



# 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, EMAIL aibparc2@gmail.com**

**Senior Office Bearers**

**PRESIDENT:**

SHRI K.V. ACHARYA,  
MOB - 9868220338

**GENERAL SECRETARY**

SHRI S. SARKAR  
MOB – 9674188524

**WORKING  
PRESIDENTS:**

1. SHRI K.B. BALLUR  
MOB – 9481101106

2. SHRI P.S. PATKI  
MOB – 8805607239

3. SHRI C.  
GANGADHAR YADAV.  
MOB – 9440528806

4. SHRI S.B.C.  
KARUNAKARAN,  
MOB – 9444772016

**SR. VICE PRESIDENTS:**

SHRI M.R. GOPINATH  
RAO  
MOB – 9886309244

SHRI R.S. TRIVEDI  
MOB – 9825049640

SHRI P.V.L.N. SHARMA  
MOB - 9440779797

SHRI R. K. SHARMA  
MOB - 8171461116

SHRI RAM PAL  
MOB – 9784405801

SHRI S. KUPPUSWAMI  
MOB- 9444315928

SHRI TOM. THOMAS  
MOB – 9447661680

Circular No. 12-23.

12.02.2023.

For circulation among members of the Governing Council, State Secretaries, Special Invitees, Advisors, Affiliates, constituents of CBPRO and Members.

Dear Comrade,

**Sub : Resolutions passed unanimously at the 4<sup>th</sup> Triennial General Body & Conference held at Bengaluru on 28<sup>th</sup> & 29<sup>th</sup> January, 2023.**

We reproduce hereunder the text of our letter dated 12.02.2023 written to The Chairman, IBA enclosing the copy of all the resolutions which have been unanimously adopted at the 4<sup>th</sup> General Body of the organisation with the request to take care of the sentiments and aspirations of the senior citizens of the industry.

With best wishes and regards,

( SUPRITA SARKAR )  
GENERAL SECRETARY

Quote 1 :

AIBPARC/IBA/RESOLUTIONS/4<sup>TH</sup> GB/EMAIL/2023

12.02.23.

**The Chairman,  
Indian Banks Association,  
Mumbai.**

Respected Sir,

**Sub : Resolutions adopted unanimously at the 4<sup>th</sup> Triennial General Body & Conference of AIBPARC held at Bengaluru on 28<sup>th</sup> & 29<sup>th</sup> January, 2023**

We like to inform you that several resolutions on issues affecting the interest of Retirees of the Banking Industry have been adopted in the aforesaid conference organized by AIBPARC.

We are sending herewith a file containing all such resolutions. We request you earnestly to please go through the same and take adequate care and interest to see that the aspirations of the senior citizens of the industry are properly taken care of.

With kind regards,

( SUPRITA SARKAR )  
GENERAL SECRETARY

Continued in page 2.....

