



ALL INDIA BANK RETIREES' FEDERATION (REGD.)

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6th Conference Slogan- Pension Updation is Right of Bank Retirees

Ref No. 2025/00106

Date: 10.01.2026

The Secretary
Department of Financial Services
Ministry of Finance
Government of India
New Delhi

Subject: Representation seeking institutionalized consultation of bank retirees in formulation and modification of post-retirement welfare schemes by Indian Banks' Association (IBA)

Respected Sir,

The All India Bank Retirees' Federation (AIBRF) respectfully submits this representation seeking the kind intervention of the Department of Financial Services in ensuring **structured and institutionalized consultation of recognized retiree organizations in the formulation, modification and implementation of post-retirement schemes administered under the aegis of the Indian Banks' Association (IBA)**.

2. AIBRF is a national-level organization of bank retirees, registered under the Trade Unions Act, 1926, representing nearly three lakh retired employees of banks across the country. The Federation has consistently engaged with banks and authorities on matters relating to pension, medical benefits and post-retirement welfare, adopting a constructive and solution-oriented approach.

3. It is submitted that IBA periodically formulates, revises and administers various post-retirement welfare and medical schemes applicable to retirees of public sector banks. These schemes have substantial and continuing civil, financial and health implications for retirees, most of whom are senior citizens and largely dependent on such schemes for their post-retirement security, dignity and healthcare access.

4. Over the last ten years, AIBRF has addressed more than **Thirty-Six formal representations (ANNEXURE I)** to IBA requesting structured engagement and consultation on issues affecting retirees and seeking the establishment of a consultative mechanism. Unfortunately, these representations have largely remained unanswered or have been declined on the ground that IBA is a voluntary organization and does not have a mandate to engage with retirees.
5. **While IBA may function as a voluntary association, in practice it represents all public sector banks and formulates uniform policies and schemes which are mandatorily adopted by member banks and directly govern the service conditions and welfare of retirees.** The formulation and periodic modification of schemes affecting a permanently impacted stakeholder group, without any opportunity of consultation or representation, constitutes a serious departure from the universally recognized principles of natural justice, fairness and participative governance.
6. Further, the consistent non-response to representations submitted by a national federation representing lakhs of retirees also raises serious concerns regarding discharge of public duty, transparency and institutional accountability, especially when the subject matter relates to social security and senior citizen welfare.
7. It is respectfully submitted that denial of consultation not only deprives policy formulation of valuable ground-level inputs relating to affordability, actuarial sustainability and implementation challenges, but also leads to avoidable grievances, disputes and litigation, which could otherwise be prevented through structured stakeholder dialogue.
8. In this background, **institutionalized consultation** with recognized retiree organizations would:
 - **Improve policy quality and sustainability through informed stakeholder participation;**
 - **Reduce grievances and avoidable litigation;**
 - **Enhance transparency, credibility and acceptance of welfare schemes; and**
 - **Align decision-making with the Government's stated commitment to senior citizen welfare, social justice and good governance.**

9. In the above circumstances, AIBRF humbly requests the Department of Financial Services to consider issuing appropriate guidance and/or directions to ensure that:

(a) No post-retirement welfare or medical scheme affecting bank retirees is formulated or materially modified without prior consultation with recognized retiree organizations; and

(b) An apex-level consultative forum of bank retirees is constituted under the IBA framework, with representation from major retiree federations, for structured dialogue and continuous engagement.

10. AIBRF assures the Department of its full cooperation and constructive participation in any consultative mechanism so evolved, in the larger interest of retired bank employees, public sector banks and the financial system as a whole.

We shall be grateful for an opportunity to place our submissions in person, should the Department consider it appropriate.

Respectful Regards,

Yours Sincerely,

A handwritten signature in black ink, appearing to read "matal", with a horizontal line extending from the end of the signature.

(S. C. JAIN)

GENERAL SECRETARY

C.C. to

1. Chairman, Indian Banks' Association, Mumbai

2. Chief Executive, Indian Banks Association, Mumbai

3. Senior Advisor (HR) , Indian Banks' Association, Mumbai

4. General Secretaries, AIBEA, AIBOC, NCBE, AIROA, BEFI, INBOC, INBEFE NOBOW, NOBRO

Annexure – I

Statement of Representations Submitted by AIBRF to Indian Banks' Association (IBA) Seeking Consultation on Retiree Issues

SN	DATE	AIBRF REF NO.	SUBJECT	RESPONSE FROM IBA
01	23.01.2015	Memorandum 19.1.15	Pending Demands	No Response
02.	23.01.15	AIBRF/2015/006	Issue of CRS	No Response
03.	02.04.2015	AIBRF/2015/030	Life Certificate	No Response
04.	21.05.2015	AIBRF/2015/187	Pending Issues	No Response
05.	02.06.2015	AIBRF/2015/192	Memorandum dt 25.06 .15	No Response
06.	24.08.2015	AIBRF/2015/230	Seeking Appointment	No Response
07.	08.09.2015	AIBRF/2015/241	Medical Scheme	No Response
08.	16.11.2015	AIBRF / 2015/270	Medical Scheme	No Response
09.	30.12.2015	AIBRF/2015/290	Leave Encashment	No Response
10.	21.01.2016	AIBRF/2016/318	Appointment	No. Response
11.	10.02.2016	AIBRF/2016/359	Memorandum	No Response
11.	26.03.2016	AIBRF/ 2016/379	Reminder	No. Response
12.	06.05.2016	AIBRF/2016/410	To hold discussion	No Response
13.	28.05.2016	AIBRF/2016/436	Holding Discussion	No. Response
14.	04.08.2016	AIBRF/2016/519	Group Medical Insurance	No Response
15.	29.10.2016	AIBRF/2016/570	Medical Insurance	No Response
16.	04.08.2017	AIBRF/2017/083	Request for Discussion	No Response
17.	18.09.2017	AIBRF/2017/098	Renewal Issues	No Response.
18.	26.11.2017	AIBRF/2017/120	TPA Issue	No Response
19.	08.06.2018	AIBRF/2018/006	B. Settlement	No Response

SN	DATE	AIBRF REF NO.	SUBJECT	RESPONSE FROM IBA
20.	22.03.2020	AIBRF/2020/090	Corona Virous	No Response
21.	04.04.2020	AIBRF/2020/096	Advance against pension	No Response
22.	24.07.2020	AIBRF/2020/425	family pension	No Response
23.	03.10.2020	AIBRF/2020/449	Group Medical Insurance	No Response
24.	16.12.2020	AIBRF/2020/471	Updation of Pension	No Response
25.	22.03.2021	AIBRF/2021/504	Stagnation increments	No Response
26.	26.08.2021	AIBRF/2021/560	Updation Committee	No Response
27.	17.09.2021	AIBRF/2021/571	Medical Insurance	No Response
28.	25.09.2021	AIBRF/2021/589	GST on Premium	No Response
29.	16.02.2022	AIBRF/2022/ 604	IBA Committee	No Response
30	19.03.2022	AIBRF/2022/616	Medical Insurance	No Response
31	22.03.2023	AIBRF/2023/022	Medical Insurance	No Response
32	18.03.2024	AIBRF/2024/030	Medical Insurance	No Response
33.	14.11.2024	AIBRF/2024/200	Medical Insurance	No Response
34.	12.07.2025	AIBRF/2025/056	Medical Insurance	No Response
35.	08.09.2025	AIBRF/2025/069	GST on Premium	No Response
36.	30/12/2025	AIBRF/2025/103	GRM	No Response