

ALL INDIA BANK EMPLOYEES' ASSOCIATION

Central Office: "PRABHAT NIVAS" Regn. No.2037
Singapore Plaza, 164, Linghi Chetty Street, Chennai-600001
Phone: 2535 1522, 6543 1566 Fax: 4500 2191, 2535 8853
e mail ~ chv.aibea@gmail.com & aibeahq@gmail.com

CIRCULAR LETTER NO. 27/115/2015/10

11th February, 2015

**TO ALL OFFICE BEARERS, STATE FEDERATIONS AND
ALL INDIA BANKWISE ORGANISATIONS**

Dear Comrades,

Reg: Appointments under Compassionate Grounds – Option for Ex Gratia Lump sum

Units are aware that further to the Scheme on appointment on compassionate grounds issued by the IBA in August, 2014, vide our Circular Letter No. 27/103/2014/59 dated 25-12-2014 we had informed that the Government has issued their guidelines to Banks for an option to the eligible family to either opt for employment in the Bank or opt for ex gratia lump sum payment. But this did not specify the amount of lump sum.

Hence the matter was again examined by the Government/IBA and recently IBA issued their clarification circular dated 31-12-2014 stating that the lump sum amount payable to the eligible family in lieu of employment would be the same as covered in the erstwhile scheme i.e. **Rs. 6 lacs, Rs. 7 lacs and Rs. 8 lacs** for the family of substaff, clerical staff and officers respectively.

The Government guideline/IBA Circular has also reiterated that this option for employment or lump sum would be available only in those cases when the other conditions of compassionate appointment (i.e. eligibility for employment) are met.

Copy of the IBA Circular dated 31-12-2014 is furnished herein for the information of our units.

With greetings,

Yours Comradely,

C.H. VENKATACHALAM


GENERAL SECRETARY



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

No. CIR/HR&IR/2014-15/532/1108
December 31, 2014

Chief Executives of all Public Sector Banks

Dear Sir/Madam,

Scheme of Compassionate Appointment on Compassionate Grounds in Public Sector Banks.

We refer to our circulars No. CIR/HR&IR/2014-15/532/476 dated the 11th August 2014 and No. CIR/HR&IR/2014-15 /532/693 dated 30th September 2014 on the captioned subject matter in terms of which a scheme of compassionate appointment in lieu of ex-gratia lumpsum amount has been circulated to all Public Sector Banks.

2. Now, the Department of Financial Services vide its letter F.No. 18/2/2013-IR dated the 5th December 2014 has advised that all Public Sector Banks can have both the options i.e. compassionate appointment or payment of lumpsum ex-gratia amount. However, **any of these two options can be used only when the other conditions of compassionate appointment are met.**

3. In this connection, we advise that as the Department of Financial Services, vide their above mentioned letter has clearly mentioned that any of two options can be used only when the other conditions of compassionate appointment are met, it is apparent that the terms and conditions applicable to compassionate appointment shall be made applicable to payment of ex-gratia lumpsum amount also. Please incorporate the payment of ex-gratia in the scheme circulated vide our circular dated 11th August 2014. **There is no change in quantum of ex-gratia amount as per the scheme circulated vide our circular dated 19th July 2007.**

Yours faithfully,

Sd/-

K. Unikrishnan

Deputy Chief Executive