

To

Hyderabad,

The General Manager (HR),

Dt.3rd Oct 2015,

State Bank of Hyderabad,

Head Office, Gunfoundry,

HYDERABAD 500001.

Dear sir,

Reg : IMPLEMENTATION OF MEDICAL INSURANCE SCHEME FOR RETIRED STAFF

We express our thanks with gratitude for implementation of the Medical Insurance Scheme for retirees in our bank in terms of the understanding reached between Indian Bank's Association representing member banks and Associations of workmen and officers in the Bipartite settlement dated 25.05.2015.

While issuing guidelines for implementation vide Bank's circular no. PER/15-16/50 Dated 30th September 2015 it is advised that the retired employees to submit the consent letter / authorization letter latest by 15-10-2015.

In this connection we bring to your kind notice the following practical problems involved in the course of desired implementation of the scheme to serve its intended purpose for which it is tailored to take care of the interests of this segment of the senior retired staff.

1. At least 600 retired staff are on foreign visit now and it would be difficult for them to reach to the information in the shortest available time and they will be deprived of the benefit for no fault of theirs. Even if the information reach, all of them cannot make themselves available in their home country immediately and it will find imprudent to spend prohibitive costs of airfare for this purpose now for their unscheduled return, disturbing their planned purposeful visit. So some alternate method like sending a scanned copy of consent letter to one of the branches or PPG dept can mitigate the problem of pensioners on foreign visit
2. It is given in the above circular advising the branches and administrative offices of the bank that the individual staff-retirees are to be contacted immediately and requested to submit the consent / authorization letter. Apart from those on foreign visits there are a large number of retired staff settled in every nook and corner of the country besides poor family pensioners settled in their home towns in remote areas. It appears that the time is too short to reach all of them individually and complete the exercise if the bank really intends to bless these seniors with this hard earned benefit for which they struggled for long years and now waiting their faces to light up. It is also pertinent to mention that some retired employees are now enjoying the cover with various insurance companies and taking cover again for the same period will be an avoidable burden on poor pensioners.

3. The premium fixed to the retired staff in the above circular is viewed as a price for the past service while in the bank. We called on the Managing Director and requested through our letter dated 13-09-2015 to be sympathetic and not to burden the retired staff with the premium under the scheme and also referred the present guidelines of Government of India vide GOI Lr.F.No 14/7/72-IR(vol II) dated 24/02/2012 (copy enclosed) where in it is stipulated that the banks to consider the option of group insurance policies for both serving and retired employees from the welfare fund instead of direct payment of benefit to employees. We request you to relook into the matter with all sympathies these senior retired staff deserve and give some solace, comfort and cheer in the evening of their lives. It is not out of place to mention that we are given to understand that some Banks have offered subsidized premium to their retired staff under the scheme. Being in the exalted No 1 position in Banking Industry it will not be difficult for our bank to help these seniors who once laid a firm foundation to hold the bank in high esteem today.

In view of the foregoing, we request you to extend the time up to 31-12-2015 to enable every pensioner to avail the benefit under the scheme as any eventual mishap is a curse on his/her life and his/her family while a little sympathetic line of approach can save the poor pensioner from any eventual calamity that may befall him. We also entreat upon you to consider to enable the pensioners on foreign visit to submit the consent letters by any suitable alternate method. Last but not the least is that we pray that the premium be waived to the retired staff under the scheme as a kind gesture as it fits into Government of India Guidelines.

With regards,

Yours faithfully

PRESIDENT