



“सेवा निवृत्त हितैस्तः”

AIBRF

**3RD TRIENNIAL CONFERENCE OF
ALL INDIA BANK RETIREES' FEDERATION
HELD AT KOLKATA
ON MARCH 1-3, 2012**

RESOLUTIONS

01.UNIFORM DEARNESS RELIEF TO ALL BANK RETIREES:

The Government of India which did not consider 100% DA neutralization earlier has realized their mistake and corrected the same while implementing V CPC recommendations with effect from 01-01-1996. Also, Pension Settlement dated 29.10.1993 envisages payment of dearness relief on pension on the lines as are in force in RBI. In RBI, 100% neutralisation of dearness relief has already been conceded with effect from 01-02-2005. However, in the banking industry, 100% DA neutralization has been conceded only for employees retired on or after 01-11-2002. Thus those who retired prior to 01-11-2002 were denied 100% neutralization on full pension. Instead they were paid DA on tapering down in 4 stages and also are being allowed change in DA on half yearly basis as against quarterly revision to working employees. This distortion is neither moral nor logical nor legal. This is against principles of equality enshrined in Article 14 of the Constitution of India.

AIBRF unanimously resolves and requests the IBA & the Government to rectify the same on priority basis expeditiously, since most of the affected bank retirees belong to the age group of 69+.

02.UPDATION OF PENSION:

Pension concept has been in existence not only in our country but in the whole world and pension is considered as a reward for the past services rendered and has been termed as deferred wage (which he earns during service and avails after retirement) and becomes a right under Article 14 of the Constitution of India. In our country, Central/State Government employees, RBI, SBI, Allahabad Bank have been paying pension to their employees since long time.

Thanks to bank employees/officers, Unions/Associations we had Pension Settlement on 29-10-1993 by sacrificing bank's contribution to Provident Fund. Pension has been accepted by the democracy of this country as a welfare measure and hence it should have been proper to secure this pension as a third retiral benefit. Not only that this did not happen, but in spite of clear understanding in the Settlement that updating the pension on the lines as are in force in RBI has been conveniently omitted resulting in pensioners of earlier years suffering financial loss and unable to make their livelihood in the heavily increased cost of living of the present day. Such non-updation of pension created separate class in the same class of pensioners as per their date of retirement. Some of the Chairmen of the banks who are drawing pension on the basis of their working as General Managers in the years of 1995, 1996 are drawing lesser pension than even very junior staff of present years. This great disparity and diversity is not only irrational, but also totally unacceptable not only in the eyes of administration, but also in the eyes of law. Creation of different types of pensioners in the same class of pensioners is illegal as per many judgments pronounced by Supreme Court of India. The Central government of India which is ruling this country and from whose rules pension regulations have been formulated corrected their mistake while implementing 5th CPC recommendations and updated the pension as per their wage increase given to central govt. employees. Following suit of central govt. decisions, State Governments. also updated the pension of State Govt. retired employees. RBI employees have also secured updation of pension in their recent settlement. In 1968, on a writ filed, Supreme Court ruled that "Pension is a binding obligation of the govt. and not a gift/reward or bounty." (WP No:217/1968.) Supreme Court opined that the employees have to lead a peaceful and honourable life after retirement and if honourable life is to be assured, updation of pension is the prime necessity".

In the Settlement dated 29-10-1993, it is mentioned that formula for updating pension should be on the lines of the same given in RBI Pension Scheme. Any change therein should be introduced only after mutual agreement. If the Central Govt. employees or the State Govt. employees are getting updated pensions against no profit earned by their employers, it is totally unfair and unjustified that banks who are making huge profits are not permitted by the Govt. of India to update pension for retirees on the pretext of affordability. Non-acceptance of updating the pension to bank retirees has no basis, logic or legality. But it is mere

unwillingness on the part of the govt. of India, that too, discriminating them against central/state govt. retirees. The concept or principle of updating the wages of working employees is in relation to cost of living and the same principle of updation of pension as per cost of living is not followed is devoid of logic and deliberate discrimination. If pension is termed in the Constitution as a welfare measure, non-updation of pension is a violation of the same principle.

