

HO:BR:113:182

#### **CIRCULAR TO ALL BRANCHES/ OFFICES**

05.08.2021

ISSUED BY HRM Department Head Office, Baroda

Madam/Dear Sir,

#### Re: Migration of Holiday Home Module in HR Connect.

In order to provide comfortable accommodation to our existing / retired employees while they travel outstation for holiday and other personal purposes, Bank has already established 50 holiday homes at various places under the aegis of Staff Welfare Fund.

You are aware that various Staff Welfare Schemes have been migrated into HR-Connect which was informed vide our Circular No. HO: BR: 113/143 dated 29-06-2021. Now, we are pleased to inform that, we have migrated Holiday Home module in HR Connect.

The Holiday Home module on HR connect will have new additional features for enhancing user experience. Some of the major features are listed below:-

- i. Faster processing and approvals
- ii. Integration of CBS with Holiday Home module.
- iii. Flexible booking :- This feature, if selected during the application submission, will allow booking of Holiday Home during the booking period based on date-wise / room-wise availability instead of keeping the entire application status as waiting, which was not available earlier. This will help in saving the efforts of our employees in arranging rooms outside the Holiday Home due to unavailability of rooms during their preferred booking period.

Kindly note that both the Holiday Home modules i.e. on HRnes Payroll and HR Connect will continue to run simultaneously till 31.10.2021 and thereafter Holiday Home modules on HRnes Payroll will cease to operate. Bookings / cancellations up to check-in date 31.10.2021 will be submitted in our existing HRnes Payroll system and all bookings / cancellations for check-in date on or after 01.11.2021 shall be submitted only in HR Connect. For example, if an employee wants to book a holiday home from 28.10.2021 to 31.10.2021, he shall submit his request on HRnes Payroll. On the other hand, if an employee wants to book holiday home from 01.11.2021 to 03.11.2021, he shall do the same through HR-Connect. Further for any over-lapping period ie. 30.10.2021-02.11.2021, employee has to submit request for the period 30.10.2021-31.10.2021 in HRnes Payroll and 01.11.2021-02.11.2021 in HR-Connect.

Details of the above module, eligibility along with the procedure for submitting applications are comprehensively explained in the **Annexure A**. The step by step procedure for submitting an application in Holiday Home module is enclosed as **Annexure B**.

For any clarification in this regard, employees may communicate with their respective Regional HR functionaries. Zonal / Regional HR functionaries are being advised separately on their roles, responsibilities and optimum utilization of the above mentioned modules.

Please bring the contents of this Circular to the notice of all employees working in the Branch/ Office and display a copy of the circular on the notice board.

Yours faithfully,

(Swapna Bandopadhaya) Deputy General Manager (Strategic HR & OD)

Encl: as above

प्रधान कार्यालय : मा.सं.प्र. – छठा तल, "बड़ौदा भवन", आर.सी.दत्त रोड, अलकापुरी, बड़ौदा–390007. गुजरात. (भारत). Head Office : HRM - 6<sup>th</sup> Floor, "Baroda Bhavan", R. C. Dutt Road, Alkapuri, Baroda - 390007. Gujarat (INDIA). ई-मेल/E-mail : hrm.ho@bankofbaroda.com, वेबसाइट/Website : www.bankofbaroda.com

Annexure-A



#### ESTABLISHMENT OF HOLIDAY HOMES

Bank has established Holiday Homes at various centres in India with purpose of providing comfortable & economical accommodation to existing & retired employees of the Bank while they are travelling. At present Bank is having -50- Holiday Homes at various centres.

Under auspices of Staff Welfare fund, Holiday Home module is made available to all the existing employees and eligible retired employees in HR Connect.

The guidelines are as below:-

#### **ELIGIBILITY:**

- a. All existing employees
- b. Retired employees who have:
  - Superannuated
  - Opted for Voluntary Retirement

#### **ROOMS & PERIOD OF STAY:**

- a. For Existing Employees: Maximum -2- rooms for maximum of -7- days.
- b. For Retired Employees: Maximum -1- rooms for maximum of -7- days.

