



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



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Circular no 40-25

Date: May 20, 2025.

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

Dear Comrade,

Sub: Consultative Status to the Apex Level Bank Retirees' Organizations.

We are reproducing here under the CBPRO Letter CBPRO/05-2025 dated 19.05.2025 addressed to the Secretary, DFS, MOF, GOI 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

COORDINATION OF BANK PENSIONERS' AND RETIREES ORGANISATIONS

(Federation of SBI Pensioners' Associations, AIBPARC, RBONC, AIRBEA, FORBE and AIBRAF)

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CBPRO/05-2025

Date: May 19, 2025

**Shri M Nagaraju ji, IAS,
Secretary,
Department of Financial Services,
Ministry of Finance,
Government of India,
New Delhi.**

Dear Sir,

Sub: Memorandum submitted to your good self on 2nd December, 2024 by a delegation of CBPRO (Coordination of Bank Pensioners' and Retirees Organizations) on various long pending issues of the senior and super senior citizens of the Banking Industry.

1. We gratefully acknowledge the audience given by you to the delegation of CBPRO on the aforesaid date. In the course of our discussion, we submitted a detailed representation to you which inter alia, included the issues of Pension Updation, the special allowance to be taken for computation of pension and calculation of gratuity, formal consultative status to be given to the Apex Level Retiree Organizations and several other issues. You had been kind enough to give us an assurance that the memorandum will be examined by the department with all seriousness and Sympathy.

2. Sir, you are well aware of the fact that in the Banking Industry, approximately less than 20% of the total working employees and officers are optees for pension under the popularly known Old Pension Scheme whereas nearly 80% of the present total work force are covered under the New Pension Scheme which is applicable for the employees and officers who have been recruited in the Banking Industry after 1st April, 2010. In the present situation, the Constituents of UFBU who are presently carrying on formal dialogues/negotiations with the Indian Banks' Association are representing only about 20% of the pension optees under the Old Pension Scheme. Whereas the vast multitude of the senior citizens are remaining with different Apex level Retiree Organizations. This particular issue has assumed a serious dimension in as much as the issues of the Retirees are not being represented in the true perspective and seriousness they deserve. This is natural that the leaders of the Serving Unions/ Associations would be more attentive, concerned and obliged to the issues of the substantially major chunk of their membership who are serving employees and officers.

3. In view of the above position, the normal question that comes is: to whom will the Apex Level Retiree organizations approach for ventilating the grievances of the senior and super senior citizens. If IBA is the designated forum, they must break the inhibition from which they are suffering and it is the unfounded notion that they did not have any authorization from the Banks to talk to the Retiree Organizations. In last few years, whenever IBA has been asked by the Hon'ble Minister through the bureaucracy /DFS to talk to us, it has been complied with at the shortest possible time but on other occasions, the situation is dismal. What is painful to us is that even such meetings between IBA and Pensioners are superficial as no minutes are recorded and signed. The Government will have to either create a structured platform at

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their level or at the level of IBA to hear and resolve the grievances of the senior citizens in an appropriate manner. It will not be out of place to mention here that a decade ago, the Secretary, DFS, MOF, GOI (Mr. Rajiv Takru) advised IBA to explore the possibility of having dialogue with the Apex Level Retiree Organizations. The most sincere venture ended in a ludicrous situation. In one of the bilateral meetings between IBA and UFBU, the issue was placed for discussion. One of the Constituents of UFBU made an observation that they represented the past, the present and the future employees. The IBA meekly digested it since it was convenient for them. We wish to point out that the number of retirees have outnumbered the Serving Employees and Officers and hence the Pensioners and Retirees deserve to be represented by the authorised representatives of their Organisations.

4. The situation after a decade needs a thorough review because of the fact that the number of Pensioners and Retirees has surpassed the number of working employees and officers. When the Pensioners of the Central Government, various State Governments, Reserve Bank of India, LIC, NABARD are having well defined consultative forum, there is no reason as to why the said arrangement will not be extended to the Apex Level Retiree organizations of the Banking Industry. This is our expectation that the issue will find favour at an early date to ensure a fair and reasonable opportunity to the senior citizens to seek resolution of their grievances.

5. You will kindly appreciate that the dichotomy arising in the following issue must be ironed out to ensure justice to the Bank Pensioners and Retirees. Whenever we approach the Government, it is often said that the IBA being a professional apex level organization of Bankers would be looking after the issues. Whenever IBA is approached, the stock answer is that the said organization does not have the authority to talk with the Retiree Organizations. Fact remains that GOI being the principal stakeholder of the PSBs should not be a mute spectator to this issue. There has been a number of occasions when the Hon'ble Union Finance Minister being very kind to the Bank Retirees advised the executives of the DFS to take up with IBA for early disposal of certain issues which inter alia, included Improvement in Family Pension in line with Government and RBI Pensioners, the resolution of 100% DA neutralization to Pre November 2002 Retirees, one more option to the compulsorily retired employees, improvement of Financial Ex-gratia to pre-01.01.1986 Retirees, and Pension to Resignees. In such cases, there was no difficulty for IBA and UFBU to enter into formal agreements at a later period and then to act upon. It is therefore, clear that there is no definite standard of operating machinery by which the interest of the Bank Pensioners would be looked into.

6. In pursuance of the directives of the Ministry of Law and Justice, Government of India, IBA several years ago advised the Chairmen & Managing Directors of different member Banks to form a grievance redressal machinery at the corporate level of each Bank to discuss the issues pertaining to the retirees at periodic intervals. It is well known that at Bank level, the issues which involve policies are not decided and discussed. Normally the Bank level issues of routine nature are discussed. The greatest anomaly is that the IBA which is advising member Banks to form grievance redressal machinery at individual Bank level is shying away to create such mechanism at its own level to offer consultative status to the Apex Level Organizations of retirees.

7. **All said and done, we now approach your good self to kindly consider the issue with all the seriousness and urgency and help the community of the Bank Pensioners having nearly 10,00,000 Pensioners & Family Pensioners and Retirees to get a most legitimate forum for formal negotiation.** You will kindly appreciate that the primary yardsticks of a civilized society is to assess how the elders and the children are taken care of. Indian Civilization, being one of the most ancient ones, cannot ignore the seniors and the super seniors. It really looks strange that for more than 10 years our persistent efforts to find out the proper forum to place our views did not see the light of day. Sometimes we are seeking

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audience of the Hon'ble Finance Minister and sometimes with the Secretary, DFS, MOF, GOI and at occasions with the Chief Executive of IBA. The result is a mixed one – success on certain occasions to place our views and disappointment on many occasions because of the rigid or indifferent approach of IBA on our well documented and articulated presentation of the issues and their unfortunate stand not to make any course corrections even where they are convinced of our point of view. **Every time, we have to face the same question - why we did not explore the other tires. This situation should not be allowed to continue further and apex level pensioners' organizations should be offered a structured machinery to represent the grievances of the senior most members of bankers' fraternity.**

We request Your Good Self to advise IBA to follow and practice the Great Culture of our Great Nation of giving Respect and showing Concern and taking Care of their Elders in letter and spirit.

We make an earnest request to you to examine the issue in its entirety and arrive at a solution.

With kind regards,

Yours faithfully,



Dipak Kumar Basu



K.V. Acharya

Joint Convenors, CBPRO