**RESOLUTION ON CREATION OF A SEPARATE INTEREST BRACKET FOR SENIOR CITIZENS :**

1. Interest rates on Bank Deposits have been dwindling over past one decade in a steady manner. Even though there has been some rise in recent months, still it is not comparable with the earlier rates. Pension updation not being allowed, senior citizens of the industry are largely dependent on the interest income from bank deposits. Its erosion has caused a lot of hardship. The present benefit given to senior citizens is not at all adequate. We demand that a separate interest bracket be created for all senior citizens of the country with larger benefits of rates.
2. **RESOLUTION ON PRIVATISATION OF BANKS :**  
This house expresses its total opposition to any move on the part of the government to privatise the public sector banks. We believe that such institutions over decades have contributed substantially to the development of the national economy. People look upon public sector banks as symbols of trust and safety. Such huge national assets should not be handed over to private hands whose sole motive will be maximisation of profits and ultimate plundering of national assets.
3. **RESOLUTION ON PRIVATE SECTOR BANKS**  
This house opposes the decision of RBI/GOI to hand over old generation private sector banks like LVB to Indian subsidiaries of foreign banks. The decision of such Bank to withdraw its mandate from IBA in regard to Bipartite Settlement at the last moment and denial to implement the improved family pension is opposed stubbornly. The house also puts on record its note of disapproval and strong criticism of the actions of ICICI Bank Ltd. in respect of denial of implementation of improved family pension scheme for the retirees of Bank of Rajasthan Ltd.
4. **RESOLUTION ON RRBs :**  
The house expresses its satisfaction at the clearance given by NABARD to different RRBs in regard to improved family pension. The delay in conveying the clearance is seriously opposed. This is expected that in future the decision making process will be quicker.
5. **RESOLUTION ON PENSION UPDATION :**  
The house demands immediate implementation of Regulation 35 (1) with amendments made in the year 2003 by IBA. This is well known to GOI/IBA/UFBU through various correspondence made by AIBPARC that the provision of pension updation is already there in the BEPR (1995) and the mode of calculation has been clearly spelt out in the statute. The IBA has already implemented all the regulations including the most retrograde ones save and except Regulation 35(1). IBA will have to declare the pension updation formula applicable for each wage settlement. BEPR (1995) is modelled on the patterns of Pension Regulations applicable for central government employees and RBI employees. This is the statutory responsibility of Banks to update the pension. Any denial by the authority is tantamount to violation of law. The pension corpus is sufficient to manage the cost. The so called astronomical figures which are being floated by IBA as cost of updation is based on certain unrealistic assumptions of actuaries which are seriously opposed by the house. The house opposes the move initiated by certain organisations of serving employees to implement updation of pension upto a certain date. Such attempt is unlawful and its only aim is to disunite the senior citizens into several fragments and thereby ruin the solidarity of the movement.
6. **RESOLUTION ON 100% DA NEUTRALISATION TO PRE-NOVEMBER, 2002 RETIREES :**  
The denial of 100% DA neutralisation to pre-November, 2002 retirees is a gross denial of justice to the elder and super elder citizens of the Banking Industry. The uniform rate was made applicable from 01.11.2002 but payable from 01.05.2005. The settlement signed in May, 2005 never told for creation of an artificial barrier on the basis of date of retirement. After one month of signing the settlement, IBA asked the Banks not to pass on the benefits to those who retired prior to 01.11.2002. It was an illegal and unilateral direction.  
This house urges upon IBA to reopen the chapter with DFS, MOF, GOI with a spirit of sincerity and sensitivity. The clarifications asked for by the DFS should be properly answered with facts and figures already provided by AIBPARC. There should be an end to the injustice meted out to the super senior citizens who are suffering from double jeopardy of not getting 100% DA neutralisation as well as pension updation.
7. **RESOLUTION ON GROUPS MEDICAL INSURANCE FOR BANK RETIREES :**  
The amount premium has already reached astronomical heights and it is unaffordable by pensioners and family pensioners. The house demands that (i) the GST component will have to be withdrawn forthwith from the amount of premium (ii) the employer will have to absorb the cost by full/substantial subsidisation of premium as is done in case of serving employees (iii) the physically and mentally challenged children of pensioners/family pensioners will have to be brought under the coverage of group medical insurance scheme for bank retirees (iv) the compulsorily retired employees/officers should be brought under the coverage of the scheme (v) as an alternative suggestion, government/IBA may think of allowing the retirees of the Bank to join a new scheme formulated on the model of central government health scheme on payment of a one-time contribution by the retirees and the remaining portion is to be borne by the Banks (vi) IBA will have to study with care the comprehensive paper submitted by AIBPARC on GMISR and accept the suggestions.
8. **RESOLUTION ON SPECIAL ALLOWANCE FOR ITS COMPUTATION IN CALCULATION OF GRATUITY AND BASIC PENSION :**  
The 10<sup>th</sup> & 11<sup>th</sup> BPS/corresponding Joint Note brought a new concept of special allowance which will attract dearness allowance but the same will not be taken into cognizance for calculation of gratuity and basic pension. This allowance is given not for discharging any specialised function but it is an allowance of general nature attracting DA. It is in fact a camouflaged basic pay and the only purpose of introduction of this special allowance is to take away the benefits conferred under BEPR (1995).  
The house demands that this retrograde clause should be withdrawn forthwith with retrospective effect and this component of special allowance should be considered for calculation of gratuity and basic pension.
9. **RESOLUTION ON IMPROVEMENT OF EXGRATIA TO PRE-01.01.1986 RETIREES :**

