

**ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)**  
**ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)**  
**INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)**  
**NATIONAL ORGANIZATION OF BANK OFFICERS (NOBO)**

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The Chairman  
Indian Banks' Association  
MUMBAI.

Date:18.04.2022

Dear Sir,

**Resolution of Issues arising out of 8<sup>th</sup> Joint Note dated 11.11.2020 and  
Supplementary Minutes of discussions on residual issues dated 04.01.2021**

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While we thank the authorities for the introduction of uniform accountability policy with effect from 01.04.2022 and also restoration of facilities to defense assistants after a long gap, we list the issues placed for resolution during the discussion held with us at IBA office on 13<sup>th</sup> April 2022.

- **Stagnation Increments:** interpretation and clarifications need to be provided to Banks after readjustment of periodicity of three years to two years. We have presented earlier the various situations arising out the readjustments to IBA for their considerations.
- **LFC:** The issue of both spouses (officers) working in the same bank availing separately the facility was not included as a part of the Joint Note. The facility to travel by A/C First Class to all officers, reduction of distance from 1000 kms to 500 kms on account the "Udan" facility and permitting the expenses incurred for sightseeing and other expenses incurred within the overall entitlements.
- **Medical Aid for 2017:** Almost all banks had paid pro-rata for two months medical Aid in 2017 despite an allocation of Rs.64 cr was allocated in the Cost Sheet to make it applicable from 01.11.2017. Banks need to pay full medical aid to officers for 2017.
- **Reimbursement of Expenses on travel by Road: a)** The rate per k.m should be enhanced to a minimum of Rs.11.00 for officers for the journey undertaken by road by officers. It was increased for workmen in the 11<sup>th</sup> Bipartite. Besides this,  
**b)** the rate fixed by IBA for transportation of Goods was **w.e.f. 01.04.2011 i.e. upto 1000 kms Rs.2.80 per tonne per km and beyond 1000 kms Rs 2.00.**

As officers are now availing the facility of transportation of goods by established transporters (Movers & Packers), they are spending a substantial amount from their own resources as the reimbursement of expenditure which is linked to railway freight basis, which is pegged at a very low rate. Hence, transportation charges should be delinked from railway freight charges and linked to empanelled national transporters. Further, there should be separate entitlement for transportation of goods from hilly terrain to plains.

- **5 DAY WEEK:** As it was agreed in principle to take it up to all stakeholders/RBI/ Government, as per MOU inked on 4<sup>th</sup> January 2021 and subsequently Government of India extended the 5 day week as per the notification dated 15<sup>th</sup> April 2021 to LIC workforce, resolution of this issue, brooks no delay. To secure the work life balance for the officers, **IBA should take up Government of India on priority.**
- **DOUBLE JEOPARDY:** An officer, who has opted out of the promotional exercise, should not be denied of the payment of PQP and Stagnation Increments. Earlier, IBA had clarified in clear terms that the difference between refusal of promotion and also the non-participation in the promotion exercise, IBA to reiterate the clarification to member Banks in the wake of mass transfers following bank mergers that have taken place across the banks leading to huge number of officers especially lady officers opting out of the promotion exercise for domestic reasons.
- **UPDATION OF PENSION:** There was clear expression of appointment of an actuary on the date of signing the MOU on 4<sup>th</sup> Jan 2021. IBA to inform the findings and re-engage another actuary preferably M/s Bhudev Chatterjee and associates.
- **D & A REGULATIONS:** As the uniform accountability policy has come to stay in the industry with effect from 01.04.2022, there is an imperative need also to classify the misconducts as Minor and Major coupled with the effects of punishments.
- **CHILD CARE LEAVE AND GRID HOLIDAYS:** Officers to be given CCL as per central govt guidelines. Additional holidays to be provided to officers working in national Grids and in Clearing CPCs which are linked to grids.
- **NORTH – EAST ALLOWANCE:** North-East allowance to be paid to all officers posted in 7 states in the North-east as is being by RBI and Central govt.
- **ANOMALY IN DA PAYABLE TO BANKING WORKFORCE AND LIC:** Calculations along with chart showing the difference of D.A. from Nov 2017 and Nov 2021 as well as the method of arriving at the % per slab of 4 points of DA over 6352 points submitted. **IBA should take up with DFS as to why the difference between LIC and banks arose.**
- **PENSION OPTION FOR RESIGNEES:** In Indian Bank and Andhra Bank the VRS provisions were not provided for officers, as such they are treated as Resigned from the Banks. As the number of resignees are not substantial, the pension option should be extended to them. The documents were submitted to IBA.
- **TAX DEDUCTED ON NPS CONTRIBUTION BY THE MANAGEMENT OVER AND ABOVE 10%:** With effect from 11.11.2020, officers who are governed by NPS, the management contribution has been enhanced to 14% from 10%.

Banks have deducted the Tax on the contribution made by the management's treating it as Income to Individual officers. In the recent Budget, the exemption has been granted to Central Government Employees as well as State Government employees. IBA to take up with the Government to get the Tax exemption to NPS subscribers too.

- **FULL EXEMPTION OF AMOUNT ON ENCASHMENT OF LEAVE SALARY ON SUPERANNUATION:** Officers to be given the at par treatment with Government employees for treatment of amount received on leave encashment at the time of superannuation. Presently the exempted **amount for bankers is Rs.3.00 lakh only.**
- **PAYMENT OF PLI TO OFFICERS:** The banks have adopted different practice in paying the PLI for 2020 to officers. While some banks have given the due share to all officers/employees irrespective of when they superannuated during the financial year, some have given on a pro-rata basis and some banks have not paid anything to any employee/officer who superannuated during the financial year without completing 12 months. IBA should send a uniform advisory to all banks.
- **MANDATORY LEAVE/ VACATION POLICY:** The mandatory leave of 10 days per year to be treated over and above leave accumulated by the officers. The same should be treated as special leave. Banks to implement the IBA advisory.
- **ENHANCED FAMILY PENSION AS PER REGULATIONS:** In terms of the Pension Regulations 1995, the amount family pension payable to the family is the twice the amount for a period of 7 years or 65 years of age whichever is earlier. As the family pension quantum has been increased to 30% of the Basic Pension with effect from 01.04.2021, the above provision available in the Regulations is overlooked by the Banks We have requested IBA to provide clarifications in this regard.
- **UTILISATION OF BUFFER AVAILABLE IN THE HOSPITALISATION SCHEME:** Insurance Company to provide the complete details of utilization of buffer, as it was done earlier by United India Insurance Company. Retired employees are now paying substantial amounts on account of refusal by TPAs to pay the excess amounts.

We request you to resolve the issues at an early date.

With regards,

Yours sincerely,

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| Sd/-              | Sd/-              | Sd/-                | Sd/-              |
| (Soumya Datta)    | (Nagarajan S)     | (Prem Kumar Makker) | (Viraj Tikekar)   |
| General Secretary | General Secretary | General Secretary   | General Secretary |
| AIBOC             | AIBOA             | INBOC               | NOBO              |

REPRODUCED BY KARNATAKA BANK OFFICERS' ORGANISATION (REGD.) MANGALURU-575 003

Mangaluru  
18.04.2022

  
(Suresha Hegde S.)  
GENERAL SECRETARY