

Harsha Sastry

From: Harsha Sastry
Sent: Tuesday, January 7, 2025 10:12 AM
To: Vinay Agrawal (HR); A Jeron John; Rajendra Kembhavi; Cvn Varma; Vrinda Pisharody; Peeyush Dubey
Cc: Richard Lobo; Lucius Lobo; Shalini J2; Global Business Continuity
Subject: Re: HMPV - Situational Update : In Proximity - Update

Today : Update FYI : cases increasing in India across states

As much as not an emergency, precautionary note will be a good organization people care action.

Human metapneumovirus (HMPV) is a respiratory virus that typically causes mild, cold-like symptoms but can lead to severe illness in vulnerable populations, such as infants and the elderly.

Recent Cases in India:

As of January 7, 2025, India has reported five cases of HMPV:

Karnataka: Two infants in Bengaluru tested positive. A three-month-old girl has been discharged, and a six-month-old boy is recovering.

Gujarat: A two-month-old boy in Ahmedabad was diagnosed with HMPV.

Tamil Nadu: Two cases have been reported in Chennai.

These cases have emerged amid reports of increased HMPV infections in China, where hospitals are experiencing a surge in respiratory illnesses.

Government Response:

The Indian Union Health Ministry is closely monitoring the situation. Union Health Minister JP Nadda stated that there is no need for alarm, emphasizing that the health system is prepared to handle any potential increase in respiratory illnesses.

In Delhi, Health Minister Saurabh Bharadwaj has directed hospitals to remain fully prepared to manage a potential surge in respiratory illnesses.

Public Advisory:

Health officials advise the public to:

Practice Good Hygiene: Regular handwashing and respiratory etiquette can help prevent the spread of HMPV.

Stay Informed: Keep abreast of updates from health authorities and adhere to any additional guidelines issued.

While the situation is under control, continued vigilance and adherence to preventive measures are essential to mitigate the spread of HMPV.

Be safe, health, aware

Thank you

Best Wishes

HARSHA SASTRY

Certified ESG Expert (DI&WDC)

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Operational Resilience Professional (FQA-UK)

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CELEMI - TANGO Business Strategy Simulations (Diploma)

CCIO (ISAC) (Cyber Crime Intervention Officer)

CPEW [Evaluated by AICTE under NEAT 2.0 -MOE (GOI)]

Function Head

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From: Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>

Sent: Tuesday, January 7, 2025 10:05:09 AM

To: Harsha Sastry <Harsha.Sastry@TechMahindra.com>; A Jeron John <AJeron.John@TechMahindra.com>; Rajendra Kembhavi <krajendra@TechMahindra.com>; Cvn Varma <CVN.VARMA@TechMahindra.com>; Vrinda Pisharody <vrindap@TechMahindra.com>; Peeyush Dubey <Peeyush.Dubey@TechMahindra.com>

Cc: Richard Lobo <Richard@TechMahindra.com>; Lucius Lobo <lucius@TechMahindra.com>; Shalini J2 <SJ00911150@TechMahindra.com>; Global Business Continuity <GlobalBusinessContinuity@TechMahindra.com>

Subject: Re: HMPV - Situational Update : In Proximity - Update

Vrinda, Shalini,

If not already done. let's please release a precautionary advisory in the Daily Buzz.

Warm regards,

Vinay Agrawal

Head – Business HR



From: Harsha Sastry <Harsha.Sastry@TechMahindra.com>

Sent: Monday, January 6, 2025 4:15 PM

To: A Jeron John <AJeron.John@TechMahindra.com>; Rajendra Kembhavi <krajendra@TechMahindra.com>; Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>; Cvn Varma <CVN.VARMA@TechMahindra.com>; Vrinda Pisharody <vrindap@TechMahindra.com>; Peeyush Dubey <Peeyush.Dubey@TechMahindra.com>

Cc: Richard Lobo <Richard@TechMahindra.com>; Lucius Lobo <lucius@TechMahindra.com>; Global Business Continuity <GlobalBusinessContinuity@TechMahindra.com>

Subject: HMPV - Situational Update : In Proximity - Update

Everyone,

Enclosed is updated PIB : and Notification for reference.

As HMPV has arrived in PROXIMITY : INDIA though not in an escalated mode – our actions of communication will be important. Sharing this

Mass Communication : We need to decide if ENS / POSTMAN is required to be used at this point of time. However, the best thought was to share options with us.

