

**ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION
(Affiliated to All India Banks Pensioners and Retirees Confederation)**

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Circular No. GS:116

2nd April, 2013

TO ALL AFFILIATES/MEMBERS

Dear Comrades,

Sub: Initiation of Disciplinary action against Officers on the eve of or after superannuation

We have pleasure in reproducing the contents of Circular No. 14/13 dated 02.04.2013 issued by General Secretary, AIBPARC containing the text of the letter written by him to Indian Banks' Association in the matter of initiation of disciplinary action by Banks against Officers on the eve of or after retirement. He has made certain valid suggestions to IBA for examination. Let us hope that remedial measures will be taken by IBA so that Officers are not tormented with disciplinary action either on the eve or after superannuation. Please circulate amongst your members.

With kind regards,

Yours Comradely,



**(R. SURYANARAYANAN)
GENERAL SECRETARY**

Dear Friends,

We reproduce hereunder the text of our letter dated 31st March, 2013 addressed to the Chairman, IBA. With warm greetings,

Yours sincerely,

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

Quote :

Re: Initiation of Disciplinary matters against officers on the eve of or after superannuation

We like to draw your immediate attention to an inhuman practice followed by most of the Banks which are virtually tantamount to uncivilized treatment to a human being.

2. An officer retires after long service with an intense desire to pass his time in peace. Such desire is very often thwarted by the institution he served for decades. Initiation of disciplinary measures is being made at the fag end of career or even after retirement. As a result of this, the unfortunate creature is deprived of some of his superannuation benefits and also he is feeling helpless because he does not know whom to approach for help. IBA should study the problem in depth and some remedial measures should be immediately taken.

3. We are offering some suggestions for examination at your end.

- (a) Banks may consider posting of officers in innocuous positions at a time which is 6 months or 3 months ahead of retirement so that his implication in any case at the fag end can be avoided.
- (b) Banks will have to be sure that no case is pending before the officer at the time of his placement in an innocuous situation. In case there is any pending case in the domestic front (where external agency is not involved), it should be disposed of on a priority basis so that everything is over by the date of retirement.
- (c) If any external agency is involved where a court case can go for years together, Bank may complete the domestic enquiry and release superannuation benefits which are permissible under law.
- (d) The Retired Officers, when approaching the serving officers, for defence counselling are getting unfavourable response in most cases. As for Central Government employees, the retired employees/officers can defend their retired colleagues. The same may be extended to Bank employees/Officers also.

A thorough study of the issue is necessary at your end.

Unquote