The delay on the part of GOI and IBA in the matter of issuance of uniform guidelines to member banks for substantial improvement of the meagre amount of exgratia paid to pre-01.01.1986 retirees is shocking. This is a pathetic neglect meted out to merely 1300 super senior citizens of this bracket. The persons who are still surviving are mostly the spouses of the super senior citizens. This house calls upon all authorities concerned to act very fast in this regard otherwise it will be looked upon by the entire industry as an inhuman act.

**10. RESOLUTION ON THE ISSUE OF RESIGNEES AND THE LEFT OUTS :**

When one more option for pension has been allowed in RBI and state owned insurance companies, the same facility should not be denied in the Banking industry. The persons who are otherwise eligible and who could not opt for various reasons are few in number and this demand may be considered with favour.

As regards the specific issue of Resignee officers, this is well known that Supreme Court allowed several such officers of Vijaya Bank to opt for pension while the cases of other similarly placed officers were kept open in the course of law. We urge upon IBA not to force a handful of such officers to enter into an endless litigation process involving wastage of time and money. The issue should be settled bilaterally and an opportunity should be given to all such persons who are few in number in the industry.

**11. RESOLUTION ON CONSULTATIVE STATUS OF RETIREE ORGANISATIONS :**

The house demands that IBA will have to start formal consultation with the apex level organisations of retirees. In other words, the agonies and aspirations of the retirees should be heard from the representatives of the retirees. In pursuance of the directives of GOI, IBA asked the Heads of all member Banks to form Grievance Redressal Mechanism for the retirees at the corporate level of each bank. This is strange that the same opportunity of being heard is denied at the own level of IBA. It is highly anomalous. Moreover, whenever pressure from Govt. of India comes, IBA is very much eager to have dialogue with AIBPARC at the earliest possible opportunity but immediately after that IBA conveniently forgets to discuss the issues affecting the interest of retirees with the organisation of retirees. This situation cannot run for long. The house demands formal consultative status.

**12. RESOLUTION ON REPRESENTATION OF RETIREES IN THE PENSION TRUST AND THE STAFF WELFARE COMMITTEE :**

This is strange that the Pension Trust is for Pensioners but there is no representation of pensioners in the Pension Trust. The majority unity/Association of serving employees/officers have their representatives. Within a few years, such a situation is not unlikely to emerge that the representatives of serving employees/officers are not pension optees at all but they will take part in the decision making process affecting the pension corpus. This is high time to ensure the representation of pensioners in the Pension Trust. Similarly, a portion of the staff welfare fund, as per GOI guidelines is to be spent for the welfare of the retirees. The retirees must have their representation in this staff welfare committee of Banks.

**13. RESOLUTION ON THE NEED TO CHANGE THE NORMS OF PROVISIONING FOR STAFF WELFARE FUND :**

The present norm of provisioning of 3% of net profit with defined ceiling of business was designed by the government in the year 2012 and it needs immediate revision in view of the changed scenario of the Bank. The amount is extremely inadequate and no welfare measure worth the name can be thought of. After merger of major nationalised banks, the total manpower of the anchor banks has increased manifold but the scanty amount of staff welfare provision remains unchanged. The house demands that (i) 3% of operating profit should be provided for staff welfare fund without any upper ceiling and (ii) there should be separate fund for welfare of retirees.

