

ALL INDIA BANK RETIREES' FEDERATION(REGD.)

D/1/ Sector C Scheme No. 71 Indore 452009



SILVER JUBILEE YEAR (1994-2019)



Ref. No 2019/63

29.03.2019

The Office Bearers/ Central Committee Members/ State Body Chiefs
A.I.B.R.F

Dear Comrades

Re Analysis of Benefits achieved for retirees & implemented in banks

As all of you know , AIBRF since its inception is actively engaged in making organisational efforts to raise retiree issues in different forms and because of its efforts, there are many important achievements to its credit. It includes ex-gratia payments to more than 10000 pre-1986 retirees and their spouses, to extend benefit of notional service to more than 100000 VRS retirees through Supreme Court intervention in 2009 , pension option to more than 70000 retirees and family pensioners in 2010 , introduction group medical insurance scheme in 2015, establishment of grievance redressal mechanism in 2009 besides many others. We all should feel proud of it as part of AIBRF team.

2. However during the deliberations on General Secretary Report in Delhi Conference , some of the speakers pointed out that whatever achieved for retirees so far are mainly because of court judgments undermining important role played by the organisation in achieving them and ensuring that benefits reach to the last eligible retiree. This is not factual position and should not be carried and allowed to be carried away. It gives further pain when even some senior leaders are also found subscribing to such notions and actively propagating the same on the public platforms.

3. In this regard, we would like to mention that even if such achievements come through legal intervention, they become redundant and irrelevant unless consequential benefits are not received by one and all eligible retirees. We all know the harsh ground reality that system prevailing in banks does not ensure passing eligible benefits to one and all on

automatic basis. It calls for effective and proper strategy from apex level to the base level in the organisation for successful implementation.

4. As all of you know, we in AIBRF have been making all out organisational efforts to achieve the core pending demands for last several years and there is growing dissatisfaction because of undue delay taking place in their resolution. But at the same time it becomes our duty to simultaneously ensure that benefits of whatever achieved also reach to all eligible retirees. On this front our affiliates have to play crucial and important role.

5. We would like to do forensic audit to ascertain the status of actual implementation of various achievements at the grass root level in following points

(a) GRIVENCE CELL: This was achieved in 2009 with again circulation of the scheme by IBA in 2016. As per the scheme half yearly meeting should be held at corporate office level with the representatives of retirees to discuss and resolve bank level matters. Proper minutes/ Record Note should be prepared and circulated by the management for record and further follow up. Our affiliates are requested to confirm that this scheme is being fully implemented in their bank. If not provide us details to take up the matter with IBA.

(b) LEAVE ENCASHMENT TO COMPULSORILY RETIRED EMPLOYEES: IBA advised to member Banks in April 2015 to consider and grant leave encashment to compulsorily retiree employees according to which leave encashment to retirees of this group to be considered from the year 2002. We find that many banks have given leave encashment in 2016 with retrospective effect from 2002. Our affiliates are requested to confirm that it has been implemented in their banks. If not , please inform us with details of efforts made to enable us to take with IBA.

(c) 1616-1686 ARREARS WITH INTEREST: IBA advised member banks to pay arrears with interest as per the Supreme Court judgment to the following categories of retirees

(1) Retired between 01.04.1998 to 31.10. 2002

(2) Retired between 01.11.2002 to 30.04.2005

(3) To family pensioners to those retired as per above

(4) To legal heirs of pensioners falling in above category.

Affiliates are requested to confirm that in their banks arrears have been paid to the all beneficiaries under above 4 categories or are under process for payment. If not paid or are not being considered for payments, please advise us with details of follow up to enable us to take up the matter with IBA.

Please advise status of payment of arrears in respect of commutation and if not efforts made at the bank level.

- (d) PENSION OPTION TO COMPULSORILY RETIRED EMPLOYEES:** IBA advised member banks in 2018 to give pension option to the compulsorily retired employees as per the settlement of 2010. Affiliates where this has not been implemented yet are requested to inform us immediately to enable us to take up the matter with IBA.
- (e) BENEFIT OF NOTIONAL SERVICE TO SPECIALIST OFFICERS:** IBA advised member banks in 2018 to give benefit of notional service under regulation 26 while fixing basic pension to the specialist officers. Our affiliates where it has not been done so far are requested to inform us with details of efforts made to enable us to take up with IBA.
- (f) BENEFIT OF STAGNATION INCREMENTS :** In 2016 IBA clarified that benefit of stagnation increments to those retired between 2012 to 2015 should be given in fixing basic pension. We understand that some banks have already implemented it. Our affiliates where it has not been done are requested to advise with details to enable us to take up with IBA.
- (g) IMPLEMENTATION OF KOOL CASE JUDGEMENT:** In this case, Supreme Court has ruled that those who were awarded punishment of removal from service are also eligible for pension benefits. Based on this IBA advised member banks in 2015 to grant benefits to eligible retirees. Affiliates are requested to advise us if it has not been implemented in their banks to enable us to take up with IBA.
- (h) ISSUANCE OF PENSION PASS BOOK :** As per the government of India directives, banks have been asked to issue Pension Pass Book giving all particulars to every bank pensioners. Our affiliates where this is not done are requested to inform us to enable us to take up the matter with the Government/ IBA.
- (i) ONE PERCENT ADDITIONAL INTEREST ON DEPOSITS TO FAMILY PENSIONERS:** Family pensioners are also eligible to receive staff rate on their deposits even after death of pensioner and their becoming family pensioner. If it is not being followed in their banks, affiliates are requested to inform us.
- (j) HRA ARREARS AS PER 2011 CENSUS :** Census Report of 2011 was published in 2016 by the government according to which many cities were upgraded for the purpose of HRA entitlements with retrospective effect of 2011. IBA advised in 2016 to member banks to pay arrears of HRA to all eligible including those retired between this period. Affiliates where it has not been done in their banks are requested to advise us to enable us to take up the matter with IBA.

It may be mentioned that on various above mentioned points, we have written separately in the past calling information from affiliates but with no much response. We once again request you to examine all the above points and send status report to enable us to take the matter at appropriate level. In case we do not hear from you now, we shall presume that all the benefits have been received by all eligible retirees and no further efforts are needed at AIBRF level.

With Warm Greetings,

Yours Sincerely

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(S.C.JAIN)

GENERAL SECRETARY