



ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION

(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPRC)

(Promoted by All India Bank Officers' Confederation – AIBOC)

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E Circular No. 10/2015

17th May, 2015

Dear Comrades,

Sub: Circular No. 23/2015 dated 15/05/2015 issued by All India Bank Officers' Confederation (AIBOC) – Encashment of Leave on Compulsory Retirement

We are pleased to reproduce the contents of Circular No. 23/2015 dated 15/05/2015 issued by All India Bank Officers' Confederation (AIBOC) as well as Circular No. HR & IR/76/H7/E9/755 dated 11.05.2015 issued by Indian Banks' Association on the long pending issue of permitting encashment of leave on Compulsory Retirement.

Please communicate among your members.

With kind regards,

Yours Comradely,

(R. SURYANARAYANAN)
GENERAL SECRETARY

Circular No. 2015/23

Dated: 15/05/2015

To All Affiliates/State Units/Members

Dear Comrades,

ENCASHMENT OF LEAVE ON COMPULSORY RETIREMENT PERMITTED

Our members are aware that a long pending issue of permitting encashment of leave on compulsorily retirement was raised by us in one of the Sub-Committee meeting held with IBA, last month, during the course of Salary revision talks. We had already advised through SMS, the decision of IBA for agreeing to the same.

We are pleased to inform that IBA has now issued a Circular No. HR & IR/76/H7/E9/755 dated 11.05.2015 on the captioned matter. The scanned copy of which is attached, and is self- explanatory. This is yet another victory of our Confederation in resolving one of the long pending issues.

We also wish to advise our members that many rounds of consultations and discussions have taken place with IBA to decide structure of scales. Being a technical issue, it requires taking into consideration many processes to avoid future anomalies and complications in fitments etc. Likewise implementation of Saturdays off as agreed by IBA, has to pass through many processes. We are endeavoring our best to address the anxieties of our members by putting in all efforts to settle all issues so that the Salary Negotiation gets concluded within the time frame of 90 days.

With comradely greetings,

Yours comradely,



(HARVINDER SINGH)
GENERAL SECRETARY



Indian Banks' Association

HR & Industrial Relations

No. HR&IR/76/H7/E9/755

May 11, 2015

Chief Executives of Public Sector Banks

Encashment of Leave on Compulsory Retirement

The Personnel Committee of IBA at its meeting held on 16.10.2000 had agreed that Compulsory Retirement emanating from Disciplinary Proceeding as contained in Regulation 4(h) of Bank Officer Employees' (Discipline & Appeal) Regulations, 1976/1982, equated with termination of service and not under meaning of 'retirement' mentioned in Regulation 38 of OSR. Accordingly IBA issued the circular IBA No. PD/CIR/76/H7/E9/1452 dated November 27, 2000 stating that Leave encashment & Travelling Allowance on Retirement will not be entitled for Officer whose services are terminated or who is compulsorily retired as a punishment as per Regulation 4 of the OSR 1979/1982.

The Public Sector Banks (PSBs) except State Bank of India are not permitting encashment of leave on compulsory retirement as per the provisions of Regulation 38 of OSR. Some of the affected officers had approached various High Courts, got relief in their favour. In this connection, it is pertinent to mention that Government of India, Department of Personnel & Training (DOPT) vide O.M.No.14028/1/2004-Estt.(L) dated 13th February 2006 had also decided that in such cases where the Government servants are compulsorily retired as a measure of punishment and in whose cases, if a cut in pension (including gratuity) has been ordered, the benefit of encashment of earned leave at the time of such retirement shall be allowed.

Based on the various representations received from banks in the matter, quoting the courts decision and Government of India decision, the HR Committee at its meeting held on 6.4.2015 discussed the issue and was of the view that the officers/ employees in Public Sector Banks may be permitted for encashment of privilege leave to their credit on compulsory retirement in view of the similar provisions in SBI/Government of India. The matter was placed before the Managing Committee at its meeting held on April 30, 2015. The Committee deliberated the matter and approved the recommendations of the HR Committee and decided to permit encashment of PL for compulsory retired employees/officers.

Member banks may kindly note the above decision of the HR Committee/Managing Committee of IBA and be guided accordingly. The date of effect of the above decision will be from the date of the decision of the Managing Committee, i.e. April 30, 2015.

K Unnikrishnan
Dy. Chief Executive

