



# ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION



(A.I.B.P.A.R.C.)

C/O BANK OF INDIA OFFICERS' ASSOCIATION  
(EASTERN INDIA BRANCHES)

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October 29 , 2021

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**(THIS IS NOT A PAPER FOR GENERAL CIRCULATION.  
THIS IS ONLY FOR INFORMATION OF GC MEMBERS & ADVISORS.)**

Dear Comrades,

**Sub : Extension of best possible HR practices to the retirees of the merging banks.**

This is an area where endless debate is continuing till when the nationalised banks got merged among themselves. For clarity, we shall use the terms: merging bank and anchor bank. In the last meeting of the governing council of AIBPARC, this issue very naturally came in a big way and it is high time for us to have a look at what has been done and what should be done.

2. Members are aware that the organisations of the merging banks have repeatedly written to the authorities of anchor banks to extend the benefits enjoyed by them at the pre-merger situation. AIBPARC in certain cases has written supporting letters to the management of anchor banks and also to IBA in a few cases. The result is : one or two anchor bank has extended one or two benefits to the retirees of merging banks whereas total silence has been maintained about most of the demands and some of the anchor banks have maintained total inaction in this regard.

3. If we like to have an in-depth understanding of the issue, let us have a look to what has been written in the paper issued by the government of India in the pre-merger situation. The term “best possible HR practice” has nowhere been used. It is a familiar coinage of term invented by the organisations. The exact wordings are like this :  
“Any officer or other employee of the Transferor bank (merging bank) who has retired before the date of commencement of this scheme from the service of the Transferor Bank (merging bank) and entitled to any benefits, rights or privileges from the Transferor Bank (merging bank) shall be entitled to receive same benefits, rights or privileges from the Transferee Bank (anchor bank) as would have been admissible to him if the undertaking of the Transferor Bank (merging bank) had not been transferred to and vested in the Transferee Bank (Anchor Bank).”

4. From the above paragraph, an easy conclusion can be arrived at that the retirees of the merging banks are entitled to enjoy whatever benefits they had been enjoying in the pre-merger situation at his own bank but the operational aspect of its implementation is not that easy as it appears to be. Let us now have a look at the area of deprivation against which the organisations of merging banks are complaining against. This can be broadly classified under two heads – organisational benefits and individual benefits. Under the category of organisational benefits, two general complaints are surfacing – the periodical bilateral meetings which took place in the pre-merger situation in certain banks is not being

allowed at the post merger situation and deduction of subscription which was done by debiting individual accounts of members either by standing instruction or by check off (whatever name we can call) is not being allowed. These are two demands with which neither government nor IBA has anything to do. The issues which are essentially organisational are to be tackled by way of dialogue between organisations and the authority of anchor bank.

5. The important issues are the economic issues which need a thorough discussion since it has various layers of interpretation. We shall classify the problems in the undernoted sub-heads :

- Let us assume that the retirees of the merging banks did not have any special benefit which requires to be protected as per the undertaking given by the government. We have very little to do in such cases but the problem lies elsewhere. Let us assume that the retirees of the merging bank did not have any special benefit but the retirees of anchor bank have certain special benefits. The question comes whether the benefits enjoyed by anchor bank will be extended to the retirees of the merging banks. As per government undertaking, these benefits are not supposed to be extended to the retirees of the merging banks. If we accept this proposition, a peculiar dichotomy will arise – in the same bank, there will be two different segments of retirees. A discussion is necessary in this regard.
- Let us assume another situation : the merging bank/banks have certain benefits which are not there in the anchor bank and certain benefits are enjoyed by the retirees of the anchor bank which are not enjoyed by the retirees of the merging banks. If we demand that the benefit enjoyed by the retirees of the merging bank be protected, then they cannot stretch their hands for whatever better thing is there in the anchor bank and vice-versa. The same problem arises – there will be two or three different segments in the same bank which is again undesirable.
- In such a situation, there are two options before us – (a) either as per government guidelines, we shall demand protection of existing benefits for retirees of merging banks and they should be contented with that only and not demand whatever better benefit is there in the anchor bank. (b) or we shall have to demand the protection of all that we were having and at the same time try to have whatever better is there with the anchor bank.
- This process cannot be a one way channel ; it has double implications. Very naturally, the retirees of the anchor bank will have the desire to have whatever better was there with the merging bank in the pre-merger stage. The position is not also uniform since certain merging banks had something special of their own while a few others did not have anything worth mentioning.
- Let us take an example : Anchor Bank is : A and the merging banks are M-1 & M-2  
In the pre-merger situation M-1 bank was getting benefits called B-1 & B-2 ; M-2 bank was getting a special benefit known as B-3 & B-4. Anchor Bank A got certain benefits known as B-5 & B-6. As per government guidelines, we can demand protection of B-1 & B-2 for Bank M-1 and protection of B-3 & B-4 for bank M-2. If this is implemented, in the anchor bank A, there will be 3 sets of benefits for 3 segments of retirees.

6. In the above situation, we shall have to apply our mind about what we should do. We may suggest the following course of action as food for thought.

- The leadership of the anchor bank and the merging bank/banks will sit together and identify what are the best possible HR practices (mind it that it is not the term used in government circular) available in all the banks which have come together. A letter will go to the MD & CEO of the anchor bank demanding all that is good in different banks to retirees of all the banks. A copy of the letter may be endorsed to AIBPARC. We know that such correspondence has been done in most of the banks in a sporadic manner but let there be a coordinated move. AIBPARC will then represent before the MD & CEO of the anchor bank. Documentation process being over, a summarized representation may go to the secretary, DFS, MOF, GOI.
- There is a strong possibility that the MD & CEO of the anchor bank or the hierarchy downwards will not respond officially and tell about their inability orally. In such a

situation, we shall have one alternative left and that is to approach government for protection of existing benefits of the retirees of the merging banks.

7. The contents of the circular have relevance to our affiliates of the following banks : e-Dena, e-Vijaya, Canara, e-Syndicate, Union, e-Andhra, e-Corporation, Indian, e-Allahabad, PNB & e-UBI. As it might be a problem in near future about certain other banks which are still standing alone, we feel that all the members of the governing council should know the implications as enumerated above.

**General Secretaries of all our affiliates are earnestly requested to discuss the subject at respective bank level and give written feedback in brief to the central office so that a concerted view can be taken. Please note that this base paper is not for general circulation or for posting in whatsapp groups. When a concerted view will be arrived at, general circular will be issued.**

With best wishes and regards,

Comradely yours,



**(Suprita Sarkar)  
General Secretary**