

**Editorial Board:** John Joseph, Rajeevan K, Karunakaran V, Joseph Palackal  
**Regd. Office:** Dwaraka (Ambady), Poonithura PO, Kochi 682038 - Phone: 0484 2303737  
**Admn. Office:** Near State Bank of India, Thiruvananthapuram Branch, Opp. AG's Office,  
 MG Road, Thiruvananthapuram 695 001 - Phone: 0471 2721140, Mob: 9447018299  
**Website:** www.sbipensionerskerala.com

## The Pensioners' Meet and 18<sup>th</sup> Annual General Meeting at Ernakulam Surpasses all the Previous Records



Photos showing (Left) Shri S Venkataraman, CGM, inaugurating the Pensioners' Meet by lighting the Lamp with Sarvashri K Rajeevan, GK Gandhi, John Joseph, Smt. Mary Sagaya Dhanpal, Joseph Palackal, V Muraleedharan and A Raghavan on the dais, and (Right) a section of the Audience

It was entirely a different experience for more than one thousand odd members of SBI Pensioners' Association Kerala, seated in the colorfully illuminated AJ Hall Auditorium, who stood in tranquil silence when Shri Raju PP performed his versatile prayers of invocation as a prelude to the Pensioners' Meet organized jointly by SBI, LHO, Thiruvananthapuram and SBI Pensioners' Association Kerala.

The meeting began at 10.30 a.m. with the Welcome Address by Smt. Mary Sagaya Dhanpal, Dy. General Manager (B&O) Ernakulam Administrative Office, who did it heartfully by extending the warm welcome individually to one and all present there.

The Pensioners' Meet was declared inaugurated when Shri S Venkataraman, CGM, Thiruvananthapuram Circle, lit the "sacred Nilavilakku" along with the galaxy of dignitaries assembled thereat.

"When I see many of you I cannot believe that you are all retired recently and I find lot of enthusiasm and energy in all of you. One good thing I observed in State Bank of India is that, thanks to the leaders of both the Association and the Union, they are fighting relentlessly for the rights of the people. And that way lot of benefits has come to us either in the form of wage revision or various other benefits provided by the Bank while in service. But I know that pensioners are not getting their due share and cases are still being filed in the courts for getting the due share. I had an occasion to speak to IBA Chairman also very recently, Shri Kannan, who himself being a pensioner of SBI also shared that pension benefits, especially the family pension benefits are not that much. I am very confident that the current wage negotiations which is likely to happen very shortly, as now the elections

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**So near and yet so far...**

27<sup>th</sup> May 2019 was considered to be a “day of hope” for more than two lac pensioners of the country’s biggest bank, the State Bank of India. It was on this day the much awaited final outcome in the Writ Petition 1875/2013 filed in the Delhi High Court was expected by almost all. The overall assumption that was in air until the previous day evening also showed signs of an imminent satisfactory conclusion. Indeed a day of reckoning, much awaited by thousands of poor, hapless elderly pensioners who were denied of their rightful pension fixation for no fault of theirs. An irrational interpretation by someone occupying the seat of power and authority had caused for unbearable mental agony lasting for two decades and more. These unfortunate senior citizens had spent their whole lifetime for the growth of this noble Organization. They remained in the forefront in every activity for attainment of development. ‘Growth with Profit’ was the mantra they chanted while spinning its wheels. They always remained as partners in progress of this noble Bank which was in turn their breadwinner. The ignominy that they suffered on account of a differential placement among their counterparts in the industry has no parallel. They put forth their genuine requirement before the authorities hoping that justice will prevail upon. They knocked every door patiently waiting for months and years hoping on hope that a savior will emerge on a day whose wisdom will play for repairing the defect. Unfortunately, there appeared neither the savior nor the wisdom and, as anyone would resort to, they had to take it up before the Supreme Court of our country from where it was again directed to the Delhi High Court with a specific direction that it should be disposed of within a period of six months.

The plight began from 2<sup>nd</sup> April 2013, the day on which the preliminaries began. They did not bother much of the initial adjournments since it was a routine in any litigation process. Further, there remained some more time to cross the outer limit fixed by the Hon’ble Supreme Court viz. October 2013.

