



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION



(A.I.B.P.A.R.C.)
C/O BANK OF INDIA OFFICERS' ASSOCIATION
(EASTERN INDIA BRANCHES)
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(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC, Special Invitees, State Secretaries and Advisors of AIBPARC.)

Dear Comrades,

Sub: An appeal to treat Bank employees/officers at par with employees of Government of India in relation to payment of enhanced gratuity of Rs.20.00 lakhs w.e.f. 01.01.2016.

We have today sent a communication to Shri Bandaru Dattatreya, Hon'ble Union Minister, Government of India, Ministry of Labour & Employment on the above referred subject. The copy of the letter is being reproduced hereunder for information of members.

With best wishes,

Suprita Sarkar
General Secretary

Quote :

AIBPARC/ENHANCED GRATUITY/2018/FAX.

02.04.2018

**Shri Bandaru Dattatreya,
Hon'ble Union Minister,
Government of India,
Ministry of Labour & Employment,
Shram Shakti Bhawan,
Rafi Marg, New Delhi – 110001.**

Respected Sir,

Sub: An appeal to treat Bank employees/officers at par with employees of Government of India in relation to payment of enhanced gratuity of Rs.20.00 lakhs w.e.f. 01.01.2016.

We are shocked to see the gazette notification of Ministry of Labour & Employment dated 29.03.2018 appointing the said date as the date on which the Gratuity Ceiling Amendment regarding upper limit of Rs.20.00 lakhs would come into force. As a result of the effective date being on 29th March, 2018, the Bank employees/officers who retired between 01.01.2016 and 28.03.2018 would be grossly discriminated against. Hence, the cause of this appeal arose.

Sir, the Central Government employees were awarded enhancement of gratuity limit from Rs.10.00 lakhs to Rs.20.00 lakhs w.e.f. 01.01.2016 as one of the welfare measures. Being apprehensive about its date of implementation in other sectors including the Banking Industry, different organisations of serving people as well as retired personnel like us made appeals to IBA, DOFS (Ministry of Finance) and Union Labour Ministry again and again to ensure the implementation of the enhanced level of gratuity w.e.f. 01.01.2016 in the Banking Sector and other sectors also. After a long lapse of time, the Gratuity Amendment Bill was placed in the Lok Sabha and thereafter to the Rajyasabha for consideration. Sir, you would definitely appreciate that we, the Bankmen were not responsible in any manner for the delay of procedure to be followed.

We had a fervent hope that Government of India after the Bill being passed in both houses of parliament would make the effective date of payment of enhanced gratuity on and from 01.01.2016 in respect of Bank employees and officers in line with what has been done in case of Central Government employees. It has caused a serious anguish and frustration in the minds of many whose expectations have been belied. As payment of gratuity is a social security measure towards the employees of all sectors, the bonafide rights of the employees of other sectors may please not be denied and ignored.

We have a high hope that Government of India would reconsider its decision after taking into consideration the dedicated services of Bank employees and officers towards the nation and the society as well as their whole-hearted participation in implementing the policies of the Government. The bankmen deserve to be treated at par with employees of the government in relation to the payment of increased gratuity w.e.f 01.01.2016.

Awaiting a favourable decision,

With kind regards,

**(SUPRITA SARKAR)
GENERAL SECRETARY**