

14 Workplace Environment

14.1 Overview

Provision of a congenial workplace environment is one of the key strategies which are being implemented to cherish our vision of transforming BSC into a modern corporate entity. A number of decisive projects aimed towards this end have been implemented and are under way. The provision of Day Care Centre, air-conditioned staff canteen, workstations aligned with IT requirements, rest room for drivers, besides other such projects have made a positive impact and contributions towards ensuring physical and psychological well being of BSC employees.

14.2 Engineering & Maintenance

Engineering Department has been providing efficient and timely support services for smooth operations of different departments of SBP and its two subsidiaries viz; SBP Banking Services (BSC) and National Institute of Banking and Finance (NIBAF). During the period under review, Engineering Department has completed 47 projects valuing Rs.200 million relating to construction, renovation, refurbishing and improvement in physical infrastructure. Besides, regular and continuous maintenance, as one of its prime responsibility, of assets and installations of SBP, SBP-BSC and NIBAF was also carried out by Engineering Department in most economical and cost effective manner. Excellent arrangements were made in consultation with Internal Bank Security Department (IBSD) during the visits of VVIPs and others dignitaries to SBP and SBP-BSC. As one of their development projects for the year 2007-08 Engineering Department has set up a computerized complaint management system for addressing the day to day/ routine maintenance work.

14.2.1 Repair and Renovation of Hyderabad Office

The disturbances which took place on 27th December 2007 caused damage to Bank's assets at Hyderabad office. The major affected areas were banking hall, Cash Department, stationery room and telephone exchange. Furniture and fixtures were burnt down. Engineering Department made all out efforts and made arrangements for continuity of Bank's business on the very next working day. Subsequently, the repair and renovation work was undertaken on war footing basis and completed within the timeline.

14.2.2 Beautification of the environment

For beatification of the Bank's premises, the existing grassy lawns have been improved and sufficient indoor/ outdoor flower plants have been provided at SBP, SBP-BSC Head Office Karachi and all field offices. Water fountains have been installed in the grassy lawn at main building and at North Nazimabad office building. Besides, special attention was given to improve the cleanliness and maintenance in the Bank's buildings.

14.2.3 Projects in hand

The work on 30 projects was in progress as at the end of June 2008 and expected to be completed in near future. This included; upgradation and improvement in electrical infrastructure of SBP Main Building and BSC Head office Karachi, renovation and installation of 150 work stations at different units of BSC Karachi office at the 1st & 2nd floors of SBP Main Building Karachi and work related to improvement in physical environment of Subsidiary House, BSC Head office, Karachi.

14.3 Improvement in Staff Canteen

Another important tool for health promotion and disease prevention is food. To stay healthy, the tool of physical exercises is of subsidiary concern while the primary concern is the quality of food intake. SBP-BSC, therefore, ensures to provide quality food to its employees in a comfortable environment so that employees may relax while having their meals. Two centrally air-conditioned cafeterias with excellent seating arrangements provide the employees with desirable ambiance for having snacks and regular meals during the day. Keeping in view the concepts of balanced diet, the menu offers a variety of local cuisine prepared in hygienic environment.

14.4 Covered Space for Jumaá Prayer

SBP-BSC mosque accommodates employees who come to offer their prayers during the weekdays. However, on Fridays the number of faithful exceeds the mosque's capacity. Therefore, on Fridays the parking area in front (of the mosque) is also utilized for the purpose. To save the employees from direct sunlight/ scorching heat of the day the area allocated for offering of Jumaá Prayers at SBP Karachi has been covered with the fiber glass sheds.