#### **DEPENDENTS:**

- a. For Existing Employees: Only Spouse, dependent Children and dependent Parents are permitted to avail the facility of Holiday Home.
- b. For Retired Employees: Only self and Spouse are permitted for availing the facility of Holiday Home.

#### **FLEXIBLE BOOKING:**

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We have introduced **"Allow Flexible Booking"** in Holiday Home module wherein existing / retired employees will be able to book Holiday Home with flexibility in dates. If flexible booking is selected as **'YES'**, rooms will be allotted as and when available. If some of the rooms, in the selected period, are available and allotted then the Booking status in HR Connect will be **'Partially Approved'**. In case of Partially Approved status, the existing / retired employees have to check the Reservation Letter to know the status of rooms which are approved and which are in waiting list.

For example: An existing / retired employee has applied from 01.08.2021 to 05.08.2021 and selected "Allow Flexible Booking" as 'YES' (In system, rooms are not available for 03.08.2021). While approving applications, system will approve and allot the rooms which are available and will keep the unavailable rooms in waiting. As and when the rooms will be available, system will accord approval for the rooms which are in 'Waiting' status. This will provide our existing / retired employees an advantage of making alternate arrangements only for unavailable dates instead of the whole period of their holiday.



#### **PROCEDURE FOR APPLYING:**

All existing Officers and Clerical employees will use Employee Self-Service Home Page in HR connect to access Holiday Home module. For Sub staff and eligible retired employees, the "Unit HR" of the Branch can apply on their behalf.

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"Holiday Homes" tile is available in HR Connect with the following sub menus:

- a. <u>Holiday Homes Booking</u>- Employee can book/cancel application using this menu
- b. <u>Holiday Homes Availability</u> Employee can check availability of rooms in any Holiday Home.
- c. <u>Holiday Homes Feedback</u>- Employee can submit their feedback for the Holiday Home which they have already availed.

#### A) Holiday Homes Booking:-

Existing / Retired employees can submit their application for booking rooms in Holiday Home by following the instructions mentioned in 'User Manual'. Upon approval, existing employees (officers and clerical) can download the reservation letter through self-login. For existing substaffs and retired employees, Unit HR of the Branch will be able to download the reservation letter on their behalf through Unit HR login.

Also on approval, SMS will be sent to the registered mobile number and reservation letter will be sent to email id mentioned in the application.

Please note that, the Holiday Home module **does not work on "real time basis" which means availability of room will be shown on the screen till approval for that day is processed**.

The employee (existing as well as retired) should carry the reservation letter along with Bank's ID card and PAN Card/ Aadhar card/ Driving License etc. while visiting the Holiday Home. The caretaker/hotel authority will not allow employees to avail the holiday home facility in the absence of the reservation letter and valid ID card.

Family members may utilize the Holiday Home facility even if employee is not accompanying them. Family member should carry copy of employee's Bank ID along with his or her own ID proof.

The following periods have been identified as peak period during which the Holiday Home facility shall be open for booking by the retired employees, -1- week prior to the booking date, if the room still remain vacant.

- a. Summer Vacations (1st May to 30th June)
- b. Winter vacations (15th December to 05th January)
- c. Diwali/Durga Pooja Holidays (From start of Navratri upto one week after Diwali)

#### **CRITERIA FOR ALLOTMENT OF HOLIDAY HOMES:**

- a. The system will allot rooms automatically based on availability of the rooms for the days applied.
- b. The reservation of room(s) can be made 90 days before the date of availment of the Holiday Home facility.