Normal Email	ENS	POSTMAN	What is the input for ENS / POSTMAN from LIGHTHOUSE used for mechanized Call tree and testing	Limitations for ENS / POSTMAN from LIGHTHOUSE – used for mechanized Call tree and testing
All Staff – standard (Conventional mode) Internal Comms / Location	Which option of distribution	Which option of distribution	Distribution to	Associates who have limitations to read @techmahindra.com emails cannot access and respond

Councils / Service partners CS, TIM and everyone				
Customer / Sales note – Global Corporate Comms / Marketing to provide a template to the groups	One way or Two Way	One way or Two Way	Custom employee ids if any	DND registered – will not receive the email
	For Two way – any survey question OR standard question of Calltree	For Two way – any survey question OR standard question of Calltree		NO SMS only on email to TechM id
	Text for body of email	Text for body of email		Associate responses who have not acknowledged will need to be tracked by BHR / HR in case of 2 way acknowledgement essential
	No pictures in email	No pictures in email		No pictures – pure TEXT ONLY
	Sending email id :calltree@techmahindra.com	Sending email id :calltree@techmahindra.com		

ENS Console – View for reference to know options.

Call Tree Two Way Test Utility

Call Tree Master Record END Update Resource Update

Briefing:

Call tree enables the project manager to reach out to the project team members to seek acknowledgement of safety, wellness and availability of the team members for delivery and recovery of business services.

This system enables the project manager to conduct the 2 way call tree test

Building Location ID Customer Group Project Custom Mail Custom Project Custom Project Managers

Test Parameter	Business Input	Help Aid
2 Way Survey URL:	<input type="text"/>	Provide the Survey URL here. If you do not have a linked Survey - the name can be left blank
Mail Custom Text	<input type="radio"/> Standard <input type="radio"/> Custom <input type="radio"/> Standard + Custom	Please Select Option for standard text
From Mail ID:	<input type="text"/>	If you want the sender email id to be specific please enter the same here. If no email id is mentioned the Sending email id will be the People Manager Email id
Copy Manager	<input type="text" value="-Select-"/>	Please Select Yes or No to Copy Manager in CC
Email Signature:	<input type="text"/>	Please enter the Signature in the email body
Select Grade:	<input type="text" value="None selected -"/>	Select the Grades to be notified - Select All for everyone across grades to be selected for the mass communication message

POSTMAN Console for reference to know options available :

PostMan Utility

Postman Master Report DNO Unfold

Briefing:

Mass Communication toolkit enables the project manager to provide two way communication and seek acknowledgement from associates for important notifications during business important services recovery and operational activities.
This utility enables the Business Continuity Rep. Project Manager who is granted access to this toolkit powered by Lighthouse.

Building Location ID
 Customer Group
 Project
 Custom
 Mail Custom
 Project Managers

Test Parameter	Business Input	Help Aid
Subject Of the Email:	<input type="text"/>	Provide the Subject Text as will appear in the Email
From Mail ID:	<input type="text"/>	If you want the sender email id to be specific please enter the same here. If no email id is mentioned the Sending email id will be the People Manager Email id
Copy Manager:	--Select--	Please Select Yes or No to Copy Manager in CC
2 Way Survey URL:	<input type="text"/>	Provide the Survey URL here. If you do not have a linked Survey – the same can be left blank
Mail Text:	<div style="border: 1px solid black; height: 100px;"></div>	Please enter the Text in the email body
Email Signature:	<input type="text"/>	Please enter the Signature in the email body
Select Grade:	None selected	Select the Grades to be notified – Select All for everyone across grades to be selected for the mass communication message

Best Wishes for the day

HARSHA SASTRY

Certified ESG Expert (WDC)

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CPEW [Evaluated by AICTE under NEAT 2.0 -MOE (GOI)]

Function Head – ISG

Phone : 9739593306

Email : Harsha.Sastry@techmahindra.com



BCM Info : <https://isg.techmahindra.com/Bcp.aspx>

From: Lucius Lobo <lucius@TechMahindra.com>

Sent: Monday, January 6, 2025 9:54 AM

To: Harsha Sastry <Harsha.Sastry@TechMahindra.com>

Cc: A Jeron John <AJeron.John@TechMahindra.com>; Richard Lobo <Richard@TechMahindra.com>; Rajendra Kembhavi <krajendra@TechMahindra.com>; Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>; Cvn Varma <CVN.VARMA@TechMahindra.com>; Vrinda Pisharody <vrindap@TechMahindra.com>; Peeyush Dubey <Peeyush.Dubey@TechMahindra.com>

Subject: Re: HMPV - Situational Update : Far Proximity.

Harsha,

Can we have a call to review our pandemic plan. We need to decide on how to improve our ability to reach out to associates during a crisis.

At the moment, I think the China situation is low risk. We need to monitor China, HK and related advisories.

Based on the above, we need a draft not to circulate to Sales and Key Delivery leaders on our situational analysis and actions. Customers may inquire.

