



## NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered under the Trade Unions Act 1926 - Registration No. B-2334)

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All letters to be addressed to the General Secretary

### CIRCULAR NO.13

Date: 21.11.2020

### TO ALL AFFILIATES & MEMBERS

Dear Comrades,

#### FOLLOW UP OF IMPORTANT ISSUES

- i) MANAGEMENT CONTRIBUTION TO NPS AT 14%
- ii) IMPROVEMENT IN FAMILY PENSION
- iii) INCREASE IN EX-GRATIA FOR PRE-1986 RETIREES

We reproduce hereunder the Circular No.2020/Joint Cir/02 Dated the 21<sup>st</sup> November 2020 issued jointly by Four Unions viz, AIBEA, NCBE, NOBW & INBEF, appending therein contents of letter Nos.2020/Joint/02, 03 and 04 Dated 20.11.2020 sent to the Finance Minister, Govt. of India, New Delhi, for information of all affiliates and members.

With regards,

Yours sincerely,

(SANJEEV K. BANDLISH)  
GENERAL SECRETARY

### "AIBEA – NCBE – NOBW - INBEF

Letter No.2020/Joint/02

20<sup>th</sup> November, 2020

To

**Mrs. Nirmala Sitharaman,**  
Hon. Minister for Finance,  
Govt. of India  
New Delhi

Respected Madam,

**Reg: WAGE REVISION SETTLEMENT IN BANKS – REVISED RATE OF CONTRIBUTION TO NEW PENSION SCHEME AT 14%.**

During the negotiations with the Indian Banks' Association on revision of wages and service conditions, as per common Charter of Demands submitted by the Workmen Employees Unions, we had demanded switching over to old pension scheme for employees who had joined the Banks from 1-4-2020 as they are covered by the New Pension Scheme. IBA informed us that NPS was been introduced in the Banks and other sectors, based on Government's policy and hence regretted their inability to accept our demand.

In view of the above, alternatively, we demanded that the contribution of the management in respect of such employees who had joined the Banks on or after 1-4-2020 may be revised and increased to 14% as was done in the case of Government employees. After discussion, IBA agreed to the same subject to approval by the Government.

Accordingly, the same was incorporated in the Settlement signed between IBA and our Unions on 11-11-2020. As you will be aware, the revised pay scales and allowances, etc. are effective from November, 2017 and the provision on revised rate on contribution to NPS can be implemented only on receipt of Government approval.

Hence we shall thank you to kindly accord the approval of the Government to the IBA so that the same can be implemented in the Banks.

Thanking you,

Yours faithfully,

Sd.  
C H Venkatachalam  
Gen. Secretary  
**AIBEA**

Sd.  
S K Bandlish  
Gen. Secretary  
**NCBE**

Sd.  
Upendrakumar  
Gen. Secretary  
**NOBW**

Sd.  
O P Sharma  
Acting Gen. Secretary  
**INBEF**

Copy to: The Secretary, DFS, MoF, GoI, New Delhi for information and necessary action at the earliest at their end.

Copy to: The Chairman, IBA, Mumbai for information and with a request to take up with the Government of India for expediting the matter."

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**AIBEA – NCBE – NOBW - INBEF**

**Letter No.2020/Joint/03**

**20<sup>th</sup> November, 2020**

**To**

**Mrs. Nirmala Sitharaman,**  
Hon. Minister for Finance,  
Govt. of India  
New Delhi

Respected Madam,

**Reg: REVISION IN EX-GRATIA AMOUNT**  
**PAYABLE TO PRE-1986 RETIREES/SPOUSE**

You aware, Madam, that pension scheme for bank employees was introduced in the Banks (other than State Bank of India) with effect from 1-1-1986 and employees who retired from the Banks from January, 1986 were covered by the pension benefit as per the Scheme approved by the Government. Hence those employees who had retired prior to 1986 were not covered by the pension scheme.

On representation, the Government issued their Guidelines in 1998 by which such pre-1986 retirees were extended an Ex-Gratia of Rs.300 per month plus DA thereon.

In 2006, Government issued another Guideline extending an Ex-Gratia of Rs.1000 (without DA) for the surviving spouse/widows of such pre-1986 retirees.

In 2013, the Government revised their Guidelines and advised that pre-1986 retirees may be paid Rs.350 plus DA per month and their surviving spouse may be paid Rs.300 plus DA.

As on date, in the 11 public sector banks which are covered by the Guidelines of the Government, there are only about 2500 pre-1986 retirees and about 2800 surviving spouse/widows of the pre-1986 retirees. Their age is today more than 94 (since they retired at the age of 60 in 1986, 34 years ago).

The total cost of Ex-Gratia paid to them per month is only around Rs.1.50 crores or Rs.20 crores per year covering all the 11 Banks put together.

We have been requesting the IBA and the Government to consider enhancement/revision in their Ex-Gratia. The matter is pending consideration of the Government for a long time. We seek your intervention in the matter and instructions to suitably revise and enhance their Ex-Gratia amount.

Thanking you,

Yours faithfully,

Sd. C H Venkatachalam Gen. Secretary <b>AIBEA</b>	Sd. S K Bandlish Gen. Secretary <b>NCBE</b>	Sd. Upendrakumar Gen. Secretary <b>NOBW</b>	Sd. O P Sharma Acting Gen. Secretary <b>INBEF</b>
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Copy to: The Chairman, IBA, Mumbai for information and with a request to take up with the Government of India for expediting the matter.”

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**AIBEA – NCBE – NOBW - INBEF**

**Letter No. 2020/Joint/04**

**20<sup>th</sup> November, 2020**

To

**Mrs. Nirmala Sitharaman,**  
Hon. Minister for Finance,  
Govt. of India  
New Delhi

Respected Madam,

**Reg: APPROVAL FOR REVISION IN THE SCHEME OF FAMILY PENSION  
IN BANKS – REQUEST FOR APPROVAL BY GOVERNMENT**

You are aware, Madam, that Bank employees' pension scheme is based on the pension scheme of Government employees. It was approved by the Government in 1993 and implemented with effect from January, 1986. The said pension scheme provided for family pension to the spouse/eligible family member of the family upon unfortunate death of the employee or pensioner.

This Family Pension was being paid on a slab system and with ceilings for different cadres. We have been requesting for improvement in the Family Pension and during the recent negotiations with the Indian Banks' Association, this was one of the important issues. We were very happy when the then Chairman of IBA informed us in July, 2020 when we signed the MoU on wage revision that the IBA is inclined to agree for payment of Family Pension at a uniform rate of 30% without any ceilings.

When we signed the final Settlement on 11<sup>th</sup> November, 2020, the same has been incorporated in the Settlement by which IBA has agreed to revise the Family Pension as above, subject to approval by the Government.

We request you to bestow your personal attention in the matter and accord the approval for the same, so that the family pensioners, most of whom are widows, are able to get the benefit of the revised Family Pension.

Thanking you,

Yours faithfully,

Sd.  
C H Venkatachalam  
Gen. Secretary  
**AIBEA**

Sd.  
S K Bandlish  
Gen. Secretary  
**NCBE**

Sd.  
Upendrakumar  
Gen. Secretary  
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