



ALL INDIA CANARA BANK RETIREES' FEDERATION (Regd.)
(Affiliated to All India Bank Retirees' Federation)
"A.K.Nayak Bhavan", 2nd Floor,
14, Second Line Beach, Chennai – 600001.

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R.Ravishankar

Our Ref: 39:2016

July 02, 2016

To: All our Affiliates, Office Bearers & Central Committee Members

Dear Sir/Madam,

Revision of Pension to Scale wages Part-time retirees

Clause 15 (A) of the industry level Bi-partite Wage Revision Settlement dated 25.05.2015 provides for revision of pension to past time-scale PTE retirees as under:

" Pension for Part time employees: With effect from 1st November 2012, for the purpose of calculating the amount of pension in respect of permanent part time employees in scale wages who are covered by the Pension Scheme, their **actual service** shall be reckoned for qualifying service and **not pro-rata**. The actual service/qualifying service shall be calculated from the date of recruitment/appointment as part time employees in scale wages or from 1st September 1978 whichever is later".

In the light of the above clause, we have Vide our Letter 24:2016 dated 15.03.2016 represented to the General Manager, Human Resources Wing, H.O. Bengaluru for disbursing arrears to all PTEs in time scale wages who were appointed/recruited on or after 01.09.1978 and retired subsequently by taking into account their actual service instead of proportionate service for calculating pension. This issue was also pursued by us in our 7th Grievances Redressal Cell Meeting held at Bengaluru on 07.04.2016. Management paid arrears to 16 specific cases pointed out by us in respect of such of those PTEs who retired on or after 01.11.2012 and advanced the plea that other Time-scale PTE retirees who were appointed on or after 01.09.1978, but retired prior to 01.11.2012 are not eligible for pension revision.

Disagreeing with the Bank's interpretation of aforesaid Clause 15 (A), the issue was escalated to AIBEA, who in turn took up the matter with IBA for eventual settlement of the issue. We are glad to inform that as a sequel to the organisational efforts of AIBEA, the issue has since been resolved and we are thankful to AIBEA leadership for securing this monetary benefit to the past Part-time Scaled retirees in the banking industry.

As such, all our functionaries are requested to note the following points for proper implementation in our bank:

1. For part time employees retired prior to 01-11-2012, their pension is to be re-calculated and revised as above and the revised pension is payable w.e.f. 01-11-2012 (Therefore revised pension amount is payable from 01-11-2012 and arrears of Pension paid accordingly.)

2. In the case of part time employees who have retired on and from 01.11.2012, in addition to revising the pension as above, the difference in commutation is also to be paid to them.

You will please appreciate that this section belonging to subordinate staff Viz: Safai Karamcharis, majority of whom hail from lower strata of the society, are getting only meagre pension on pro-rata service basis all along and they are anxiously awaiting for receipt of arrears and enhancement in their pension on account of considering their actual service as qualifying service for calculation of pension.

All Affiliates, Office Bearers and Central Committee Members are requested to bestow their personal attention in this matter, gather from time-scaled retired PTE members/Circle Offices concerned details of PTE retirees such as Name, Staff Number and the last branch/office worked and inform us accordingly so as to enable us to take up the matter specifically with the management and ensure that all such PTEs are paid arrears and their pension revised at an early date.

We look forward to your initiating pro-active steps in this regard.

With Warm Greetings,

Yours Sincerely,



(S.V.SRINIVASAN)

GENERAL SECRETARY

Encl: Copy of IBA communication No.CIR/HR&IR/KU/G2/2016-17/547 dated June 24, 2016 addressed to the member banks who are parties to the Settlement dated 25.05.2015.



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

No.CIR/HR&IR/KU/G2/2016-17/547
June 24, 2016

HR Heads of Member Banks which are parties in X BPS

Dear Sir,

X BPS dated 25-5-2015 :- Clause 15 (A) – Pension for part-time employees – Calculation of Pension

Clause 15 (A) of BPS dated 25.5.2015 is as under:

' With effect from 1st November, 2012, for the purpose of calculating the amount of pension in respect of permanent part time employees in scale wages who are covered by the Pension Scheme, their actual service shall be reckoned for qualifying service and not pro-rata. The actual service/qualifying service shall be calculated from the date of recruitment/appointment as part time employees in scale wages or from 1st September, 1978 whichever is later.'

2. IBA has received a letter from AIBEA that some of the Banks are yet to implement the provisions properly and also difference in commutation on account of revision in pension calculated.

3. We wish to state that Banks which are parties to the settlement are advised to revise the pension in terms of the above Clause and pay w.e.f. 1.11.2012 or from the date of retirement whichever is later, In the case of part time employees who have retired on or after 1.11.2012, while paying the difference in pension amount the difference in commutation is also payable to them.

Banks may please be guided as above.

Yours faithfully,

Sd..

K UNNIKISHNAN
DEPUTY CHIEF EXECUTIVE