



**ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION**  
(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPARC)  
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E Circular No. 02/2016

8<sup>th</sup> January, 2016

**TO ALL AFFILIATES/MEMBERS**

Dear Comrades,

**Sub: Encashment of Privilege Leave to Compulsorily Retired Officers**

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We invite your kind attention to our Circular No. E Circular No. 10/2015 17<sup>th</sup> May, 2015 containing Circular No. 23/2015 dated 15/05/2015 issued by All India Bank Officers' Confederation (AIBOC) on Encashment of Leave on Compulsory Retirement. It was mentioned therein that the date of effect of that decision will be from the date on which the decision was taken by the Managing Committee of Indian Banks' Association i.e. 30.04.2015. AIBOC had already taken up this issue with Indian Banks' Association and impressed upon them to permit Encashment of Privilege Leave to Officers who were Compulsorily Retired from October, 2000 to April, 2015.

We are now pleased to inform that our Apex level Organisation – AIBPARC has addressed a letter to Indian Banks' Association drawing its attention that different Banks, on the basis of instructions received from them, were in the process of extending the benefit of Encashment of Privilege Leave to all **employees** who were imposed with the punishment of Compulsory Retirement between 27.11.2000 to 29.04.2015 and demanded that similar benefit should be extended to similarly placed Officers.

For your immediate reference, we reproduce the contents of Circular No. 2/2016 dated 01/01/2016 issued by All India Bank Pensioners & Retirees – AIBPARC on this subject. Let us hope that Indian Banks' Association extends this benefit of Encashment of Privilege Leave to those Officers who were Compulsorily retired from October, 2000 to April, 2015 and render justice.

With kind regards,

Yours Comradely,

**(N. GOVINDARAJULU)**  
**GENERAL SECRETARY**

**ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION**  
( AIBPARC)

**CIRCULAR NO. 2/16**

**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**

**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*