

**Shri Narendra Modi,
Hon'ble Prime Minister,
Government of India,
New Delhi.**

Respected sir,

Sub : **Deprivation of and discrimination to Retirees of Banking Industry.**

Being emboldened by your radio speech to the countrymen that each citizen ought to have the right to convey their feelings of deprivation to the Prime Minister of the country, we have decided to encroach upon your valuable time for apprising you about the deprivations of and discriminations to the pensioners and retirees of the banking sector. Without going into details, we give hereunder a summary of our case for your kind perusal and necessary action.

1. Introducing ourselves :

We are an organisation sponsored by All India Bank Officers' Confederation (AIBOC) which is the largest organisation of the supervisory cadre of the banking industry. Our doors are open to all retirees of the banking sector irrespective of their colour, creed and cadre. Our members are the older citizens of the country whose age group are in the bracket of 60(+) to 80(+). These persons joined the banking sector mostly in the decades of 60s, 70s and 80s. They took part very actively in extending the fruits of nationalization to the farthest part of the country. These are the people who worked in cities and metropolis, rural areas, in the jungle, on the hilltop and by the sea. In the twilight years of their lives, they expect a reciprocal gesture from the society and the Government.

2. Nature of deprivation :

(i) You would be surprised to know that our pension stands frozen on the date of our retirement. At an interval of 5 years, wage revision commonly known as Bipartite Settlement takes place in the banking sector. The salary of award staff and officers are revised with signing of such settlement. But no impact is allowed to come over the pensioners. You are aware that with finalization of every Pay Commission, the salary of Central Government and State Government employees are upwardly hiked. Simultaneously, the pension of each Government employee is upwardly revised. The provision of updation of pension is already there in Bank Pension Regulations (clause no. 35.1). This benefit is denied to the pensioners of the banking industry. As a result, hundreds of discriminations are taking place for the older retirees.

(ii) Although there are verdicts of Supreme Court that no sub-group can be created within similarly placed group, payment of Dearness Allowance in a uniform manner is not done to pensioners of the banking industry. Although hundred percent DA neutralisation is given to the post 1.11.2002 retirees, the same is denied to the pensioners who retired prior to 1.11.2002.

(iii) Family pension in the banking sector is as meager as 15% of the original basic pension. Although pension in the banking industry is modeled on RBI pattern, the benefit extended to RBI is not being implemented in the banking sector. With the concurrence of the Union Government, family pension in RBI has been hiked to 30% whereas in nationalised banks it is still as low as 15%.

(iv) Medical allowance/hospitalization schemes are inadequate and un-uniform in different banks.

(v) Several officers and employees who have resigned from bank's services after rendering such number of years of service as to make them eligible for payment of pension are being denied of their rightful choice to opt for pension. Although several private sector banks and associate banks are parties to the bipartite settlement, the right to second option for pension and giving weightage of 5 years to VRS optees are being denied to the employees and officers.

3. **What we have done so far :**

(1) We have talked with the Secretary, DOFS, Ministry of Finance about our issues. He informed us that he would be asking IBA to talk to the retirees of the banking industry. Since then no forward movement has taken place.

(2) IBA took a peculiar plea that at bank level no such negotiation is taking place with the organisation of retirees because there is multiplicity of such organisations. In order to remove this inhibition, all the three retirees' organisations (AIBPARC i.e. ourselves, SBI Pensioners' Federation and AIBROF) joined together to sign a common memorandum and submitted the same to IBA and Government of India. No forward movement has taken place so far.

(3) Our demands have been placed before IBA through the hands of United Forum of Bank Unions (UFBU). They are negotiating with IBA to their best possible ability. You are also aware of the fact that the Bipartite Settlement is now standing face to face with a stalemate. As for the demands of the retirees, we have come to know that IBA is somehow inclined to revise family pension in line with RBI and the discrimination in payment of DA might be removed. But we also knew that they are reluctant to consider with favour our demand for updation of pension although it is provided in the Regulations.

4. **No platform exists for hearing the demands of the retirees from the mouth of the retirees :**

The pensioners of the banking industry are being denied the right to be heard. We have appealed to the Government and IBA for creation of a meaningful forum where we can exchange views at periodic intervals of a quarter or a half year. When the employees of State Governments and Central Government get adequate opportunities to ventilate their views before the Pay Commission, why the same opportunities would not be extended to us.

Respected sir, we make an earnest appeal to you to kindly get this paper examined by expert authorities to be convinced about the genuineness of the issues and to instruct proper persons to call us for discussion. We do not mind whether IBA officials would talk to us or Government officials would be meeting us. We know that it is one and same because IBA has to act after knowing the minds of the Government. We only want a proper forum for negotiation and we wish Government under your able leadership would be kind enough to ensure that the deprivations come to an end.

With kind regards,

Yours faithfully,

(S. R. SEN GUPTA)

GENERAL SECRETARY