



ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION
(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPARC)
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Ref: GS:105/2017

5th April, 2017

The General Manager (HR),
Union Bank of India,
Central Office,
239, Vidhan Bhavan Marg,
Nariman Point, Mumbai - 400021

Dear Sir,

Sub: Encashment of Privilege on retirement - Non-payment of Higher HRA on capital cost basis

Shri S.S. Shukla, Senior Manager (Retired) .PF. 256554..(DOR 31.08.2014) was drawing Higher HRA - 150% on the basis of capital cost. However, at the time of retirement, for encashment of Privilege Leave, higher HRA drawn by him was not taken into account.

While on the subject, we draw your kind attention to Staff Circular No.2138 dated 21/02/1980. We are reproducing the relevant content of the said circular.

"However, the emoluments payable while encashing Privilege Leave at the time of retirement of an Officer Staff will constitute gross emoluments payable to him immediately before his/ her retirement"

From the above, it will be clear that if an Officer was drawing higher HRA as on the date prior to retirement, he will be entitled to encashment of Privilege Leave on retirement by taking into account the higher HRA he was receiving.

We have also checked up with other peer banks like Bank of India, Bank of Baroda, Canara Bank, Punjab National Bank etc., and have come to know that those banks are taking into account higher HRA while encashing the Privilege leave of an Officer at the time of retirement. We also gather that in many Regional Offices of our Bank, higher HRA drawn by an Officer immediately prior to his/her retirement is being taken into account while calculating encashment of Privilege Leave at the time of retirement.

In view of the clear position prevailing in the Banking Industry, we request you to kindly consider the representation of Mr. S.S. Shukla favourably and advise Regional Office, Samastipur/Patna to pay the difference amount of encashment of Privilege Leave at the time of his retirement.

Thanking you,

Yours faithfully,



(N. GOVINDRAJULU)
GENERAL SECRETARY

cc: Com. S.K. Singh,
Vice-President, AIUBPARF, Patna