

FOR CIRCULATION: CIRCULAR NO. 39-20 DATED 3/06/2020 – S. SARKAR – GS-AIBPARC



**ALL INDIA BANK PENSIONERS' & RETIREES'
CONFEDERATION
(A.I.B.P.A.R.C.)**

**C/O BANK OF INDIA OFFICERS' ASSOCIATION
(EASTERN INDIA BRANCHES)
BANK OF INDIA, KOLKATA MAIN BRANCH
23A, NETAJI SUBHAS ROAD, KOLKATA – 700 001
Mobile : 9674188524, E-mail : aibparc@gmail.com**

AIBPARC/PNB/WELFARE SCHEME/EMAIL/2020

DATE: 02/06/2020

The Managing Director & CEO,
Punjab National Bank
Corporate Office,
Plot No. 4, Sector 10, Dwarka,
New Delhi 110075

Respected Sir,

RE: Welfare measures for the retirees of the Bank in the post – amalgamation scenario.

Ref: Bank circular No. 495/2020 Dated – 26/03/2020

We are the Apex organization of Pensioners and Retirees of the banking industry (Sponsored by AIBOC) with a total membership of above 1 lakh in different Banks. Our affiliate in PNB is: All India PNB Pensioners' & Retirees' Association of which Shri PK. Malhotra is the General Secretary.

We beg to encroach upon your valuable time over the aforesaid subject as it has assumed utmost importance in the post- amalgamation scenario. Sir, you are well aware of the fact that Government Of India prior to amalgamation assured the employees (both past and present) that the best possible HR

practices prevalent in the merging Banks as well as the Anchor Bank would be made available to the employees of the combined entity. The master circular of the Bank on welfare measures has been issued on 26/03/2020 (a few days prior to the date of amalgamation and as a result it requires re-orientation and re-visit to accommodate the best available HR practices to the employees of the combined entity. Although HR MD circular 505 Dated 16/05/2020 states that the consolidated guidelines will be applicable to all employees of the Bank after amalgamation, we feel that some clarifying clauses are needed to be incorporated in the master circular to avoid numerous queries to the Bank and also to the retirees organization. Such queries are very naturally expected from the retirees of different merging Banks who are suffering from a high dose of anxiety.

Sir, we have made some homework in this regard and like to share the same with Bank so that the department concerned can apply the mind and incorporate the suggested changes. In addition, there are certain areas where clarifying statements / further elaboration are required to make the thing more transparent. Our suggestions are given here under:

1. Medical assistance to pre- 01.01.1986 Retirees

PNB pays medical assistance of Rs 5000 to the pre- 1986 Retirees/ their spouses who receive Ex- Gratia payments. This particular facility has not been mentioned in Banks circular. While incorporating the existing clause, it may please be clarified that the same benefit would be extended to the similarly placed persons of the merging banks.

2. PNB Hospitalization Contributory Benefit Scheme For Retire Employees

The said scheme says: All officers/ workmen employees retired on super annuation can become the member of the scheme. Those retiring thereafter can also opt for the scheme within three months from the date of retirement. This clause is not at all clear as to whether the pensioners/ retirees of the merging Banks who retired on previous dates will also come under the cover of such scheme. More over the scheme should be kept open on an ongoing basis and all eligible retirees who could not become member earlier may become a member at any point of time. The recommendations of the core working group of the Bank may please be implemented in totality.

3. Scheme of Medical Assistance to Retired Employees

As per prevalent scheme in (e) Oriental Bank of Commerce, re- imbursement of Medical assistance of Rs 4000 pa is paid to all Retired employees. The same benefit may please be incorporated in the master circular and be extended to all the retirees.

4. Interest- Free Festival Advance To Pensioners/ Retirees

As per prevalent practice in (e) United Bank Of India, interest free festival advance equivalent to one month's gross pension with a maximum of Rs 10,000, Rs 8000, and Rs 6000 to Retired officer/ clerk/ sub-staff repayable in ten monthly equal installments is allowed. The same policy as best available HR practice may please be adopted and incorporated in the master circular of PNB on welfare schemes.

5. Permission Of Not Withdrawing Employees' Own Contribution To PF After Retirement Up to Three Years

As per prevalent rules of Staff Provident Fund, the employees of (e) United Bank Of India were allowed to retain entire amount or part amount for a maximum period of three years after retirement and interest was allowed at the same rate as earlier. The prevalent practice available with the employees of (e) UBI may please be accepted as a best possible HR practice and be extended to all concerned of the merged entity.

6. Discrimination In The Allotment Of Holiday Homes To Retirees

As per practice already available in PNB, the spouse/ dependent children may accompany the retiree in case of allotment of holiday homes to him/her. This has been restricted to the retiree only in the last circular. It is to be rectified as per prevalent rules. Moreover, the restrictive clause of non- allotment of holiday homes to the retirees during the months April to July and December be waved. This facility as a best available HR practice may please also be extended to the retirees of the merging Banks.

Sir, Shri PK. Malhotra, General Secretary of AIPNBPARA, our affiliate has written two letters to your good self on 25/05/2020 and 29/05/2020 on similar subject. We stand fully by the contents of the said letters.

To summarise, this is our firm belief and high hope that Punjab National Bank, being the second largest Bank of the country, will do everything to ensure that the commitment made by GOI to the employees in the pre- amalgamation stage would be implemented in totality.

With kind regards,

Yours faithfully



S. Sarkar
(General Secretary)