

COORDINATION OF BANK PENSIONERS' AND RETIREES ORGANISATIONS

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Date: 19.02.2018

To,
Shri Narendra Modiji,
Hon'ble Prime Minister of India,
PM Office,
North Block,
New Delhi.

Re: Fervent appeal by Bank Pensioners and Retirees

Respected Sir,

We wish to introduce ourselves as a Coordinating Body of Major Organisations of Retired Bank Employees and Officers consisting of Federation of SBI Pensioners' Associations, AIBPARC, RBONC, AIRBEA and FORBE representing more than 400,000 members. We as an organisation of enlightened class of Senior Citizens have been highly impressed by your Global initiatives for taking the image of our great Nation to the next orbit. What is more heartening to us is that the world leaders have started looking towards India for providing leadership on all the issues of Global importance. The Government under your leadership has been consistently demonstrating its concern for common man who are less privileged by various initiatives namely **UJJWALA (LPG), ELECTICITY to all the villages, Direct Benefit Transfer, Rationalisation of Subsidies, National Health Protection Scheme, Crop Insurance, Minimum Support Price for Agri-produce, Swachh Bharat Program, Kaushal India Kushal India, MUDRA, PMJDY, Beti Bachao and Beti Padhao, Demonetization, Digitization, Curbing Black Money and Unaccounted Trade through GST, Transparency in Government, Minimum Government Maximum Governance and Infrastructural Development to mention a few.** We are happy that the Hon'ble Finance Minister has extended certain benefits to Senior Citizens in his Direct Tax Proposals in the Union Budget.

We as Senior Citizens greatly admirer of your missionary zeal to uplift the neglected sections of the society and well being of the Common man.

We as Bank Pensioners and Retirees, however wish to kindly invite your attention to our letter dated 04.12.2017 in respect of our very long pending issues. We have been persistently taking up these issues with the Hon'ble Finance Minister, Minister of State for Finance, Secretary, Department of Financial Services and Indian Banks' Association for several years. We have stepped up our efforts during the last couple

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of years after formation of our organisation viz., **Coordination of Bank Pensioners' and Retirees Organisations**. Some of these issues are pending resolution for more than fifteen years and despite there being clear provision in the Regulations, the solution has been eluding the Senior and Super Senior Citizens. It is pertinent to mention that many of our members had already breathed their last without getting their legitimate entitlements which are duly supported by subordinate legislation in the form of Bank Employees Pension Regulations. **It has been quite disheartening that despite there being a fair and realistic litigation policy of the Government, the Authorities in Public Sector Banks have been literally forcing the Bank Pensioners and Retirees to knock the doors of Judiciary. Such an attitude on the part of the authorities while resulting in avoidable harassment to the Senior Citizens has been unnecessarily adding to the work load of the Judicial system of the country.** It is quite intriguing and inexplicable that such authorities are allowed to have an unchecked run without fixing any accountability for harassing the Senior Citizens who have been invariably succeeding in getting justice at the highest level of judiciary including Hon'ble Supreme Court of India.

Hon'ble Sir, we painfully submit here under the issues, the resolution of which was denied by Indian Banks' Association in arbitrary manner and later on settled in favour of the Retirees by various Hon'ble High Courts and Hon'ble Supreme Court of India

1. Additional Notional Service of five years to those who retired under Special VRS Scheme 2000.
2. 2nd option of Pension to left out compulsorily Retired Officers.
3. 2nd option of Pension to those officers who resigned after completing pensionable years of service.
4. Adding five years notional service in case of specialised Officers at the time of superannuation to determine qualifying service as per Regulation 26 of Bank Employees Pension Regulations
5. Encashment of Privilege (Earned) leaves to compulsorily retired officers.
6. Re-fixation of Basic Pension for those who retired between April 1998 and October 2002 and payment of arrears to them upto 2005 due to reduced DA merger in 1998 settlement, upholding the provisions of Regulation 35(2) of Bank Employees Pension Regulations.

While appreciating the authorities for extending the benefits of five years notional service and also encashment of Privilege leave to compulsorily retired officers as ordered by the Hon'ble Supreme Court of India to all the similarly placed officers, we are at a loss to understand as to what hinders the authorities in extending the benefit of the order of the Hon'ble Supreme court to all similarly placed officers in respect of the issues mentioned under serial Nos. 2 and 3 i.e. 2nd option of Pension to left out compulsorily Retired Officers and 2nd option of Pension to those officers who resigned after completing pensionable years of service respectively.

In the case of implementation of encashment of leave to compulsorily retired officers, IBA failed to extend the benefit to all the compulsorily retired officers from the date of their respective retirement. It is pertinent to submit here that some Public Sector

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Banks like State Bank of India have been extending the benefit of encashment of leave to compulsorily retired officers right from the beginning i.e. even before the order of the Hon'ble Supreme Court of India. The Hon'ble Supreme Court having put the issues in correct prospective through its judgements, we request that all the compulsorily retired officers should be allowed similar benefits including encashment of their leaves irrespective of their date of retirement

It is pertinent to mention here that all these judgments of Hon'ble Supreme Court were based on the correct interpretation of the Rules and Regulations in force on which the Employers had been taking negative view.