**14. RESOLUTION ON NON-INITIATION OF DISCIPLINARY MEASURES AGAINST PENSIONERS/RETIREEES.**

The retirees have to spend their superannuation days in constant anxiety and tension as to when he/she would be proceeded against by the Bank for committing alleged irregularities in service life. The present guidelines of CVC in this regard should be revisited to ensure that no disciplinary measure should be initiated against any retiree after his retirement.

**15. RESOLUTION ON IBA'S IMPLEMENTATION OF DIFFERENT VERDICTS PASSED BY VARIOUS LABOUR COURTS IN REGARD TO PROVISIONS OF PAYMENT OF GRATUITY TO RETIREES.**

For last few years, there have been lots of judgements passed by various labour courts on the provisions of payment of gratuity which are beneficial to the interest of the employees. Generally, the authorities of banks to whom the orders are passed do not take any cognizance of such verdicts unless the State High Courts are involved in the process of law. As a result, financial benefits arising out of such verdicts in favour of employees are not being implemented. The house urges upon IBA to get the verdicts of labour courts on issues relating to gratuity examined at its end and take suitable steps to implement the same.

**16. RESOLUTION ON ABOLITION OF THE NEW PENSION SCHEME (NPS)**

This particular demand has got an added dimension in last one year. We have heard with lot of encouragement that various political parties (both in power and in opposition) at the time of campaigns before elections of different states have assured the government employees that they would be brought back under the old pension scheme. As per newspaper reports, the government of Himachal Pradesh has already passed an executive order to this effect. We have always demanded that the new pension scheme with uncertain returns is injurious to the interest of the employees. This house demands that the new pension scheme which has been implemented in the industry since April, 2010 should be discontinued forthwith and all such employees who are presently under the NPS should be brought back under the cover of BEPR (1995).

**17. RESOLUTION ON EXEMPTION OF TAX ON PENSION :**

This house demands that (a) Pension income should be exempted from the purview of income tax (b) restoration of commutation should be made after 13 years instead of 15 years (c) leave travel concession for retirees should be introduced.

**18. RESOLUTION ON AIBPARC'S REQUEST TO UFBU FOR REDRAFTING OF THEIR DEMAND ON PENSION UPDATION**

The constituents of UFBU have demanded Pension Updation for Bank employees in line with the employees of central government. It gives rise to an assumption that the provision of pension updation is not there in BEPR (1995). Fact remains that

Regulation 35(1) – Appendix A with its amendment done in the year 2003 provides for updation of pension. The demand of UFBU on pension updation should be suitably redrafted as to demand implementation of the same regulation by IBA by announcing the pension updation formula in respect of each Bipartite Settlement/Joint Note.

19. **RESOLUTION ON ERSTWHILE ASSOCIATE BANKS :**

This house appreciates the present state of affairs within which the Retirees of the erstwhile Associate Banks have been passing the days of uncertainty after merger of such banks with SBI. The main problem before the retirees is that they are guided by the provisions of BEPR (1995) and as some such organisations are having their individual identity as affiliates of AIBARC, they are not getting proper forum for negotiation. AIBPARC is fully aware and sympathetic to the issues and shall be deciding the future course of action on the basis of consensus arrived at between/among the erstwhile units of Associate Banks.

20. **RESOLUTION ON OUR REQUEST TO IBA, BUREAUCRACY AND GOVT. TO BECOME MORE SENSITIVE TO THE ISSUES OF RETIREES.**

The house requests all concerned who mean power and decision making authority to become more sensitive and expeditious in settling the issues of retirees who are mostly in an advanced age. The house appeals to IBA and GOI to consider the fact that the Pensioners in the serving period of their lives have contributed tangibly to the growth and development of the national economy and the society. At the fag end of their lives, they expect that the government and the society will be sympathetic to the elder citizens of the industry. If delay is made to resolve the long pending issues, the benefits will not reach many of the senior citizens of the industry as by the law of nature, the number is diminishing every day.