



## SYNDICATE BANK PENSIONERS & RETIREES ASSOCIATION(REGD.)

(Affiliated to AIBPARC a wing of AIBOC)

### CENTRAL OFFICE

203, Glendale Residency, King Koti Road, Abids, Hyderabad – 500001  
Phones:-President:08171461116; Gen.Sec:09440528806; Secretary:0988566199



Circular No. 4/2015

(PLEASE CIRCULATE TO ALL MEMBERS/ RETIREES)

Date: 4.03.2015.

Dear comrades,

### CONGRATULATIONS!! 1<sup>st</sup> MEETING BETWEEN BANK AND SBPRA HELD YET ANOTHER MILE STONE CROSSED

We are extremely happy to inform all the retirees of the bank that 1st meeting between the bank and SBPRA was held on 3.3.2015 at HO: Manipal. This surely is a land mark event in the history of retirees' movement in the bank. The meeting took place in the conference hall of Head Office of the bank as per schedule i.e. @ 11.00am. The bank was represented by the General Manager (P) Sri K Santhosh Kamath, Dy GM Sri Ajit L Karmalkar, AGM Sri Ramananda Nayak and CM Sri B Chandrakanth Rao. SBPRA was represented by Com. RK Sharma, President and Com. C Gangadhar Yadav, General Secretary. The meeting was held in a cordial atmosphere. In his Welcome remarks the General Manger (P) expressed happiness to preside over the first meeting with our Association. He appreciated the contribution made by the retiree employees in the growth of the bank and observed that retirees can still contribute in their own way in the progress of our beloved bank. In response Com. C Gangadhar Yadav, General Secretary thanked the management for holding the talks with SBPRA; requested bank team to take a positive view on retirees' issues; assured whole hearted cooperation of all retirees and complimented the efforts of management in the growth of bank. Thereafter various issues of retirees as per agenda were discussed. We have driven home our point and convinced the management team about the genuineness of our demands. Some of the items of our agenda which was submitted earlier have already been implemented by the bank Viz. release of terminal benefits to those retirees whose appeals were pending; release of memento/TE etc to VRS optees and those retired under Reg 20(3); release of pension to CRS and other termination cases not involving frauds; Issuance of standardized laminated Pension Payment Orders; and utilisation of services of the retiees for bank's business development. On the remaining items there was a thorough discussion and we are happy that the management has agreed to look into the same. We were insistent particularly about elimination of discrimination between VRS and superannuation cases. The General Manager was fully convinced about the case in argument and assured us that he will take up the matter at higher level to set right the anomaly. Text of Record of Discussions held is appended hereunder which is self-explanatory for information of all.

Comrades, due to various administrative and financial constraints such as paucity of Staff Welfare Fund expressed by the management we could not achieve immediate monetary gains. However we were informed of steps being contemplated by Personnel Department to shift some of the expenditure presently being debited to Staff Welfare Fund to Establishment Charges of the bank. That will ensure availability of funds to meet some of the retirees' demands in future. We also came to know that a comprehensive medical insurance scheme for both working and retired staff is being worked out in place of present system of meeting hospitalization expenses, which if implemented would solve a major problem of retirees. We are happy that a very good beginning has been made by holding the discussions with the management and establishing a bilateral forum for the retirees of the bank. We are sure that our demands can be clinched one by one sooner. We thank General Manager (P) for his pro-active approach and also Com. Dinker Punja former GS SBOA and Com. Sanjay Manjrekar, General Secretary SBOA for making the meeting a reality.

With warm greetings.

Yours comradely,

C Gangadhar Yadav  
GENERAL SECRETARY

SBPRA - ZINDABAD  
AIBPARC – ZINDABAD

// Text //

**RECORD OF DISUCSSIONS HELD BETWEEN THE MANAGEMENT OF SYNDICATEBANK AND SYNDICATE BANK PENSIONERS AND RETIREES ASSOCIATION (SBPRA) ON 03.03.2015 AT HEAD OFFICE, MANIPAL.**

<b>SI. No. FOR AND ON BEHALF OF THE BANK</b>	<b>FOR AND ON BEHALF OF SYNDICATEBANK PENSIONERS AND RETIREES' ASSOCIATION</b>
1. SRI K SANTHOSH KAMATH General Manager (P)	SRI R K SHARMA President
2. SRI AJIT KARMALKAR Deputy General Manager (P)	SRI C GANGADHAR YADAV General Secretary
3. SRI RAMANANDA NAYAK Asst. General Manager (P)	
4. SRI B CHANDRAKANTH RAO Chief Manager	

At the outset, Sri Santhosh Kamath, General Manager (P) has welcomed the representatives of Syndicate Bank Pensioners and Retirees' Association and said he is happy to preside over the first meeting with the Association. He appreciated the contribution of all retiree employees in the growth achieved by the bank over the years and also observed that individual employees have also grown with bank and achieved a social status for themselves and their family in the society. Further, he observed that retiree employees can still contribute in their own way in the progress of our beloved bank.