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- c. The application can be submitted in the module even if no availability of rooms is shown on the screen and will be kept on wait list. In case of any cancellation, the same will be approved automatically as per the waitlist number.
- d. No change in reservation dates / modification in application will be allowed, once the application is submitted by the employee.
- e. If employee wants to cancel the application, he/she has to cancel the same in HR Connect and the charges will be applicable as per the penalty on late cancellation / non-availment of Holiday Home.
- f. If employee wants to book holiday home for -1- day, he/she has to select 'check-in' date as the date they want to stay and 'check-out' date will be the next date.
- g. The 'Check-in' and 'Check-out' time for the holiday home will be as per the arrangement of each hotel. The occupants of the holiday home will be required to vacate the hotel on the said 'Check-out' time on the day their reservation ends. Employees are advised to contact the Hotel to have necessary information in this regard.
- h. Approval will be done by system automatically and rooms are will be allotted on FIRST-COME-FIRST-SERVE basis.
- i. Employees whose application is in waitlist should check regularly if the same is approved.
- j. Employees are advised to cancel their application even if it is in the waitlist, if they do not want to go to holiday home. This would pave way to the next person, who is in the waitlist, to get the allotment.
- k. The employees are requested to make minimum correspondence with the controlling branch with regard to holiday home reservation and other related matters.
- 1. The controlling branch has no control over the allotment as the process is centralized and fully automated.
- m. Employee should ensure having sufficient balance in the account for deduction of Holiday Home charges, before submitting application for Holiday Home booking. In case, employee doesn't have sufficient balance in their account, their application will not be accepted.
- n. Since the whole process of allotment of Holiday home is automated, manual interventions are not permitted. Hence employees are advised to refrain from bringing undue pressure for manual approvals.

#### **CHARGES:**

- a. The rent towards booking of Holiday Home will be debited from employees account centrally by the system.
- b. For Existing Employees, the salary account will be debited.
- c. For Retired employees, the Pension account will be debited.
- d. No refund of rent paid by employees is permissible, under any circumstances.
- e. The rent (per day per room) will be as below:
  - For Officers :: Rs. 100/-
  - For Clerical :: Rs. 50/-
  - For Substaff :: Rs. 30/-
- f. Extra bed, if sought' charges should be paid directly to the Hotel as per the hotel rules. However, one should take care that number of occupants in one room is not unreasonable.



#### PENALTY:

As a deterrent to avoid unnecessary blocking of the rooms, penalty on late cancellation/nonavailment of Holiday Home has been approved by Managing Committee of Staff Welfare Fund as under:

- a. No cancellation charges will be levied if cancellation is done before -15- days.
- b. If the Booking/Reservation is cancelled in less than 15 days prior to the date of his booking/ reservations which are in 'Approved' status, the penalty will be -3- times the rent as applicable.
- c. If employee does not cancel the booking which are in 'Approved' status and <del>do</del> does not visit the Holiday Home, the penalty will be -6- times the rent as applicable.
- d. No cancellation charges will be levied if waitlisted application is cancelled.
- e. In case of partial availment, penalty for entire booking period shall be deducted. Hence the employee should make booking accordingly. Please note in case of partial availment, -6- times penalty shall be collected for the entire booking period.

#### B) Holiday Homes Availability:-

Room availability for any holiday home can be checked using this menu by following the instructions mentioned in 'User Manual'. Room Availability can also be checked from Holiday Home Booking Tab, while submitting application.

Please note that, as Holiday Home module does not work on "real time basis" the availability of room will be shown on the screen till approval for that day is processed.

#### C) Holiday Homes Feedback:-

Through this module, employees can submit their feedback for Holiday Home, which they have already availed. Submission of feedback is **NECESSARY**. All existing employees are requested to submit their feedback compulsorily so that necessary steps may be taken for improvement of Holiday Home arrangement or basic amenities provided therein. Further during renewal we consider the feedback of the existing / retired employees.

#### MAINTANENCE OF OCCUPANCY REGISTER BY HOTEL AUTHORITIES/ CARETAKER:-

A register has to be maintained at each holiday home wherein every visitor would enter the Room Number and date & time of his arrival and departure at appropriate time under their signature.

HOLIDAY HOME ATTENDANCE STATUS REPORT taken from the Holiday Home module by the Controlling Branch will be given to the Hotel/caretaker of holiday home and the details of the employees who visited the holiday home along with details of their arrival and departure time would be obtained from hotel on monthly basis.

