**Meeting of Honourable Managing Director with Female Employees**

On the advice of Mr. Muhammad Ashraf Khan, Honourable Managing Director, SBP BSC, a meeting was convened with Female Employees of Faisalabad office on 18th March, 2022 at Board Room, 2nd Floor, Main Building. Meeting started with recitation of few verses of Holy Quran. After recitation, Mr. Sarfraz Ahmed Nadeem, Chief Manager, in his opening remarks shared initiative of SBP BSC for improving overall working environment for women. After sharing head office initiatives, he apprised Honourable Managing Director with the initiatives of Faisalabad office for arming female employees of office with available options in the city to contact in case of emergency, mobile applications, books, and opportunity to interact with Women Police Station officials in addition of monthly meeting with female employees.

After opening remarks, , Honourable Managing Director, was invited to share his thoughts with female employees. Honourable Managing Director shared that he is very hopeful to see female employees at executive level in BSC. He shared that he is convinced that female employees are hardworking and committed but our business setup requires mobility, at least after some level. Honouable Managing Director shared that during his visits to different offices, he always prefer to have meeting with female employees to listen their issues and to facilitate them. At different offices, on the request of female employees their residence, day care and other necessary facilities have made been arranged and if female employees of Faisalabad office wants to have any such facility or have any question to ask, they is encouraged to share.

Worthy Chief Manager shared with Honourable Managing Director that except daycare facility, female employees of Faisalabad Office are enjoying remaining all aforementioned facilities. Further, office is already planning Day Care at office in terms of instructions from HOK.

After this floor was opened for questions from female employees. Ms. Shazia Ummad, DCM, started discussion from Participants’ end by raising a concern on depleting strength of BSC. She shared the fear that increasing digitization may not further reduce HR of offices.

Honourable Managing Director very beautifully responded by sharing examples of innovative IT based business ideas in different sectors that have actually created demand for more HR instead of reducing them. He shared that digitization will reduce HR requirement for a function but we have option to shift our HR to new functions. Recently few functions from SBP have moved to BSC and we are expecting more shifting of important functions. We can also create more business offerings through innovative ideas of employees. Moreover, recent boom in Developmental Finance activities is already demanding more HR. In addition to all these possible avenues, expected retirements have already created room for more HR. Therefore, Digitization and automation will as such not eliminate requirement of HR in future. However, changing business requirements will provide opportunities only to those employees who are ready to absorb change.

Another Female Employee raised a point on medicines for Hormonal Changes. Bank is counting these medicines in cosmetic treatment while its now with almost every other person that due to diets etc. he/she are facing different issues of hormonal changes. Bank LBMO also endorsed that this issue is now very common. Managing Director advised LBMO to share detail of such medical issues to be discussed with Dr. Zeba Alvi, CMO, at HOK level.

A female officer shared the idea of online medical slip issuance to hospitals for the convenience of employees especially for employees residing in remote areas. Honourable Managing Director appreciated the idea and explained that its very convenient at our end but our hospitals are perhaps not ready for this because of their limited IT setups. However, bank employees can go to these hospitals, deposit their medical cards and get the medical facility.

Honourable Managing Director guided female employees that in Karachi at HOK level you will learn things at policy level. BSC management always accommodate female employees because of their issues. Request of DCM FEOD/RSU is also under consideration at HOK level. However, to emerge as future leader of BSC, you need to have police level learning of BSC. After that Honourable Managing Director offered to share personal issues, if any. Office Management may consider such issues and personal experiences in future decision-making.

Ms. Nighat Moaeed, Officer, shared that her confinement case was different from normal cases as she was expecting triplets and it is manifold expensive than the normal confinement case. Bank treats it as normal confinement and reimburse normal rates. MD sb. apprised her that we are treating many uncommon issues on case-to-case basis and has allowed many expensive treatments. They could have taken up with MSD at that time.

LBMO in lighter way expressed that she is working from last 21 years. She has always received very good feedback on her performance but she is still contractual employee. MD sb. appreciated her hard working but very clearly explained that for the time being there is no such plan to convert contractual doctors to permanent employee.

Since the participants raised no further point, the meeting ended with vote of thanks from Worthy Chief Manager to Honourable Managing Director and to all Participants.

*List of participants is attached as F/A*

Sarfraz Ahmed Nadeem

Chief Manager

18-03-2022

**F/A**

**List of Participants**

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| **Sr. No.** | **Name** | **Designation** |
| 1 | Mr. Muhammad Ashraf Khan | Managing Director, (Chairman of the Meeting) |
| 2 | Mr. Sarfraz Ahmed Nadeem | Chief Manager |
| 3 | Ms. Fouzia Aslam | Sr. Deputy Chief Manager |
| 4 | Ms. Shazia Ummad | Deputy Chief Manager |
| 5 | Dr. Huma Shahid | Lady Bank Medical Officer (LBMO) |
| 6 | Ms. Hina Shahzadi | Assistant Chief Manager |
| 7 | Ms. Kiran Bakht | Senior Officer |
| 8 | Ms. Nausheen Khalid | Senior Officer |
| 9 | Ms. Iqra Khalid | Senior Officer |
| 10 | Ms. Attia Saleem | Senior Officer |
| 11 | Ms. Rehana Yasmeen | Senior Officer |
| 12 | Ms. Azra Begum | Senior Officer |
| 13 | Ms. Ammara Ahmad | Officer |
| 14 | Ms. Merab Naseer | Officer |
| 15 | Maham Zulfiqar | Officer |
| 16 | Ms. Yasmin Tahira | Officer |
| 17 | Nasreen Sahar | Officer |
| 18 | Ms. Serish Muneer | Officer |
| 19 | Ms. Naqia Masood | Officer |
| 20 | Ms. Nighat Zaman | Officer |
| 21 | Ms. Ruvaida Ghaffar | Officer |
| 22 | Ms. Ayesha Zulfiqar | Officer |
| 23 | Ms. Laiba Asif | Officer |