We also wish to submit that the following issues pertaining to Bank Pensioners and Retirees also remain unresolved:

1. Uniform 100% DA neutralisation to pre-November 2002 Retirees.
2. Updation of Pension and Additional Pension for State bank of India and other Bank Pensioners.
3. Uniform Family Pension @ 30% of Basic Pay.
4. Realignment of Pension in respect of Retirees of SBI for the period November 1987 to 30th April 2005 which was partially implemented.
5. Retirees of SBI were discriminated in fixation of DA at 1616 points instead of 1684 points resulting in reduced Pension for Retirees for the period November 1997 to April 2005
6. Reckoning of Special Allowance component for computing Pension.
7. Extending Medical Insurance Scheme to Bank Retirees without any discrimination vis a vis the Serving Employees.

Uniform 100% DA neutralisation to pre-November 2002 Retirees

Some of the Retirees and their Organisations wished to seek judicial remedy in respect of 100% DA neutralization to pre-2002 Retirees and were successful in various High Courts. However the Bank Managements perusing their irrational philosophy filed appeal in Hon'ble Supreme Court against the orders of the Hon'ble High Courts of Madras and Kolkata. The Hon'ble Supreme Court after completion of arguments has reserved the judgment. While hoping for a favourable judgment from the Hon'ble Supreme Court of India the affected Retirees are anxious at the way the Managements deliberately dubbing the Retirees issues as matters sub-judice and delaying the rightful benefits.

Updation of Pension and Additional Pension

The issue of updation of Pension is also pending before the Hon'ble High Court of Delhi/Hon'ble Supreme Court of India despite there being a clear provision for updation of Pension and additional Pension wherever necessary as per Bank Employees Pension Regulation 35(1). It is also pertinent to submit that the Pension Updation as provided under Regulation 35(1) was implemented by the Banks at the time of introduction of Pension in the Banks for those Pensioners who had retired

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between 01.01.1986 and 31.10.1987 who were eligible for updation of Pension at that point of time. The Banks in consultation with IBA refused to update the Pension in subsequent years thereby showing a cynical disregard to the provisions of Regulation 35(1) which being a subordinate legislation has the force of law and also supported by notification in the Gazette of India. We humbly request Your Good-self

to intervene in the matter for getting the issue of Pension updation resolved at the level of Government and IBA.

Uniform Family Pension @ 30% of Basic Pay

While the Pensioners of RBI and Government have the facility of Uniform Family Pension @ 30% of Basic Pay, the Bank Pensioners are allowed 15% of the Basic Pay with an upper ceiling as Family Pension. Consequently the Family Pensioners of deceased Bank Employees are getting a Pension ranging from as low as Rs. 4,000.00 to a maximum of Rs. 14,000.00 depending on the cadre and grade of the Retiree. It is painful that the Family Pensioners are expected to pay for their Medical Insurance Premium to the extent of Rs. 40,000/- annually under the IBA's Medical Insurance Scheme for Retirees thereby leaving nothing for their sustenance. This issue apart for having merits also deserves to be settled urgently on humanitarian grounds too.

Reckoning of Special Allowance component for computing Pension

A Special Allowance Component was introduced in the last wage revision settlement w.e.f. from 01.11.2012 which attracts dearness allowance. However IBA has incorporated in the settlement that the Special Allowance Component shall not reckon for Superannuation benefits i.e. Pension and Gratuity. Such an overriding clause defies the principles of reasonableness and fair play. It is submitted that the Special Allowance Component is akin to the Grade Pay for the Government Employees and Special Allowance Component for LIC Employees. Hence it is submitted that there is a strong case for it being reckoned for computing Basic Pension for Bank Pensioners too.

Rationalisation of Medical Insurance Scheme for Bank Retirees

IBA has introduced a Medical Insurance Scheme for bank Retirees on the advice of the Department of Financial Services, Ministry of Finance. It is pertinent to submit that the Department of Financial Services in its communication dated 24.02.2012 had advised IBA to introduce a Medical Insurance Scheme for both Serving and Retired Employees. While introducing the scheme, the premium for Serving Employees is borne by the Banks and in case of Retired Employees it is charged to the Retiree/Family Pensioners concerned. Such a discriminatory treatment with regard to payment of premium is against the spirit of Government's communication mentioned above. You will appreciate that the Pensioners/Family Pensioners are made to pay the exorbitant premium out of their Pension thus robbing them of a substantial portion of their meagre Pension. It is therefore requested to rationalise

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the Medical Insurance Scheme for Bank Retirees/Family Pensioners by advising the Banks to bear Premium and provide cover similar to the cover provided under the Serving Employees policy.

Our Fervent Appeal

Hon'ble Sir, we believe that the Government under your leadership has enhanced the level of transparency and corporate Governance in its functioning. The Government has been exhibiting overall concern for Senior Citizens which is reflected in various schemes introduced by the Government in last few years. The recent Budgetary provisions also indicate the concern of the Government for the Senior Citizens. The above mentioned issues which are pending consideration at the IBA and Government level deserve to be resolved at the earliest so as to ensure that the Bank Retirees who fall under the category of Super Senior Citizens also can avail of these benefits during their lifetime.

Hon'ble Sir, you will appreciate that after taking up the issues at different levels in the Government hierarchy and seeing no hope for redressal, we are constrained to encroach upon your valuable time as a last resort with a fond and great hope that Your Good-self will be gracious and kind enough to consider and order for early favourable disposal of our genuine and long pending issues.

With respectful regards,

Yours faithfully,



A Ramesh Babu K V Acharya
Joint Conveners