The Unit HR of Controlling Branch will update the occupancy in the Holiday Home module so that in cases where employee had not cancelled the booking which were approved and has not visited the Holiday Home, the penalty equal to -6- times the rent as applicable shall be deducted by the system.



#### SUPERVISION AND CONTROL IN CASE OF OUR BANK'S OWN PREMISES

The caretaker provided at each center / Holiday Home will do the day-to-day supervision and the maintenance of holiday home. This caretaker would be under the direct supervision of the controlling branch. The branch would look after the day-to-day business of the holiday home, it's maintenance, etc.

#### **ROLE OF CONTROLLING BRANCH**

#### The 'Controlling Branch' should arrange for the following at the Holiday Home premises:

- a. A suitable signboard showing 'Bank of Baroda Holiday Home'.
- b. A copy of the rules of allotment etc. of holiday home should be displayed on the notice board of the holiday home premises.
- c. A 'Suggestion Box' at holiday home premises be provided and the suggestions received be sent directly to Head Office, Baroda with comments, if any.
- d. The concerned Controlling Branch should have quarterly inspection of the concerned holiday home premises so as to ensure all arrangements as per agreement are in order and arrange to update the same in HR Connect under Unit HR role.
- e. The concerned Regional Authority should also have half-yearly inspection of the concerned holiday homes premises so as to ensure all arrangements as per agreement are in order and arrange to update the same in HR Connect.

#### **RULES TO BE ADHERED BY VISITOR**

- a. Gambling of all type is strictly prohibited.
- b. Smoking/Drinking alcohol is strictly prohibited.
- c. Singing, dancing and playing a transistor / radio / T.V. in loud tone, disturbing other occupants of the Holiday Home are strictly prohibited.
- d. No unauthorized guests will be allowed.
- e. The employee concerned would be responsible for keeping cleanliness during his stay and should hand over the premises in clean condition.
- f. The employee will be responsible for any damage / breakage of the furniture and other items provided at Holiday Home during his stay and he will have to make good the amount of damage / breakage as may be decided by the Bank.
- g. The employee will maintain decorum during his stay at Holiday Home.
- h. Any Existing / Retired employees who does not observe any of these rules will be liable to be debarred from allotment of Holiday Home not only at particular center but all the centers in India for a specific period as may be decided by the Bank.

#### **LIST OF HOLIDAY HOMES:-**

At present -50- holiday homes are functioning. The details of holiday home along with their controlling branch/ office are enclosed as **Annexure C**.

Any further modification in the guidelines/list of Holiday Homes shall be communicated separately from time to time.

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Annexure - B

बैंक ऑफ़ बड़ीदा Bank of Baroda

# HR CONEET

# **Holiday Home**

# **User Manual**

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# 1. Introduction

This job card may be used as reference document for Holiday Home application in HR Connect, having step by step instructions that action user is required to take. Login Portal User needs to enter the URL in the URL (Address Bar) in the web browser to open the Bank of Baroda Portal interface.

# 1.1 Employee Self-Service Home Page

Employee will use Employee Self-Service Home Page to access a variety of employee self-service transactions which available in the form of tiles, which helps you to reach that page directly.



Fig. Employee Self Service Home Page

# 1.2. Holiday Homes WorkCentre

It will provide the direct link to the services related to Holiday Home.



Fig. Employee Self-Service Home Page Holiday Home

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Step	Action	
1	Click on "Holiday Home" tile for Holiday Home related de	tails and transaction.
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<ul> <li>Holiday Homes Availability</li> <li>Holiday Homes Feedback</li> </ul>	Enter any information you have and click Search. Leave fields blank for a list of all values. Find an Existing Value Add a New Value Search Criteria	
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Fig Holiday Homes WorkCentre

Here, you can find the various tabs which will serve you the purpose as mentioned below:

- \* Holiday Homes Booking User can book Holiday Home across India.
- Holiday Homes Availability User can check availability of rooms in any Holiday Home.
- Holiday Home Feedback User can submit their feedback for the Holiday Home which they have availed.