With Best Regards,

Lucius

Chief Information Security Officer

For Assistance: <https://isg.techmahindra.com>

From: Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>

Sent: Monday, January 6, 2025 2:10 AM

To: Cvn Varma <CVN.VARMA@TechMahindra.com>

Cc: A Jeron John <AJeron.John@TechMahindra.com>; Richard Lobo <Richard@TechMahindra.com>; Lucius Lobo <lucius@TechMahindra.com>; Harsha Sastry <Harsha.Sastry@TechMahindra.com>; Rajendra Kembhavi <krajendra@TechMahindra.com>

Subject: Re: HMPV - Situational Update : Far Proximity.

Hi CVN,

Can we review medical support system we had pre-pandemic, e.g., visiting doctors at locations. Wherever, it is not reinstated, let's consider.

Warm regards,

Vinay Agrawal

Head – Business HR



From: Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>

Sent: Sunday, January 5, 2025 4:48 PM

To: Harsha Sastry <Harsha.Sastry@TechMahindra.com>; Vrinda Pisharody <vrindap@TechMahindra.com>

Cc: A Jeron John <AJeron.John@TechMahindra.com>; Cvn Varma <CVN.VARMA@TechMahindra.com>; Richard Lobo <Richard@TechMahindra.com>; Nitesh Aggarwal <Nitesh.Aggarwal@TechMahindra.com>; Sharma Mukesh <MUKESH.SHARMA3@techmahindra.com>; Lucius Lobo <lucius@TechMahindra.com>; Global Business Continuity <GlobalBusinessContinuity@TechMahindra.com>; Kiran V S <Kiran.VS@TechMahindra.com>; Shashiraj B V <shashirajv@TechMahindra.com>

Subject: Re: HMPV - Situational Update : Far Proximity.

Moving Mohit, Atul and Birendra to bcc

Thanks Harsha.

In my view, there is no harm in issuing an intuitive advisory to all associates @ India in the Daily Buzz. Telangana has issues one (attached here). We can pick some pointers from it. Can you please make a draft.

Warm regards,

Vinay Agrawal
Head – Business HR



From: Harsha Sastry <Harsha.Sastry@TechMahindra.com>

Sent: Sunday, January 5, 2025 10:03 AM

To: Kiran V S <Kiran.VS@TechMahindra.com>; Shashiraj B V <shashirajv@TechMahindra.com>; Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>; A Jeron John <AJeron.John@TechMahindra.com>; Cvn Varma <CVN.VARMA@TechMahindra.com>

Cc: Mohit Joshi <Mohit.Joshi@TechMahindra.com>; Atul Soneja <Atul.Soneja@TechMahindra.com>; Richard Lobo <Richard@TechMahindra.com>; Birendra Sen <Birendra.Sen@TechMahindra.com>; Nitesh Aggarwal <Nitesh.Aggarwal@TechMahindra.com>; Sharma Mukesh <MUKESH.SHARMA3@techmahindra.com>; Lucius Lobo <lucius@TechMahindra.com>; Global Business Continuity <GlobalBusinessContinuity@TechMahindra.com>

Subject: HMPV - Situational Update : Far Proximity.

Vinay, CVN, Jeron

Union Health Ministry is closely monitoring the situation in China through all available channels and the WHO has been requested to share timely updates regarding the situation.

Please find the PIB Release for us to be updated.

We continue to engage with our Industry network and provide bespoke notifications progressively.

Corporate Services / HR :

1. As recommended in my early notification – Health safety and Our preparedness note to associates could be a good gesture for people awareness in our crisis management (Vinay Agarwal to take a call / decision)
2. Corporate Services – Security teams – could have door screening at the gate post assessments

3. BHR to engage with business /delivery managers in and around associate support required as a continued practice followed

APAC / China : Kiran / Shashiraj : As much as you have Vigil on the ground – a periodic update will help from the region from a HR perspective to limited audience.

Be Safe, Health and Well

Thank you

Best Wishes for the day

HARSHA SASTRY

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Organizational Resilience Specialist (FQA-UK)

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From: Kiran V S <Kiran.VS@TechMahindra.com>

Sent: Friday, January 3, 2025 4:26 PM

To: Harsha Sastry <Harsha.Sastry@TechMahindra.com>; Shashiraj B V <shashirajv@TechMahindra.com>; Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>; Lucius Lobo <lucius@TechMahindra.com>

Cc: Mohit Joshi <Mohit.Joshi@TechMahindra.com>; Atul Soneja <Atul.Soneja@TechMahindra.com>; Richard Lobo <Richard@TechMahindra.com>; Birendra Sen

<Birendra.Sen@TechMahindra.com>; Nitesh Aggarwal <Nitesh.Aggarwal@TechMahindra.com>; Sharma Mukesh <MUKESH.SHARMA3@techmahindra.com>;
Cvn Varma <CVN.VARMA@TechMahindra.com>; A Jeron John <AJeron.John@TechMahindra.com>

Subject: RE: Viral videos of crowded hospitals from China trigger speculation of HMPV outbreak

Hi Lucius

APJ is now with me, Vinay is managing India locations for future do reach out to me or team directly.

