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**I DO NOT** find an open office a viable choice at the decisionmaking level. Cabins or cubicles give employees their personal space and add to their comfort levels which, in turn, increases their output and productivity. An open office also makes for clutter and confusion and very often there are ugly, if humorous, turf wars among the workers as they are not sure about their individual work zones, that waste such a lot of time. I am not in support of such ambiguity especially where professional matters are concerned.

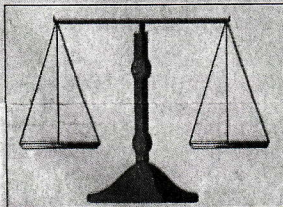
Regarding lack of coordination in an office with separate work areas, this is not a problem in my office as we make sure to inform our employees of every decision that we take through circulars, memos and the like. We also maintain discipline very rigorously so there is no possibility of people wasting corporate time for personal purpose. The nature of our job, too, is such that we need separate departments and office space for our work to be done efficiently. We respect our employees and like to grant them that personal space so that they can operate independently, confidently and in style, without stepping on each other's toes. An elegant work atmosphere, too, contributes a lot of positive energy to one's performance.

Besides, there are some office matters that need confidentiality in every organisation and at almost every level. An open office undermines this requirement and is indicative of lack of trust of the management on its employees.

However, at the lowest level, an open office is the feasible option.

## the time of strife

He, after taking the sworn of office on January 14, clearly said that the Supreme Court would not be indulged in political issues rather than interpreting constitutional and legal issues. After his remark there is no hope of reinstating the lower house by the



### LEGAL EAGLE

Supreme Court in any cost otherwise the incumbent Chief Justice never speaks in such a manner. And, it is clear that if the King is not ready to do so by implementing Article 127 of the Constitution, there is no other option except holding election. There is no hope of holding the election till April 13 as the Election Commission could not complete the necessary process. The Commission needs six months to receive applications from the political parties for their participation in election, to verifying their statute with the Constitu-

tion, to provide the date for their election campaign, to set of offices in 75 districts, etc.

Though the Prime Minister insisted on holding election, there is no any signal to hold election till date as the government is yet to consult with the coalition partners about the cause and effect of the election. Definitely, the government would be responsible for creating bloodshed in the country if it announces date for polls without creating a favourable environment. Everyone knows that the Prime Minister and the coalition partners of the current government would feel that it would be more difficult to hold elections than to reinstate the dissolved House.

Minister of Law Justice and Parliamentary Affairs, Tek Bahadur Chokhlyal said the government will announce the date for elections soon. "There is no way except holding elections," Chokhlyal told the Perspectives. "The government never recommends the King to reinstate the dissolved House." Spokesperson of Election Commission Tejmundi Bajracharya, however, said the government is yet to consult the Commission regarding the issue. "If we do not get a six month period there will be problems in holding elections," Bajracharya added.

# Fight menace of bank heists

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**THERE HAS** been a surge in the number of bank robberies taking place in Nepal over the past few years. Bank lootings by insurgents and lapse of security by government have become normal these days. Nevertheless, last month's robbery in Nabil Bank's most centrally located Kantipath branch of the capital city, Kathmandu by a single person has been perhaps one of the most unique of its kind in Nepal signifying the need for implementation of all possible measures to prevent such crimes.

The security guards of Nabil Bank who conduct checking of all the customers including their own staff's body and bag and also the female staff in some of its branches by female security guards seems to have failed to detect from their metal detector the gun carried by the robber, Niranjan Khanal, a recent SLC pass out who robbed NPR 6.0 million approx. in daylight on 14 December 2004. It has been understood that a thorough checking could not be carried out by the bank guards due to his entry in the peak hours and by his wearing of light clothes giving the impression of not hiding anything. Perhaps this failure of checking was a transposition of a mistaken customer service attitude unknowingly thrown on the guards by staff in the bank.

Bank robbery is not just an expensive crime but is detrimental to a bank's reputation as a secure place to conduct transactions, to store one's money and valuables, and as a place to work. All of this means that, especially with bank robberies, a paise on prevention is worth a rupee on cure. Preventive measures against bank robberies may range from simple rules like compulsory Identity Card for the staffs, employment of required numbers of guard, dual vault key arrangements to the advanced and complex like sophisticated double doors equipped with metal detectors, a bulletproof cashier screen etc. Here are some:

#### Guards/Security

- Bankers must not compromise on the quality of security force they keep. Guards must be professionally trained security guards
- Keep right security force at right place, e.g. strong, tall and with arms in more risky areas
- Do not expect customer service from bank guards. Let them do their own job of security. Always allow and ensure that guards take their own and adequate time for checking
- Security guards inside the bank lobby should be encouraged to greet the customers to provide a plain view security presence inside the bank premise, e.g. by a guard near

the teller counter.

- Security should watch people who loiter around the bank premises
- Security should close all unused doors and ensure that the door of the cash areas closed properly
- Security should ensure that only authorized bank staffs have been allowed to enter the cash area
- Metal detectors should be used to check all belongings of the customers and staffs
- Guards should be given the authority to check the body of all customers and staffs when they enter the bank

#### Cash area

- Get an approved written security program
- Ensure that tellers obtain initial and periodic training with regards to security issues
- Ensure that there is signature of teller in packet of all paper notes, at least for the higher denominations
- Don't leak information about cash deposit, payment (e.g. to central bank or branches) to other than concerned
- Do not hold cash more than required in the cash area
- Maintain dual key concept and ensure that at least one of the keys is kept by staff who is stationed far from the cash area
- Do not discuss details of security system with persons other than cash areas
- Don't let unauthorized people behind the counter or in restricted areas
- Maintain the telephone register of nearby security forces such as police
- All staffs in the area should have easy access to alarm. Such alarm system should not be noticeable by the customers and staffs should be trained to trigger alarm.
- Ensure prevention of false alarm calls
- Employees view of the teller area should be unobstructed.
- Be aware of phone calls asking questions about the number of people working or the hours you open or close

#### Closed circuit TVs

- Ensure that Cameras are positioned to obtain full frontal photograph of the visiting people.
- Use digital recording systems capable of easy viewing and retrieval of high quality images
- Do not destroy the record

#### Signs

- Display signs prohibiting motorcycle helmets, hats and sunglasses inside the bank. The request should be voluntary and not mandatory. Individual who fails to heed the request should be subjected to greater scrutiny
- In case of CCTV used by bank, display message that the area is under video surveillance system 24 hours  
(Mr Ghimire is associated with Bank of Kathmandu Ltd.)