### 2. Holiday Homes

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	Find an Existing Value   Add a New Value				

Fig. Holiday Home Booking



By Default, Holiday Homes Booking page will be opened after you click on Holiday Homes tile.

2.1	Add Ne	w Holid	ay Home	Application
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Step	Action	
1	Click on the menu "Add a New Value".	
2	Click on "Add" button.	

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Step	Action
1	Select "Holiday Home" from the prompt.
2	Select "Hotel" from the prompt.
3	Enter "No. of Rooms needed".
1	Select Yes / No in "Allow Flexible Booking" from drop-down list. "If you select flexible
4	booking as YES, rooms will be allotted as and when available."
5	Select "Check-in Date" and "Check-out Date" from calendar.
6	Enter <b>"Employee Email ID</b> "
7	Enter "Alternate Contact No."
8	Enter "Emergency Contact Name"
0	Select Yes / No in "Select Hotel" under Hotel Details. In any Holiday Home Location, if
9	2 Hotel are there, select which Hotel you want to book.
10	Select Yes / No in "Accompanying" under Employee Dependent Information i.e. select
10	Yes for the dependent which are accompanying you or wants to book Holiday Home.
11	Select Yes / No in "Additional Bed Required". Charges for additional bed to be borne by
11	employee as per terms and conditions of Hotel.
12	Enter <b>"Remarks"</b> , if any.
13	Click on "Confirm Booking" button to submit your application.

If you do not have sufficient balance in your account, the system will not allow you to submit the application.

# 2.2 View/Search Existing Holiday Home Application Details

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Step	Action	
1	Click on the menu "Holiday Home Booking".	
2	Click on "Find an Existing Value".	
3	Click on <b>"Search"</b> button.	

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Click on the "Booking ID" to view complete details of application alongwith status.

Partially Approved Booking

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Holiday Homes Booking	Booking Details							
Holiday Homes Availability	Booking ID ECNO	00000007		Booking Status Employee Type	Partially Approve	ed		
<sup>=</sup> Holiday Homes Feedback	Select Holiday Home Na of Rooms needed Check in Date Check In Time Booking date	ALIBAUG 2 17/67/2021 12 00PM 05/07/2021	ALIBAUG_HH View Room Availability	Hotel Allow Flexible Booking Check-Out Date CheckOut Time No of Days Booked For	1 Yes 19/07/2021 11:00AM 2	About Flexible Booking		
	Employee Contact							
	Employee Address			CLocation				
	Employee Mobile No			Employee Email ID				
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	ECNO	Booking Id	Dates Booked for	Room Number Allocated		
	ECNO	Booking Id	Dates Booked for 17/07/2021	Room Number Allocated		

If status of your booking is Partially Approved, that means you have been allotted some rooms as per availability and some rooms are in waitlist.

# 2.3 To download Reservation Letter of Approved Booking

Step	Action	
1	Click on the menu "Holiday Home Booking".	
2	Click on "Find an Existing Value".	
3	Click on <b>"Search</b> " button.	
4	Select "Booking ID" of the application which you want to cancel.	

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	No of Rooms needed	2	View Room Availability	Allow Flexible Booking Check Out Date	Yes 21/08/2021	About Flexible Bucking			
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	Employee Contact								
	Employee Address			Location					
	<b>Employee Mobile No</b>			Ferniloyee Feral ID					
	Attenats Contact No			Emergency Contact Name					
	Payment Status			Employee Account Number					

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	2 000	00020	19/08/2021	102,103			
	3 000	000020	20/08/2021	102.103			

 Step
 Action

 1
 Click on "Reservation Letter" button. The reservation letter will get open in next tab window.

## 2.4 To cancel any Existing Booking

Step	Action
1	Click on the menu "Holiday Home Booking".
2	Click on "Find an Existing Value".
3	Click on <b>"Search</b> " button.
4	Select "Booking ID" of the application which you want to cancel.

