pal)  
General Secretary

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## Quote

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Ref. No. AIRRBOF/51/2020

Date-15.07.2020

### **Shri Debasish Panda**

Secretary  
Department of Financial Services  
Ministry of Finance  
Government of India  
New Delhi

Dear Sir,

### **COVID-19- WELL-BEING AND PROTECTION OF EMPLOYEES AND OFFICERS OF REGIONAL RURAL BANKS.**

All India Regional Rural Bank Officers' Federation (AIRRBOF), the largest apex level supervisory cadre organisation in the Regional Rural Banks, welcomes and endorses the initiative of the Central Govt. to minimise the impact of the deadly Novel Coronavirus on the national economy and the citizenry.

By now, it is well proven that transmission of the deadly virus is taking place primarily through personal contact. Social distancing, de-cluttering and decongestion are the most effective preventive measures for containment of the deadly Coronavirus (COVID-19). The World Health Organization (WHO) has declared the pandemic a global health emergency.

**Our Hon'ble Prime Minister, in his message to the nation,** has stressed the importance of social distancing and restricting our movement to reduce person to person contact to combat the spread of COVID-19 and has given a call: "Get out of your house only when it is most urgent and unavoidable".

**As the 'financial army' of the nation,** it is well-nigh impossible for us to enforce perfect social distancing while working in branches, owing to the nature of our work. More importantly, the majority of the RRB officers and employees have to commute to office using available public transport at a time, when the Government advisory is to avoid public transport as far as practicable. We thus remain vulnerable to infection while commuting in public transport to attend office, and through other unavoidable interactions with the public at large in our bank branches. It is therefore imperative that immediate measures be taken to decongest the branch premises as far as possible and feasible while simultaneously maintaining basic customer services. We have sensitised our membership on the need to follow the health guidelines issued by Govt. in this regard.

**The officers and employees of RRBs have been frequently falling victim** to the dreaded malady and the fatality rate is already quite alarming. Hardly a day passes when we do not hear that a few of our compatriots have succumbed to the rampaging infection. Though the officers and employees have not allowed this to dampen their spirit, there is always the need to observe all precautions so that spread of the infection may be contained and a reasonably safe environment is maintained.

**In order to minimise person to person contact**, and for ensuring that our bank branches do not emerge as focal points for spread of the infection, as also to reduce the occupational hazard of the RRB officers and employees in this critical situation, we place before you the following suggestions for your kind consideration and issuance of necessary directives to all Regional Rural Banks for immediate implementation:

- a) To reduce cash transactions hours by two hours.
- b) To incentivise use of ATMs by dispensing with the limit on free ATM transactions i.e. declare waiver of charges for number of financial/non-financial transactions beyond the present stipulated limit as per RBI guidelines. This is expected to curtail footfall at branches in a big way.
- c) To manage the branches with reduced staff by introducing staggered attendance for officers and employees, so that on any given day, only 50% of the staff may be present to maintain basic services. This will help in decongesting the branch premises and reducing exposure to the deadly virus.
- d) To provide sanitisers and adequate numbers of face masks and gloves to all staff members.
- e) To make thermal screening mandatory for all branches.
- f) To introduce the facility of 'work from home', wherever possible.
- g) To depute security personnel at the branches to enforce social distancing and wearing of masks by all customers.
- h) To implement five-day week norms. This has already been done in the state of Karnataka.

You will appreciate that in these trying times, every possible measure must be adopted to ensure safety and all necessary steps must be taken to reduce the health hazard of the RRB employees, officers and all stakeholders.

**We, therefore, urge upon your good office to initiate appropriate corrective** action to collectively combat the pandemic in the interest of our people and the national economy.

Yours faithfully,  
Sd/-  
(Srijan Kumar Pal)  
General Secretary

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**Unquote**