Hearings, arguments and adjournments continued for almost 58 times covering a total period of 72 months. Counsels for Respondents tried to place their arguments very strongly to the satisfaction of their clients. On many occasions they absented themselves also for buying time. In between, the case was also directed before different benches in accordance with the routine change in roster. The

arguments on behalf of the petitioners were concluded on 3<sup>rd</sup> April 2019 and since the learned ASG for the respondents was not available on the day the case was posted to 29<sup>th</sup> April 2019 for hearing arguments on behalf of the respondents. At the request of ASG, on 29<sup>th</sup> April it was again adjourned and posted to 10<sup>th</sup> May 2019. The ASG continued her request on 10<sup>th</sup> May also and it was posted to 14<sup>th</sup> May. Thanks to the Almighty, on 14<sup>th</sup> May the learned ASG commenced the arguments and the case was posted to 21<sup>st</sup> May for completion of arguments by ASG. As the Bench could not assemble on 21<sup>st</sup> May the case was posted to 27<sup>th</sup> May 2019, leaving a ray of hope that finality could be arrived at on conclusion of the arguments by ASG on 27<sup>th</sup>. Sighs of relief moved from different corners across the country that the long wait for justice by the surviving thousands (a sizable number have already left for their heavenly abode) was thus reaching to the end.

Alas! Much to the despair and disillusionment, it was another order waiting for all from the Hon’ble High Court which reads as:

“...Considering the fact that the matter is pending since 2013 and it was also heard on various dates by various Benches, we had directed for listing of the matters for final hearing in the category of “after notice miscellaneous matters. The matters were posted on 24<sup>th</sup> February, 2019 and since then the hearing has commenced. It was partly heard and now after conclusion of arguments on behalf of the petitioners, the respondents are addressing us on various issues. However, due to the ensuing summer vacations, it is not possible to conclude hearing before the vacation and, thereafter, for certain reasons this Bench may not be available to continue hearing. That being so, we have no option but to release the matter from part heard. However, looking into the fact that petitions are pending since 2013 and the persons who would be beneficiaries of any order to be passed by this Court are senior citizens and pensioners, we direct listing of the matters on 11<sup>th</sup> July, 2019 before the roster Bench. We are hopeful that the matter would be heard expeditiously at an earlier date and disposed of particularly in view of certain orders passed by the Hon’ble Supreme Court directing for expeditious hearing and disposal of the matter within a particular time frame.”

I hear a feeble whispering from my deep within... “So near and yet so faaaaar...”

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are over and the new Government formed at the centre, I hope the leaders will take it forward and in the next six to eight months' time the settlement will happen and at the material time, I am also confident that, the benefits to pensioners also might be better compared to what it was earlier. This is my hope and desire..." Thus spake Shri Venkataraman, while making his lengthy inaugural address, before the largest ever crowd of SBI Pensioners' Association Kerala in the well illuminated, excellently decorated Auditorium of AJ Hall, Kaloor, Ernakulam on 26<sup>th</sup> May 2019.



Welcome Address by Smt. Mary sagaya Dhanpal, DGM

The Hall with its seating capacity of 850 was literally jam-packed with more than 1200 pensioners who gathered there coming from all the nook and corner of the State. Before he concluded, he shared with the audience the corporate concern in respect of high provisioning requirements affecting the profitability, the unprecedented increase in number of retirements which are due to happen in the forthcoming two to three years numbering to fifteen to twenty thousand and the corresponding increase in pension liability and other liabilities including medical benefits etc. He felt confident that the Bank will come out with good results this year as the Chairman of our Bank in a recent meeting with the press announced that the profit for the current year shall definitely be not less than Rs.20,000 crores and we are aiming at a profit of Rs.50,000 crores in another five years. He mentioned about HDFC Bank which could declare a profit of Rs.20,000 crores and asked if HDFC Bank, comparatively a smaller bank than SBI, can make a profit of Rs.20,000 crores, is it difficult for SBI to declare a profit of Rs.50,000 crores in the next five years and, if that happens, that will take care of the provision for pension liability in the future period. He exhorted the pensioners to extend their full support as the Bank, of late, has been utilizing the services of retired employees in many areas including auditing, ATM channel management, NPA recovery etc. He also referred about



Inaugural address by Shri S Venkataraman, CGM

*Nayi Disha*, Bank's new initiative utilizing retired executives to impart training for the serving employees especially the newly appointed ones. He also talked about the Digital platform and Bank's focused attention of bringing all the customers to the various possibilities of Digital banking. "I see a very healthy sign in Bank's going further provided we the elders who have served the Bank for longer periods continue to provide longer support for the younger generation also. Those who are going to retire in next five to ten years should educate younger generation so that the system moves on without any hindrance. Due to the system failures sometimes it requires manual intervention also and there is nothing wrong to do manually for the customer because better customer support is the key to our success." He concluded expressing his gratitude to the organizers especially Shri John Joseph our General Secretary for inviting him to such a mammoth meeting. He wished all the retirees a very healthy and contented life and also wished the 18<sup>th</sup> Conference all success.