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	Booking ID FCKO Seles: Roliday Home Ho of Rooms meeded Check in Data Booking data	ALIBAUG 2 18/08/2021 12 00PM 06/07/2021	ALIBAUG_HH Vjew Room Availability	Booking Status Employee Type Hotel Allow Flexible Gooking Check Out Date CheckOut Thime No of Days Booked For	Approved 1 Yes 21/08/2021 11:00AM 3	About Fiendae Porking			
	Employee Contact								
	Employee Address			Location					
	Employee Mobile No			Employee Email ID Emergency Contact Name					

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Note: Cancellation penalty charges will be collected as per guidelines mentioned in Circular\_\_\_\_\_

2.5 To check Room Availability of any Holiday Home

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Step	Action	
1	Click on the menu "Holiday Home Availability".	
2	Click on "Search" button.	

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	AMRITSAR	AMRITSAR_HH							
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 Step
 Action

 3
 Click on the "Holiday Home ID" for which you want to check the availability.

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				xt in List Notify	Previous in List	Return to Search	16	

Step	Action	
4	Select "Holiday Home" from the prompt.	
5	Select <b>"Hotel ID"</b> from the prompt.	
6	Select "From Date" and "To Date" from calendar.	
7	Click on "View Room Availability" button.	

Note: Room Availability of any Holiday Home can also be checked from Holiday Home Booking Tab while submitting booking application of Holiday Home.



			ANNEXURE-C
SI No	Holiday home Location	Hotel Name	No. of rooms
1	Agra	Hotel Lovekush	4
2	Alibaug	Sai Inn Holiday Resort	3
3	Amritsar	Treebo Dee International	4
4	Aurangabad	Hotel Kartiki	3
5	Bangalore	Hotel Shree Adiga Residency	8
6	Bhubneshwar	Hotel Priya	4
7	Bodhgaya	New Hotel Shiva	2
8	Chandigarh	The Toy Hotel	4
9	Chennai	Hotel Sridevi Park	6
10	Dalhousie	Hotel Surya Resort	2
11	Dharamshala	Hotel Pine Valley	4
12	Diu	Rainbow Resort Diu	5
13	Dwarka	VITS Devbhumi Hotel	6
14	Gangtok	Hotel Taryana	5
15	Ganpatipule	Abhisek Beach Resort	6
16	Guwahati	The Executive Inn	5
17	Hardwar	Hotel Ganges Rivera, Hardwar	4
18	Hyderabad	Quality Inn Residency	4
19	Jaipur	Hotel Ratnavali	8
20	Kanyakumari	Hotel Amutham Residency	4
21	Katra	Hotel Mount View	4
22	Kodaikanal	M/s. Sornam Apartments	5
23	Kolkata	Hotel Swagat	3
24	Lonavala	Harnam Shree Housing Complex	5
25	Lucknow	Hotel Silver 7, Lucknow	4
26	Mahabaleshswar	Hotel Shreyas	6
27	Manali	Hotel Anupam Palace	4
28	Mathura	Hotel Heera Celebration	4
29	Mount Abu	Ambu Shri Kunj	4
30	Mumbai	Nugget	5
31	Mussoorie	Hotel Hill Queen	4
32	Mysore	Ginger Hotel	2
33	Nainital	Palace Hotel	4
34	Nasik	Radhika Inn Service Apartment	4
35	Nathdwara	Crimson Park	4
36	New Delhi C Park	Hotel C Park	4
37	New Delhi Swarna Palace	Hotel Swarna Palace	8
38	Ooty	RN Holidays	6
39	Panaji	Bank of Baroda Holiday Home	8
40	Panchmarhi	Ark Resort	4
41	Port Blair	Hotel Shreesh	4
42	Puri	Hotel Lee Garden	10
43	Saputara	Hotel Chitrakut Guest House	4
44	Shillong	Hotel Island Park Residency	4
45	Shimla	Sidhowal Lodge	5
46	Shirdi Hotel Saish	Hotel Saish Pvt Ltd	4
47	Shirdi Sai Sparsh	HOTEL SAI SPARSH	4
48	Tirupati	Hotel Bhimas Paradise	4
49	Udaipur	Downtown BnB	5
50	Varanasi	Hotel City Inn	5