The arguments put forth that the increase in DA is given to retirees is totally untruthful statement and the same can be seen from the principle adopted in the wage revision settlement by merger of DA into basic and allowing DA on the basic pay after merger.

With a view to ensure parity between past and present pensioners, a suitable formula aimed at total equity as between pensioners who retired before 01.11.2007 and those who retired later should be evolved by the IBA/Govt.

In other words, all Pre-01.11.2007 pensioners be brought to the level of 9th BPS/Joint Note dated 27-04-2010 by notional fixation of pay of the bank retirees (from the bipartite settlement/joint note during which period they retired to the latest Settlement), in the same way as was done for serving bank employees. (Viz: by adopting the same formula as for the serving employees so that past pensioners also get the benefit of same per centage of increase.) This alone would ensure total parity.

AIBRF Conference unanimously resolves and requests the IBA and the Government that the already delayed updation of pension be immediately considered without harassing the bank retirees further.

03.ENHANCEMENT OF EX-GRATIA TO PRE-1986 RETIREES:

It may be noted that number of Pre-1986 retirees (aged 85+) and getting Rs.300/- + DA are few hundred only or even less. These retirees badly need financial support at the fag end of their life and the delay in getting any benefit will be virtually denial thereof. This matter has been represented many times before IBA and Government of India and also to the Chairman, Public Grievances Committee who all positively responded, but with no results so far. AIBRF unanimously resolves and ardently appeals to the Government that this issue be considered on priority basis for enhancing the ex-gratia amount from Rs.300/- + DR to Rs.2000/- + D.R.

04.ENHANCEMENT OF EX-GRATIA TO SURVIVING SPOUSE OF PRE – 1986 RETIREES:

With effect from 01-12-2006, the surviving spouse of Pre-1986 retirees are being paid a consolidated ex-gratia of Rs.1000/- only (without any dearness relief). While other classes of pensioners are being compensated for periodical increase in cost of living through increased rate of dearness relief, these segments of pensioners who are very few are facing vagaries of sky-rocketing price rise without any compensation. Hence, AIBRF unanimously resolves and requests the Government to increase Ex-gratia amount to Rs.1000/- + DR which will take care of increased cost of living.

05.FACILITY OF HOSPITALISATTION SCHEME TO RETIREES & THEIR SPOUSES:

The banks have to look after the welfare of the retirees who have rendered lifelong dedicated services to their beloved institutions. Hospitalisation schemes are more necessary for retired employees/officers as compared to working employees/officers. The bank managements have forgotten this responsibility of taking care of their retired employees, but have provided Schemes for working employees by linking the schemes with insurance companies. Insurance companies, naturally, are happily serving the hospitalization schemes of working employees as they make huge profits as number of claims will be much less from younger cadres.

AIBRF unanimously resolves and requests that all the banks should negotiate uniform hospitalization scheme with insurance companies covering the whole group of employees and

retirees together and take such a group insurance policy which will benefit all uniformly. Thus the premium payable will be reasonable and competitive and the bank also will be in a position to pay the premium out of welfare funds earmarked to employees/retirees.

06.SEPARATE WELFARE FUND FOR BANK RETIREES:

Allocation of separate welfare fund from profits earned by the bank exclusively for the welfare of retirees is the need of the hour. Till today, the system prevailing in the banking industry has been that very small portion of welfare fund allocated to staff is being shared by the retirees. This system naturally discomforts the serving employees and also is not meeting the expectation of the retirees.

