

**COORDINATION OF BANK PENSIONERS' AND RETIREES ORGANISATIONS
AND
ALL INDIA BANK RETIREES' FEDERATION**

J-208, Vijay Rattan Vihar, Sector-15, Part II, Gurgaon-122001
Tel: 01244270198 Mob: 9868220338

Dated: 17.09.2018

Shri Sanjeev K Bandlish
Convenor, UFBU
General Secretary, NCBE
Chandigarh 160017

Dear Com. Bandlish,

IBA Medical Insurance Scheme for Bank Retirees

We refer to the Circular of UFBU in respect of the above after your Meeting with IBA on 14th September 2018. We feel it is necessary for us to give our views and suggestions as you're in the process of giving your proposals which will be put before UIIC by IBA who will then give their revised quote hopefully reducing the Premium substantially.

1. In the absence of any particulars, it is difficult to analyse thoroughly the Chart given by UIIC regarding the Premium paid, Claims settled, Number of families covered in- service employees / officers and Retirees from 2015 -16, 2016-17 and 2017-18. However it can be seen from the chart that the net negative in respect of both Employees/Officers and Retirees was Rs 660 cores in 2015-16 and Rs 392 cores in 2017-18. But the premium charged to the individual employees/officers and Retirees used to be uniformly the same all these years, with of course the premium amount getting increased year after year.
2. It is only now that the UIIC is giving a different rate of premium increase to the serving employees/officers and Retirees citing different claim ratios to bypass the earlier practice.
3. The above adverse development can be resolved if the number of serving employees/officers and Retirees are clubbed together as a group formally or informally which will help in the reduction of claim ratio to a great extent and help reducing the premium drastically to the Retirees.
4. The number of claimants in respect of Retirees being either the Retired employee and spouse or in the event of death of anyone of them it would be only one who happened to be the aged and in most of the cases they are the aged Females.. Since the claimants in respect of Retirees used to be two or one only, It is suggested that the Disabled Ward of such Retiree should also get the coverage on humanitarian grounds.
5. A minimum base policy of Rs 3.00 Rs 4.00 lacs should be extended to Retirees where the entire premium should be borne by the Bank
6. The top -up policy premium however may be paid by the retiree for additional coverage in case he or she opts for that.
7. In the communication to IBA by Dept of Financial Services, Government of India, in the year 2012 they had only suggested to devise Medical Insurance Scheme to both serving employees and Retired employees and never suggested that the premium should be collected from the

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Retirees. Rather the said communication only suggested that such schemes should be devised without touching the Staff Welfare Fund which obviously means that the premium should be charged to the P & L account of the Banks. Hence the same is being done in the case of serving employees / officers but unfortunately the Retirees are deprived of this minimum consideration. These Retirees had done immense service to the society and in Nation building during their service time especially after the Nationalization of Banks.

8. Now pointing out that the Banks have been making losses and hence cannot bear the premium cost of the Retirees is highly unjustified as the losses occurred because of high NPA provisions for which certainly the employees/officers and Retirees cannot be held accountable and responsible. It is also a fact that year after year every Bank is making good operating profit and quite a few Banks are making substantially improved operating profit simultaneously also carrying forward the social causes and implementation of the Govt's Programmes and Policies.

9. While extending full medical reimbursement to Board level appointees like MD's, DMD's and ED's even after retirement, it is highly surprising & shocking that the same authorities should decide to deny the Medical reimbursements to their own Retired employees and officers undermining the spirit of Inclusive Policy which any Top Management would follow. In the Govt's Medical Scheme, reimbursement of medical expenses is common to all from the ranks of Retired Secretary to the Government up-to the last and lowest rank person in the hierarchy.

10. In the Government such life saving benefits are devised for Retirees in spite of huge Fiscal Deficit which is similar to the so called losses the Banks have incurred recently. The Fiscal deficit of the Government is a perennial feature where as the Banks had made huge profits continuously till recently giving high amount of dividends to the Government year after year..

We hope that the above further inputs, use & observations will help you to convince IBA of our justified and genuine demands. Healthcare of employees & Retirees is one of the most important duties of any progressive management and Government. Hence we earnestly request you all to prevail upon the IBA to review & re-devise the Medical Insurance Scheme where the Banks must take care of the premium cost at least for a minimum fixed amount of the policy and give relief to your elder Brothers & Sisters. We definitely expect and deserve a dignified and humane approach by the Banks and IBA in respect of our grievances.

Thanks and regards

Yours Comradely,



(A. Ramesh Babu) (K.V. Acharya)
Joint Conveners, CBPRO



(S.C. Jain)
General Secretary, AIBRF