Thanks
Kiran VS

From: Harsha Sastry <Harsha.Sastry@TechMahindra.com>

Sent: Friday, January 3, 2025 3:31 PM

To: Shashiraj B V <shashirajv@TechMahindra.com>; Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>; Lucius Lobo <lucius@TechMahindra.com>

Cc: Kiran V S <Kiran.VS@TechMahindra.com>; Mohit Joshi <Mohit.Joshi@TechMahindra.com>; Atul Soneja <Atul.Soneja@TechMahindra.com>; Richard Lobo <Richard@TechMahindra.com>; Birendra Sen <Birendra.Sen@TechMahindra.com>; Nitesh Aggarwal <Nitesh.Aggarwal@TechMahindra.com>; Sharma Mukesh <MUKESH.SHARMA3@techmahindra.com>; Cvn Varma <CVN.VARMA@TechMahindra.com>; A Jeron John <AJeron.John@TechMahindra.com>

Subject: RE: Viral videos of crowded hospitals from China trigger speculation of HMPV outbreak

Shashi – Thanks for confirming the ground status. We continue to monitor the situation with Corporate Services Security teams engaged and shall connect.

Be safe & healthy.

Best Wishes for the day

HARSHA SASTRY

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From: Shashiraj B V <shashirajv@TechMahindra.com>

Sent: Friday, January 3, 2025 3:25 PM

To: Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>; Lucius Lobo <lucius@TechMahindra.com>

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Subject: RE: Viral videos of crowded hospitals from China trigger speculation of HMPV outbreak

Dear Vinay / Lucius,

Had a check with our China Team, there is no such alert declared by China Govt/Heath Board.

Due to winter - cold conditions, there is normally a spike in most people suffering from flu during Nov and Dec. nothing alarming observed on ground as of now.

Thanks & Regards,



Shashiraj

Group Manager – HR
Regional HR - APAC | Singapore
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shashirajv@techmahindra.com

From: Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>

Sent: Friday, January 3, 2025 3:12 PM

To: Lucius Lobo <lucius@TechMahindra.com>; Shashiraj B V <shashirajv@TechMahindra.com>; Kiran V S <Kiran.VS@TechMahindra.com>

Cc: Harsha Sastry <Harsha.Sastry@TechMahindra.com>; Mohit Joshi <Mohit.Joshi@TechMahindra.com>; Atul Soneja <Atul.Soneja@TechMahindra.com>;

Richard Lobo <Richard@TechMahindra.com>; Birendra Sen <Birendra.Sen@TechMahindra.com>; Nitesh Aggarwal <Nitesh.Aggarwal@TechMahindra.com>
Subject: Re: Viral videos of crowded hospitals from China trigger speculation of HMPV outbreak

Shashi,

We spoke. Please check and revert to Lucius asap.

Warm regards,
Vinay Agrawal
Head – Business HR



From: Lucius Lobo <lucius@TechMahindra.com>
Sent: Friday, January 3, 2025 11:16 AM
To: Vinay Agrawal (HR) <Vinay.Agrawal@TechMahindra.com>
Cc: Harsha Sastry <Harsha.Sastry@TechMahindra.com>; Mohit Joshi <Mohit.Joshi@TechMahindra.com>; Atul Soneja <Atul.Soneja@TechMahindra.com>; Richard Lobo <Richard@TechMahindra.com>; Birendra Sen <Birendra.Sen@TechMahindra.com>; Nitesh Aggarwal <Nitesh.Aggarwal@TechMahindra.com>
Subject: Viral videos of crowded hospitals from China trigger speculation of HMPV outbreak

Dear Vinay,

Sharing some news – this seems to have spread from some viral videos and there is no official confirmation from China or WHO

<https://www.hindustantimes.com/trending/new-epidemic-in-china-alarming-videos-show-hospitals-overwhelmed-due-to-hmpv-outbreak-101735871030317.html>

<https://www.ndtv.com/world-news/china-faces-new-virus-outbreak-five-years-after-covid-crisis-7385802>

<https://www.moneycontrol.com/news/world/covid-vibes-multiple-viruses-spreading-is-china-hiding-a-new-epidemic-here-s-what-we-know-12902391.html>

Can we check with our team in China and HK. Accordingly, we can plan.

Cheers
Lucius