Shri K Rajeevan, President SBIPAK, in his Presidential Address gave a brief account of the functioning of Pensioners' Association in the State taking up the very issues of pensioners and more particularly of family pensioners. He began his address expressing his immense pleasure in seeing such a large crowd which according to him was an absolutely unprecedented one. The fully packed auditorium with its capacity of 850 seats became insufficient to accommodate another 400 members who had to remain outside the hall to partake the proceedings.

For the information of the guests of honour he explained in brief the functioning of structured forum comprising of the Management representatives and leaders of the Association as well. When Bank has provided half yearly structured fora at both Corporate level and Circle level it is only in Kerala Circle we have quarterly structured



Shri K Rajeevan delivering the Presidential Address

meetings at AO level. He complimented SBI Management for providing such a facility and expressed doubt whether such a facility exists in any other bank. While highlighting the important issues of pensioners he came out saying about the inordinate delay happening in sanction and release of family pension. In most of the cases it takes four to six months at an average and there are also instances where it took more than a year. The delay mainly is on account of non-uploading of the notice of death in HRMS, he added. There were also cases where payment of family pension was abruptly stopped by PPG Department for recovery of excess payment made by the Bank due to payment of full pension even after the death of the pensioner. He requested the CGM to look into such issues to help the poor, hapless family pensioners. Talking on the cordial relation maintained between the Circle Management and the Pensioners' Association he also made a reference to the Workshop conducted under the auspices of PPG Department at LHO recently to sort out the issues pertaining to family pensioners. He requested the CGM to hold such workshops at frequent intervals so as to reduce the sufferings of a good number of hapless family pensioners in the Circle. He concluded his Presidential Address with a request to all the participants to make use of the opportunity in the Interactive Session with the CGM by coming forward with their issues pending if any and to seek clarifications on issues pertaining to their pension related matters.

Next it was the turn of Shri GK Gandhi, the octogenarian leader and President of Federation of SBI Pensioners' Associations who had come all the way from Indore, to grace the occasion and for delivering the Key-note Address. Shri Gandhi began his speech saying "this is the culture prevailing only in State Bank of India and in no other bank it is available where the top management interacts directly with the pensioner and one has to admire such concern shown by the Bank towards its pensioners."



Shri GK Gandhi delivering the Key-note Address

While touching upon the genesis of pension in State Bank of India he said, "the pension in State Bank of India was inherited from the Imperial Bank of India.

### Hearty Welcome to New CGM



***We are extremely happy that Shri Mrigendra Lal Das (M L Das) has taken charge as the New Chief General Manager of Thiruvananthapuram Circle. Shri ML Das has been with SBI for over 34 years, having joined the Bank as a Probationary Officer in 1984. Prior to this posting, Shri Das was General Manager (Network-2), Chandigarh Circle. He has held multiple leadership positions in the Bank, which include DGM (Credit Monitoring Dept.), DGM (Government Accounts Dept.), both at Corporate Centre, DGM (Operations & Credit), Local Head Office, Bhopal, etc. SBI Pensioners' Association Kerala extend a very warm welcome to him and also wish him a very successful tenure in the Circle.***

Again, the imperial Bank of India inherited it from Bank of Bombay, Bank of Calcutta and Bank of Madras. Way back in 1905 some Irish Bankers from England had established Banking in India. Since then we have our pension scheme. The Britishers who came to India worked here and wanted to go back to England on a pension...”