AIBRF unanimously resolves and requests the bank managements that at least 3% of the bank profits be exclusively given to retirees, as retirees' welfare is also the responsibility of the bank managements. Hospitalisation/Medical expenses are to be defined as the first measure under welfare measures, as retirees are more prone to such health hazards/risks in the twilight of their years. Such welfare fund should be utilized in consultation with Bank-wise Retirees' Organizations for avoiding improper use of welfare funds.

07.MEDICAL AID TO RETIREES:

In most of the Banks, there is no provision for medical aid for regular check-ups and domiciliary treatments are not covered in the hospitalization scheme. Considering these aspects, some of the banks have come forward to pay specified amount of money every year for these purposes on declaration basis. Central Bank of India, Union Bank of India, Bank of Baroda etc have provided quantum payment yearly. As such, AIBRF unanimously resolves and requests that at least Rs.5000/- towards medical aid be paid to all retirees annually on declaration basis.

08. ON FAMILY PENSION:

For Central Govt. Servants, concept of Family Pension was introduced in April 1950. Those who have put in a service of 25 years were eligible for FP. FP was 50% of Pension. It was allowed for a total period of 10 years subject to a maximum of 5 years beyond date of retirement. The stipulation of 25 years service was reduced to 20 years from 1.4.1957. Family Pension Scheme 1964 was introduced and it was made applicable to all those who were in service as on 31.12.1963. Upto 22.9.1977 two months gratuity was deducted towards Family Pension. Deduction of 2 months Gratuity was withdrawn thereafter on the basis of Supreme Court Judgement. From 1.1.1986, on the basis of CPC recommendations, upto the Basic Pay of Rs.1, 500/- FP was 30% of Pay with a minimum of Rs.375/-. For those who drew a Basic Pay of Rs.1501 to 3000 it was 20% of pay with a minimum of Rs.450/- p.m. and for those who drew a Basic Pay above Rs.3,000 it was 15% of pay with a minimum of Rs.600/- p.m. The ceiling of Family Pension was Rs.1,250/- p.m.

As per 6th CPC recommendations, with effect from 1.1.1996 FP is granted @ 30% of Last Pay Drawn. Minimum Pension of Rs.1,275/- is made applicable to family Pensioners also from 1.1.1996. Both Son and daughter are eligible to receive FP upto the age of 25 years or marriage or employment whichever is earlier. But physically and mentally challenged children are eligible to get FP for life. 5th CPC introduced the concept of 'Enhanced Family Pension' for 7 years or pensioner would have attained the age of 67 whichever is earlier, if the employee died in harness. Justifying special dispensation, with effect From 1.1.2006, on the basis of 6th CPC recommendations, the period of 7 years was increased to 10 years (for those who died in harness). As per the existing orders, if the period of 7 years falls beyond 1.1.2006, then FP at enhanced rate should be given for 10 years.

Thus, while considering the pension package for Central Government employees, various Pay Commissions have kept in view the hardship caused to surviving spouses on account of payment of meagre Family Pension and have sympathetically liberalized the FP rules over the

past decades. But in the Bank Employees' Pension Scheme modelled on Central Civil Services Pension Rules, there has been no perceptible improvement in Family Pension for more than 16 years since introduction of Bank Employees' Pension Regulations 1995.

Hence AIBRF unanimously resolves to place the following demands before the IBA and the Govt. for their sympathetic consideration:

1. Family Pension should be delinked from the present 3 slab system and should be calculated uniformly at the rate of 30% of last drawn basic pay in all cases;
2. In the case of bank employees dying in harness, family pension should be paid at enhanced rates for a period of 10 years without any upper age limit;
3. FP should also be paid to widowed/divorced/unmarried daughters of the deceased bank employees even if such daughters have attained the age of 25 years;
4. Childless young widow of deceased bank employee should continue to be paid Family Pension even after re-marriage;
5. Higher rates of pension for very old family pensioners on attaining the age of 80/85/90/95/100 by granting additional quantum of 20%, 30%, 40%, 50% and 100% of basic family pension.
6. PPO to contain photos of physically/mentally challenged and other eligible dependant family members to facilitate hassle-free passing on the benefit of family pension after demise of parents.

09.ELIGIBILITY FOR FULL PENSION:

In the 6th CPC recommendations accepted by the Govt., eligibility for full pension has been made as 20 years as against 33 years. In the banking industry, we still are maintaining 33 years as eligibility for drawing full pension.

AIBRF unanimously resolves to demand that in the banking industry also, eligibility for drawing full pension should be made as 20 years and last drawn pay or 10 months average emoluments, whichever is more beneficial, should be the criterion for fixing the pension.

10.ALLOWING ANOTHER OPTION FOR PENSION TO THOSE WHO RETIRED UNDER OSR, COMPULSORILY RETIRED EMPLOYEES & RESIGNEES:

In the MoU/Settlement/Joint Note signed on 27-11-2009 & 27-04-2010 by the UFBU with IBA, the beneficiaries are all categories of retirees. Whereas the IBA has interpreted that Officers retired under OSR & those compulsorily retired have not been covered under the Settlement. In spite of continuous follow-up by the UFBU, no fruitful results could come. In the absence of any other alternative, such affected retirees have been forced to approach the Court of Law seeking justice. But organizations cannot remain silent without pursuing the matter.

As such, AIBRF unanimously resolves and requests the UFBU to continue to follow-up the matter with IBA/Govt. for extending the benefit of another option for pension to officers retired under VRS-OSR and also to compulsorily retired employees. Further, in the light of Supreme Court judgment delivered on 28.07.2011 in respect of Sheelkumar Jain Vs New India Assurance Co. Ltd., the Foundation Conference further demands that the IBA/Government should extend another option for pension to all the resigned bank employees.

11.SECOND OPTION FOR PENSION:

This offer should have been made available to bank resignees, as is made eligible by the judgement delivered by the Hon'ble Supreme Court on 28.07.2011 in respect of Sheelkumar Jain Vs New India Assurance Co. Ltd.

In respect of those who retired prior to 29-09-1995, they did not opt for pension in the first instance, when the right of option was available. But later when the second option for pension was opened up and offered, this category of retirees that is retired prior to 29-09-1995 who

wanted to opt for pension now are denied the opportunity for no fault of theirs. Hence AIBRF unanimously resolves to demand that the right of 2nd option be extended to such retirees also.

12.WEIGHTAGE FOR QUALIFYING SERVICE TO SPECIALIST OFFICERS:

Pension Regulations 1995 permits weightage in qualifying service of Specialist Officers, under its Regulations No.26 on certain conditions. But banks are not following this regulation due to which many Specialist Officers are being deprived of benefit available to them under the aforesaid regulation No.26. Viz: 5 years weightage for the purpose of pension. Hence, AIBRF unanimously resolves to demand that the aforesaid weightage is extended to all specialist officer retirees as per Pension Regulation 26.

13.ADDITIONAL PENSION TO VERY OLD RETIREES:

In the 6th CPC, the Government of India have rightly identified that this category of pensioners 80+ need to be considered specially and an enhanced pension for the retiree and their families was recommended and accepted by the govt. As such, AIBRF unanimously resolves to place the demand that this category of pensioners Viz 80 years and above and the Family Pensioners be given additional pension to old old retirees.

14.RECOGNITION OF AIBRF BY IBA/GOVT FOR NEGOTIATIONS:

We are the only representative body at the industry level representing all types of retirees from messenger to General Manager and Voluntarily retired, Technical and all other categories of retirees. We operate through bank wise All India Organisations who in turn, function through their State Units. We also have Statewise Units of All India Bank Retirees' Federation. Except SBI, most of the retirees' associations of banks are our affiliated units and we have representations in all the States across the country having national character. The United Forum of Bank Unions which is the negotiating body at the industry level and signatory to all bi-partite settlements are fully supporting our organization and are taking up our issues with IBA/Govt. This system is operating at present, as we are not allowed to negotiate directly with IBA. But this position is embarrassing to us as well as to UFBU, as conceding some of the monetary benefits to retirees cuts the pocket and quantum of benefit which otherwise the working employees might be able to secure. This situation naturally comes in the way of certain rightful benefits which the retirees could have secured by now like updation of pension, 100% neutralisation of DA, improvement in Family Pension etc. Hence it would be fair that as retirees also were the major participants for the growth of banking industry they deserve such benefits.

AIBRF unanimously resolves and requests the IBA that Retirees' Organisations need to be recognized for negotiation with IBA independently and secure the benefits without embarrassing UFBU and without adding the cost of the benefits in the package of serving employees.

15.ENHANCEMENT OF CEILING ON GRATUITY AND IT'S APPLICABILITY:

The recent enactment which has increased statutory ceiling on Gratuity to Rs.10 lacs has been made applicable to all government undertakings with effect from the date of their wage revision. Unfortunately, as is being done in many such other cases, employees in banking industry are again given step motherly treatment and this enhancement is made effective from 24-05-2010 only. In the interest of equity and fairness, AIBRF unanimously resolves to demand that this enhancement is made effective from the date of wage revision i.e. 01.11.2007.

16.DISCRIMINATORY TREATMENT TO VRS & OTHER RETIREES:

Superannuated retirees, VRS retirees, SVRS retirees, resignees and all other types of retirees to be treated equally. At present, there is continued prejudice especially against VRS retirees

and they are not being allowed to enjoy the facilities/benefits offered by banks Viz: participation in Hospitalisation Schemes, booking of holiday homes, concessional rate of interest on deposits/loans/lockers etc. In fact, these VRS category of retirees have obeyed by taking the VRS in due regard to the wishes of the bank managements for reducing the establishment cost and thus reduction of staff. Thus, instead of appreciating their action, they are being denied all normal facilities offered to normal retirees. Similar is the case with other category of retirees and resignees. Hence, AIBRF unanimously resolves to demand IBA and the Government that there should be no discrimination in offering facilities by banks amongst the retirees. In other words, mode of exit from bank's service need not be the criterion for extending facility to bank retirees.

17. APPLICABILITY OF PENSION SETTLEMENT TO PRIVATE SECTOR BANKS:

In our country with democratic principles and justice to all, the denial of pension to private sector employees of the same banking industry where most of the banks are nationalized is totally unjustified. As a matter of policy also, the govt. of India never allowed a private bank employee to lose his employment even when a private sector bank failed. Those of the private banks who were not doing well and some private banks who are prepared to get merged were always merged with stronger banks and then the employees get all benefits including pension. Further, these private sector bank managements are also signatories to the industry level settlement/joint note. Under these circumstances, denying pension to private sector bank employees is totally discriminatory and unjustified.

AIBRF unanimously resolves to demand that private sector bank employees are allowed to exercise another option for pension with reference to Pension Settlement/Joint Note made between IBA and UFBU on 27.04.2010. (Ing Vysya, Bank of Rajasthan etc.)

18. TREATMENT OF PRE-MERGER RETIREES:

It has been the trend that small banks are getting merged with major private or nationalized banks. The RBI while allowing mergers is giving free hand which is taking the merger to leave the fate of merged bank employees to their own fate in certain matters. Particularly those retirees of pre-merger are becoming orphans to facilities like pension option, ex-gratia, loan facilities, identity cards etc by denial. The cost of allowing these facilities is meagre, but the image of the bank which is taking the merger is lost much more.

AIBRF unanimously resolves that these facilities should be extended to the taken over bank retirees also.

19. PROTECTION OF PENSION FUND CORPUS:

We are perturbed to note from the press reports that steps are on the anvil to invest/manage huge funds in the Pension Fund corpus of the Employees of Public Sector Banks with Private Pension Fund Manager/s. The Conference notes with concern that the above move is a serious matter concerning post retirement benefits of lakhs of serving employees, existing pensioners and family pensioners. Pension Corpus Funds are hard earned money of every past and present employees of the Bank accumulated over a period of time and needs to be dealt with prudence and financial wisdom. Presently, the funds are being invested only in notified securities. As retirees, it needs to be assured that the corpus of their pension fund is in the safe hands of the Bank and it is the moral obligation of the Bank to ensure that sense of security prevalent in its employees/pensioners remains invulnerable.

Hence, AIBRF unanimously resolves to urge upon the Hon'ble Minister for Finance, Government of India to abandon the aforesaid move.

20. INTRODUCTION OF SYSTEM TO AVOID UNWANTED LITIGATION:

It is observed that from many of the cases pending before various High Courts/Supreme Court that banks and IBA are unnecessarily and wantonly dragging the cases against bank retirees

evidently to buy time or to frustrate the retirees with delays and spending of money. Of late, it is found that even in legally tested cases as well as IBA agreed cases/matters also, such unnecessary litigations and wastage of public money is being done. This is happening for the reason that no accountability is fixed on those officials who are knowingly dragging these litigations to various high courts and Supreme Court, ultimately resulting in loss of face and public money.

Hence AIBRF unanimously resolves to appeal to the IBA and the Government that matters where the judgment at high court level are clear and no further litigation would help the bank managements, in such cases, the verdict of the high court should be implemented by all banks without further appeals and protracted litigation. Such gesture by bank management would help saving of hard earned money of the retirees and will help him in availing the benefit during his lifetime and in times of their need.

21. 50% CONCESSION IN RAIL FARES:

AIBRF unanimously resolves and requests the Hon'ble Union Railway Minister to announce 50% travel concession to male Senior Citizens (60+) as is already given to Women Senior Citizens in the ensuing Railway Budget for 2012 – 2013. The Foundation Conference also requests the Railway Minister to make available this concession for all trains, including passenger trains, so that the poor senior citizens in the rural areas also get the benefits. It is further requested that Old-old Senior Citizens (85+) should be considered as physically challenged persons and the facility of one escort free should be allowed to them.

22.ON ORGANISATION & OUR IMMEDIATE TASKS:

Bank service is, in a way, national service. Bank employees' services to the public, contribution to the advancement of the economy and the country are immense. During our service life in Banks, we were rooted in trade union philosophy and we nurtured the mainstream movement of the bank employees and officers through conscious involvement in various types of organisational activities/programmes for realising our demands.

Pension Settlement/Joint Note dated 24-10-1993 is a product of collective bargaining on account of protracted struggle paving the way for its introduction. Thus Pension Scheme was introduced in banking industry on 29.09.1995. It baptized the bank retirees as pensioners irrespective of their past designations & restored their links with bank as pensioners. This landmark achievement in the history of bank employees as well as bank retirees necessitated organising bank retirees for redressal of their legitimate grievances and eventual improvement in pensionary benefits. The difficult task of organising bank retirees across the country was initiated by none other than the Founder General Secretary of All India Bank Employees' Association, Late Com. Romesh Chander Chakraborty along with Sri T.M.Mathews and other bank retirees with the objective of forming an inclusive all-cadre national organisation of bank retirees. It is a historical coincidence that the national organisation of bank retirees - ALL INDIA BANK RETIREES' FEDERATION was born on 1st May in 1994 at Ahmedabad.

The founders of bank employees' movement always cherished a dream of a single united organisation of bank employees – Officers and Workmen under one banner. The dream could not become reality due to Pillai Committee, legal discrimination and fragmentation of Trade Unions on political ideologies. But, in respect of retired bank employees, there is no conflict of interest amongst retirees. Bank Employees' Pension Regulations treat all bank retirees irrespective of past designation in the bank as a retiree without any discrimination.

The formation of AIBRF gave fillip to organising bank retirees throughout the country and bank wise organization at State and all India level were formed in majority of banks – both in public sector and private sector. AIBRF and its units have played major role in bringing the issue of another option for pension to PF retirees also in the discussion with IBA/Govt through Parliamentary Standing Committee on Personnel & Public Grievances, Law & Justice. The bank

retirees are already on struggle for realising demands like 100% neutralization in D.A to pre-2002 retirees, Updation of pension and Uniform Hospitalisation Scheme etc. Bank wise Retirees' Organisations have been successfully handling individual grievances of retirees with respective bank management.

To redress our legitimate grievances and to get proper facilities for a dignified and decent living as human beings in the post-retiral phase, we shall endeavour our best to make common cause with other organisations of bank retirees. Injustices and inequities heaped on the retirees cannot be removed by individual efforts. Hence the Retirees are uniting themselves under the banner of their own associations. It is therefore high time for us to muster strong for furtherance of our own cause. Unless we are united, nothing material can be achieved and nothing concrete can be done.

AIBRF, therefore, unanimously resolves to fervently call upon all our Units/activists/functionaries at all levels to rise to the occasion and come forward with their whole hearted cooperation and unstinted support to organise the bank retirees.

23.ON PENSION SETTLEMENT/JOINT NOTE DATED 27-04-2010:

When Pension Scheme was introduced in banking industry during 1995, due to doubts, apprehensions, short-sightedness of the middle class, and virulent propaganda, many remained in PF. But within a few years, virtually all the Provident Fund Optees realised and understood that Pension is good for all as a social security measure and started demanding another option for pension.

But it has taken more than a decade to achieve the demand for one more option to join the pension scheme. With so much of organisational efforts and lot of struggles backed up by intermittent strike actions, UFBU could at last achieve this long cherished demand of bank employees/retirees on 27.04.2010, by signing Settlement/Joint Note with IBA, providing for another option for joining existing DA linked pension scheme benefitting not only 2,60,000 serving employees but also more than 50,000 bank retirees in the face of multiple challenges and hurdles.

3rd Triennial Conference of AIBRF held at Kolkata on March 1-3, 2012 unanimously resolves to welcome and hails the Settlement/Joint Note dated 27.04.2010 as historic achievement and the Conference in one voice conveys its heartiest congratulations to the United Forum of Bank Unions for this spectacular victory wrested from the unwilling hands of the IBA-Govt. combine.

24.SPECIAL DISPENSATION FOR NEW FAMILY PENSION OPTES:

Settlement/Joint Note dated 27-04-2010 provides for another option for pension on certain conditions which are applicable to the legal heirs/spouse of the deceased retirees also for joining pension scheme. Bank Employees' Pension Regulations 1995 do not provide for commutation of Pension by the Family Pensioners and further the rate of Pension payable to them is far less when compared to regular Pension. However, the legal heirs/spouse of deceased retirees are also required to refund the Bank's Contribution to PF + 56% thereof resulting in huge monetary burden on their shoulders. With a view to joining index linked pension scheme, they have availed loans from various sources at higher rate of interest. Many such Family Pensioners are now in financial strangulation in managing the household expenses on account of repaying huge monthly instalments of loan from their lesser family pension which is half of enhanced family pension, in most of the cases.

Hence AIBRF unanimously resolves to appeal to the IBA and the Government to review the stringent conditions for eligibility for another pension to Family Pensioners on humanitarian grounds and mitigate their sufferings. In the interest of equity and justice, AIBRF is of the strong view that a special dispensation is required for such family pensioners to whom the IBA/Govt. provide appropriate relief, having due regard to the following:

1. Such Family Pensioners be exempted from the payment of the additional amount over and above the amount of Provident Fund they received;
2. They may be notionally permitted facility of commutation and the same may be treated as ex-gratia on grounds of such family pensioners living in penury now.

