



# 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

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**1<sup>st</sup> January, 2016.**

**(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)**

Dear Comrade,

Sub : **Encashment of leave on compulsory retirement.**

We are reproducing hereunder copy of a letter written to the Chairman, IBA on the above subject. The letter is self-explanatory.

With best wishes,

**( S. R. SEN GUPTA )  
GENERAL SECRETARY**

P.T.O.....

**QUOTE :**

AIBPARC/IBA/CRS(7b)/2016.

1<sup>st</sup> January, 2016.

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

Dear Sir,

**Sub : Encashment of leave on compulsory retirement.**

With reference to the above subject, we have to convey the following :

- (i) As per communication of your office dated 27.11.2000, it was conveyed that the officers whose services were terminated on account of imposition of compulsory retirement would not be entitled to the benefits of leave encashment.
- (ii) It was subsequently conveyed by your office that encashment of privilege leave would be allowed to officers and workmen whose services were terminated on account of CRS and the revised guideline was effective for those who were compulsorily retired on or after 30<sup>th</sup> April, 2015.
- (iii) In light of the two guidelines read together, it transpired that the persons who were compulsorily retired between 27.11.2000 and 30.04.2015 will fall in the group of non-beneficiaries of the benefit of encashment of leave.
- (iv) it has come to our notice that different banks as per instructions received from IBA are in the process of extending the benefit of leave encashment to all employees who were imposed CRS between 27.11.2000 and 30.04.2015 but it is a matter of serious concern that similarly placed officers have been kept outside the zone of consideration for the same benefit.
- (v) We like to reiterate that “employee” in its larger connotation of meaning and implication also includes officers. We welcome the development as being available to the workmen and demand that the same benefit be extended to officers immediately. The discrimination should be logically put to an end.

We make an earnest request to you to kindly give an emergent relook to the issue and send uniform guidelines to all members banks.

Yours faithfully,

**( S. R. SEN GUPTA )  
GENERAL SECRETARY**

**UNQUOTE**