In response, Sri Gangadhar Yadav, General Secretary has thanked the Management for holding discussions with SBPRA. He assured whole hearted cooperation of all the retirees and complimented the efforts of management in its endeavor to grow further. He requested to take positive view on the issues connected to the retirees.

Thereafter, the following issues were discussed in a cordial atmosphere.

**1. Releasing terminal benefits to all those retirees whose appeals are pending for disposal.**

It was informed that the Bank is releasing all eligible terminal benefits to all retirees without waiting for disposal of appeal preferred by the employees.

**2. Extension of Holiday home facility to Employees under VRS & Resigned and booking of holiday homes on line.**

It was informed that as a matter of policy, no welfare benefits are extended to retirees other than those who have superannuated. However, in the light of discussions the issue will be looked into.

**3. Reimbursement of Annual Medical Aid to Employees under VRS and Resigned also on par with superannuated employees be made without any distinction or discrimination.**

It was informed that as a matter of policy staff welfare schemes are extended to superannuated employees. However, in the light of discussions the issue will be looked into.

**4. Release of Memento/TE and other facilities to VRS optees and Officers ceased from service under Officers Service Regulation No.20 (3).**

It was informed that the Bank is reimbursing TE to officers retired under VRS and officers ceased from service under Officers Service Regulation No.20 (3) are also eligible for Memento/TE after conclusion of Regular departmental proceedings.

**5. Permission to engage retired employees as Defense Assistant for defending retired employees in the departmental enquiries.**

It was informed that when Disciplinary action against pensioners under Pension Regulations is initiated the procedure stipulated in respective Service Conditions has to be followed. There is no provision in either BPS or Syndicate Bank D & A Regulations to permit a retired/pensioner as Defence Representative/Assistant.

**6. Inclusion of SBPRA representative in customer service meetings at Branch/Regional/Head Office level to utilize the experience and expertise of retiree employees to derive the ultimate benefit for business development.**

It was informed that suggestions are always welcome from every ex-staff. It was also informed that already instructions are there to include one senior citizen in the customer service committee meeting which could be a member of ex-staff also.

**7. Extension of health insurance coverage to all the employees retired under other than superannuation.**

It was informed that as a matter of policy staff welfare schemes are extended to superannuated employees. Further in view of paucity of funds in staff welfare fund they expressed their inability to consider the request for present. However, in the light of discussions the issue will be looked into.

**8. Pension is to be paid to all leftovers who have retired under CRS, on resignation and on termination of service on account of disciplinary action not involving frauds.**

It was informed that all eligible cases are being considered for payment of pension.

**9. Sanction of ODC to the Pensioners including family pensioners up to 15 months gross pension at the interest rate applicable to staff.**

The Management has expressed their inability to the request for the present.

**10. Standardized laminated PPO to be issued to all the Pensioners showing all the relevant details.**

It was informed that PPO format has been standardized with all relevant details and laminated PPOs are being issued to all the Pensioners.

**11. Requested to permit individual Pensioner to accumulate/carry forward Annual Medical Aid on similar line of serving employees.**

It was informed that the claim can be lodged at any time during the calendar year. Since only declaration is to be given there is no need to wait till the last day. The amount has to be debited to the Fund on a year to year basis and cannot be carried forwarded.

**12. Nonpayment of arrears of Gratuity calculated after including DA on FPP and QPP in some cases in spite of clear guidelines and instructions.**

It was informed that instructions were already given to ROs for calculation of gratuity by taking into a/c DA on FPP and specific cases, if any, may be taken up with the concerned Regional Office. Further it was informed that all Regional Offices will once again be advised to attend to such cases expeditiously.

**13. Annual Medical checkup fee reimbursement be extended to all retirees covering the spouse of the Pensioner.**

It was expressed their inability to consider the request in view of paucity of funds in Staff Welfare Fund for the present.

**14. Pension is to be credit on last working day as being done for other pensioners like some Banks.**

It was informed that Regulation 54 of Syndicate Bank (Employees) Pension Regulation stipulated that "a pension fixed at monthly rate shall be payable monthly on or after the first day of the following month". However, in the light of discussions the issue will be looked into.

**15. Request for involving retirees in business development of the Bank and preference in Empanelment as Lawyers, Valuers, Credit Verification/Recovery/SARFESI agents, entrustment of survey/canvassing recently introduced Jan Dhan Yojana, inspection/concurrent audit of Branches etc.,. Bank should wave the minimum number of years of practice/prior empanelment with other Banks/financial institutions, as retirees have gained sufficient experience and expertise in the field.**

It was informed that Bank is already utilizing the services of retirees in certain areas as per the need having regard to experience and expertise of individual officer/employee concerned.

Sd/-

(K. SANTHOSH KAMATH)

GENERAL MANAGER (P)

DATE: 03.03.2015

// end of Text //