



STATE BANK OF INDIA OFFICERS' ASSOCIATION

(NORTH EASTERN CIRCLE)

(AFFILIATED TO ALL INDIA STATE BANK OFFICERS' FEDERATION)

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TO ALL MEMBERS/UNITS

We reproduce the circular no 62 issued by the Federation on 17/07/2018 , the content of which is self-explicit, for the benefits of our members.

With Greetings

(General Secretary)



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration
No: 727/MDS)

State Bank Buildings, St. Mark's Road, Bangalore - 560 001



CIRCULAR NO.62

DATE: 17.07.2018

TO ALL OUR AFFILIATES/MEMBERS:

PAYMENT OF GRATUITY TO BANK EMPLOYEES FROM 01.01.2016

We reproduce hereunder the text of AIBOC Circular Nos.2018/36 and 38 dated 13th July, 2018 & 16th July, 2018 contents of which are self-explicit.

(Y.SUDARSHAN)
GENERAL SECRETARY

TEXT

QUOTE:

We reproduce hereunder our letter No.AIBOC/2018/46 dated 13.07.2018 addressed to The Secretary, Department of Financial Services regarding the above captioned subject for your information.

With regards,

Yours Comradely,

Sd/-

Soumya Datta

General Secretary

Text of AIBOC Letter No.2018/46 dated 13.07.2018

The Secretary,

Department of Financial Service

Government of India

New Delhi

Dear Sir,

Sub: Payment of Gratuity to Bank Employees w.e.f 01.01.2016

This communiqué has reference to the amendment to Payment of Gratuity Act 1972 enhancing the ceiling of gratuity from Rs.10.00 lakhs to Rs.20.00 lakhs for Central Government employees' w.e.f. 01.01.2016. Subsequently, Ministry of Labour by a separate notification made the effective date for payment of enhanced gratuity amount as 29.03.2018.

02.This amendment, being a statutory provision, has made it mandatory for all Banks to pay the enhanced amount of gratuity to all Bank Officers' and Employees' w.e.f. 29.03.2018.

03. We understand that Department of Public Enterprises (DPE) under cover of its Office Memo No.W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03.08.2017 stipulates increase of ceiling of gratuity from Rs.10.00 lakhs to Rs.20.00 lakhs w.e.f. 01.01.2017 for Executives and Non-Unionised Supervisors of Central Public Sector Enterprises(CPSEs).

04. In the above backdrop, it is clear that there is no uniformity regarding effective date for payment of enhanced gratuity amount to different sections of Central Government and Public Sector Executives/Employees.

05. All India Bank Officers' Confederation (AIBOC), an apex Trade Union of more than 3,20,000 members demands immediate removal of this anomaly and for payment of enhanced gratuity amount to the Bank Officers'/Employees w.e.f. 01.01.2016.

We trust that DFS will issue necessary certificatory memo in this regard.

We reproduce hereunder our letter No.AIBOC/2018/48 dated 16.07.2018 addressed to Shri Santosh Kumar Gangwar, Hon'ble Union Minister of Labour and Employment on the above captioned subject for your information.

With regards,

Yours Comradely,

Sd/-

Soumya Datta

General Secretary

Text of AIBOC Letter No.2018/48 dated 16.07.2018

Shri Santosh Kumar Gangwar,
Hon'ble Union Minister of Labour and Employment,

Ministry of Labour & Employment,
Government of India
Shram Shakti Bhawan, Rafi Marg
New Delhi – 110001.

Respected Sir,

Payment of Gratuity to Bank Employees from 01.01.2016.

All India Bank Officers' Confederation (AIBOC) representing over 3,20,000 lakh Bank Officers' of the country working in Public Sector, Private Sector, Co-operative Banks and Regional Rural Banks welcomes the positive efforts of Ministry of Labour under your valued guidance and visionary leadership to pay enhanced gratuity of Rs.20.00 lakh to all section of employees covered under Payment of Gratuity Act, 1972 at par with the effective date of payment from 01.01.2016 for Central Government Employees.

2. Your August Office must be aware that Department of Public Enterprises (DPE) under cover of its Office Memo No.W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03.08.2017 stipulates increase of ceiling of gratuity from Rs.10.00 lakh to Rs.20.00 lakh w.e.f. 01.01.2017 for Executives and Non-Unionised Supervisors of Central Public Sector Enterprises (CPSEs). This memo was issued even before the Parliament amended the Payment of Gratuity Act, 1972 the ceiling of gratuity from Rs.10.00 lakh to Rs.20.00 lakh (copy enclosed).

3. Incidentally, by a separate notification Ministry of Labour made the effective date for payment of enhanced gratuity amount as 29.03.2018.

4. In view of this, it is clear that there is no uniformity regarding effective date for payment of enhanced gratuity amount to different sections of Central Government and Public Sector Executives/Employees'. Efforts of the Ministry of Labour to bring uniformity in the effective date for payment of enhanced gratuity amount deserve all praise and support.

5. We have approached Department of Financial Services, Government of India under cover of our letter dated 13.07.2018 to advice Indian Bank Association (IBA) to issue necessary advisory to the Banks so that payment of enhanced gratuity amount is made applicable from 01.01.2016 in respect of Bank Officers'/Employees. We feel such benefit should also be extended to those Bank Officers'/Employees' who are not directly under IBA. A copy of the said correspondence is enclosed.

6. We seek your kind intervention with logical approach in this regard for bringing uniformity in the date of payment of enhanced gratuity within a reasonable time.

Yours sincerely,

Sd/-

SOUMYA DATTA

GENERAL SECRETARY

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UNQUOTE: