

COMPENSATION TO BANK EMPLOYEES WHO ARE KILLED IN BANK ROBBERIES, TERRORIST INCIDENTS INCLUDING LEFT-WING EXTREMISM

Ministry of Finance, Department of Financial Services, Government of India vide letter No.6/4/2012-IR dated 03.07.2012 addressed to all the Public Sector Banks has informed that the package of compensation to the employees who are killed in bank robberies, terrorist incidents including left-wing extremism has been reviewed and further stated that bank may take further appropriate action in the matter. Accordingly, the revised guidelines received from Ministry of Finance were considered and were approved by the Board in its meeting held on 26 & 27.07.2012 for implementation.

1. The guidelines in this regard are as under:

i) In case of death of an employee as a result of or during bank robbery or attacks by terrorists, including left-wing extremism on bank employees, the family of deceased will be given compensation by the bank as follows:

In case of death of Officers: Rs.20 lakhs

In case of death of Clerical/Sub Staff: Rs.10 lakhs

ii) The bank will look after educational expenses of the children of the deceased upto and inclusive of graduation.

iii) The bank will give immediate employment to one member of the family of the deceased in accordance with the guidelines of compassionate appointment. In case none is able to immediately take up employment, the entitlement will be held in abeyance till one of the members of the family becomes eligible for and is in a position to take up such appointment.

In case compassionate employment is not taken up, the pay and allowances last drawn by the deceased may be extended to the family till one of the children of the family reaches 21 years of age or till the date on which the deceased would have retired in normal course, whichever is earlier. Such payment of pay and allowance will be available only if the dependent is not gainfully employed elsewhere.

iv) The loans for housing etc. which might have been availed of by the employee may be transferred to the family member if any compassionate appointment is given, irrespective of his/her normal eligibility. If compassionate employment is not sought by the family, the interest part may be waived and only principal be recovered from the compensation/other dues payable.

v) In respect of the persons other than the Bank employee who may get killed as a consequence of or during robberies and/or attack of terrorists, the bank will pay a lumpsum compensation of Rs.3 lakhs to the family of the deceased.

vi) In case of Bank employees/customers/members of public who actively resists bank robberies and terrorists attacks on banks, the bank may consider a cash reward not exceeding Rs.2 lakhs. In addition, the bank employees may be given an out of turn promotion, if they satisfy the minimum conditions of eligibility prescribed for direct recruits to the post but without reference to the numbers of years of service rendered. Employees not covered for criterion for promotion may be allowed three advance increments in their existing grade on a permanent basis.

vii) All expenses for treatment of injury caused during or at the time of resisting bank robbery / terrorist attack on banks, including hospitalization of the victims (bank employees/members of public/customers) shall be borne by the bank.

viii) The cash reward mentioned in clause (vi) above, will be in addition to the compensation, if any, to which the person may be entitled to under the provisions of various Acts/Rules governing him/her.

2. In the deserving cases of the employees/customers/members of public, in terms of the above Scheme, proposals may be forwarded to our office soon after the incident. It should be ensured that the information/documents etc. as per the list given in **Annexure-I** attached herewith is sent alongwith the recommendations of the Circle Head.
3. These guidelines shall be uniformly applicable throughout the country including North-East and in left-wing extremist areas and shall be effective with immediate effect.
4. **Competent Authority for allowing the compensation is as under:**

Particulars	Authority
Officers in Scale VII & VIII	ED (HR)
Officers in Scale IV. V & VI	CGM/GM (HR)
Officers upto Scale-III	GM (HRMD)
Clerical & Sub-Staff	GM (HRMD)

CHECK LIST OF DOCUMENTS/INFORMATION FOR SUBMISSION OF PROPOSALS

1. A Brief gist of the whole incident alongwith death certificate.
2. A copy of FIR lodged (English version must be enclosed).
3. A copy of the report of the Security Officer.
4. A confirmation that bank has borne the expenses incurred on treatment of injured employees/members of public/customers. The amount of expenses may be given.
5. Amount of terminal benefits paid to the family i.e. PF, Gratuity, Leave encashment & Family Pension.
6. A confirmation that proposal/application for waivment of Housing Loan, Financial Aid, Contributory Benefit Fund, Self Financed Group Insurance Scheme etc. has been submitted to the respective authorities.
7. The complete proposal for providing employment on compassionate grounds to one of the dependent is sent, wherever applicable.
8. In case compensation is payable on the analogy of Workmen Compensation Act, proposal/recommendations in terms of PD Circular No.824 dated 01.02.1985 is also submitted along with.
9. The recommendations of Circle Head complete with respect to cash reward as well as the other benefits.
10. Any other document as considered necessary.

(Personnel Administration Division Circular No.117 dated 14.08.2012)