



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



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Circular no 140-24

Date: November 27 , 2024.

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

Dear Comrade,

Sub: Non-payment of Ex-gratia to Pensioners of Private Sector Banks.

We are reproducing here under the text of our letter written on date to The Chairman,
IBA on the above-mentioned subject.

This is for information of members.

With best wishes and regards,

Comradely yours,

Suprita Sarkar
General Secretary

Encl: As stated

AIBPARC/IBA/Private Sector Banks/Email/2024

Date: November 27, 2024

**Shri M.V. Rao,
Chairman,
Indian Banks' Association,
Mumbai.**

Respected Sir,

Sub: Non-payment of Ex-gratia to Pensioners of Private Sector Banks.

Ref: (i) IBA letter CIR/HR & IR/G-2/2023-24/1397 dated 03.09.2024.

(ii) Our earlier letter to IBA dated 14.11.24.

1. In the above noted letter of ours, we have explained clearly the situation that is persisting in the Private Sector Banks. Although nearly three months have elapsed, payment of Ex-gratia has not been made to the Pensioners. Most of the member Banks in the Private Sector are not in a mood of negation of the very rightful claim of the Pensioners but an element of lackadaisicalness is working and the net result is the non-payment to the Elder Citizens causing lot of humiliation.

2. We had requested you to kindly issue a second advice to such Banks for making an early payment. This is needless to say that it is not a case of choice of option on the part of such Banks since they have already authorized IBA in regard to wage revision settlement and the sanction of ex-gratia is an off-shoot of the Bipartite Settlement /Joint Note.



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3. We draw your kind attention to the Paragraph no: 6 of IBA guidelines dated September 03, 2024 which says: **“in the recently concluded wage settlement, the payment of ex-gratia was agreed for the PSBs including SBI only. However, other member Banks, if they decide so may consider at their end.”** This is not unlikely that the Private Sector Banks are showing the hesitation by taking a protection of the words “may consider at their end.” Further this also amounts gross Discrimination shown at Private Sector Banks and taken over Private Sector Banks like erstwhile Lakshmi Vilas Bank, Bank of Rajasthan Ltd, and such other Banks. Pension Settlement 1993 does not allow any kind of Discrimination between Public Sector Banks and Private Sector Banks who are parties to the Pension Settlement 1993.

This non-action is creating a restlessness and sense of humiliation among the Pensioners of such Banks. We once again request IBA very earnestly to take up the issue at an early date with the member Banks in the Private Sector and such taken over Banks of and request them to act upon. We have known that several such Banks are simply waiting for a follow up letter from IBA directing them to implement the understandings arrived at in respect of Pension related issues. **We sincerely believe and hope that you will understand and appreciate the anxiety of Pensioners of Private Sector Banks/ Taken Over Banks and give necessary directions to Private Sector Banks /Taken Over Banks removing the discrimination on Pension related matters including Payment of Ex-gratia. We request you to act upon the matter which we have raised herein on an urgent note.**

With kind regards,
Sincerely yours,

K.V. Acharya.
President, AIBPARC
& Jt. Convenor, CBPRO

Suprita Sarkar
General Secretary