He continued his address referring to the growth and development that Bank has acquired recently after merger of its five associates. “The number of Circles has increased to 20 with the formation of new Circles in Mumbai, Andhra Pradesh and Jaipur. We have more than 90 Administrative Offices across the country and we have dispensaries attached to every AO and in all district centres with more than 100 employees and Bank is spending lot of money not only for the retirees but also for the working staff. We are aware of the growing NPAs and are equally concerned about its good going. We are glad that Bank has also started offering re-employment to the retirees. The prosperity of Bank depends upon the prosperity of its pensioners. We always call ourselves as State Bank’s men. We have lot of things to debate. But let me tell that the core rule in State Bank of India was that, for every completed year of service, 1/60<sup>th</sup> of salary drawn by you will be paid to you by way of pension. Unfortunately, over the years it got diluted and today we have that 40/50% formula. Up to OJM level it is 50% and over OJM level it is 40%. Today CGM’s Salary is rupees one lac plus and by any calculation he should get Rs.50,000 plus pension. But unfortunately he will get a pension of little more than Rs.40,000 and every month he will be losing an amount of Rs.15,000 to Rs.17,000 in pension. It is unfortunate that the family pension in State Bank is ridiculously low. The poor family pensioners are suffering. In the last structured meeting the issue was brought before the DMD and he has informed that some development in this regard is expected soon.” While concluding, he also recalled his previous visit to Cochin, Kerala, for attending the Governing Body of the Federation. He complimented the Kerala members who are more knowledgeable than anyone in the other parts of the country. He continued his compliments for such a large gathering and appreciated their dedicated involvement in the Association activities and thanked Shri Rajeevan and Shri John Joseph for inviting him and giving an opportunity to attend the historic meet.

Shri V Muraleedharan, General Secretary, SBI Officers’ Association (Kerala Circle), while delivering his felicitations expressed his utmost pleasure in meeting his elder brothers and sisters who have come from all parts of the state. He recalled the earlier four Annual General Meetings of the Pensioners’ Association where he had the opportunity to take part as the General Secretary of SBIOA (Kerala Circle). “Whenever an invitation was offered to me I have always made it a point not to miss the opportunity and

the pleasure of meeting a large number of my seniors and elders together. Two months back, when Shri John Joseph informed me about this meeting, that day itself I had decided to attend this meeting.

“For me it assumes much significance that this will be my last opportunity as I will be laying down my office in another two days on attaining superannuation and I will be one among you after 31<sup>st</sup> May. At the outset I wish the Conference all success on behalf of SBI Officers’ Association (Kerala Circle) and, I know that in the afternoon business session you will be seriously deliberating on many of the issues confronted by the retirees. I don’t wish to take much of your time as I know the difficulty of elders to sit for a long time. Here I would just share with you a few of the serious developments that are happening in the Bank. You all know what is happening in the Banking Industry for the last four to five years. In the name of Banking Department, the Government feels that they can do anything in the banking sector. During the last five years several attempts were made to introduce many bills in the name of banking reforms but could not implement it due to the stiff resistance built up by UFBU, AIBOC and similar organizations in the banking industry. No doubt, all these bills will have a rebirth again since elections are over and the new government at the Centre is going to be formed soon. It requires doubled vigor to build up a strong and stiff resistance and it is under such circumstances, this meeting is being convened. It is not by Officers’ Associations and Workmen Organizations alone, but Pensioners’ Associations also have the role to play...”, he added. Continuing his felicitations he also briefly explained about the salary revision talks which are going on at a snail’s pace and the IBA’s insistence



Shri V.Muraleedharan delivering felicitations

on limiting the negotiation up to Scale V officers and also the revision of salary in percentage increase. He added that AIBOC has demanded for parity with 7<sup>th</sup> Pay Commission Recommendations and has opposed the percentage-wise increase. He also referred about the recent development taken place in Catholic Syrian Bank bringing down the age of retirement from 60 to 58, attributing efficiency factor, which he feared as a pointer towards future course of actions that can happen in other banks too. Only a united action can resist such onslaughts of the management and “I am very clear that our prime responsibility at the moment is to strengthen the organization and I firmly believe that the Pensioners’ Association can do a lot in this regard” he concluded.

The Interactive Session commenced thereafter. Members who participated in the interactive session included Sarvashri TC Purushothaman Pillai, Kollam, VL Joseph, Thiruvananthapuram, MG Raghavan, Kottayam, Varkiachan, Ernakulam, Vijayan, Kasaragod, Jayaprakash AG, Alappuzha and Velayudhan C, Malappuram. The issues which were raised included delay in release of corporate buffer, declining the benefit of *Sampoorna Suraksha* Scheme, providing concessional rate of interest in loan against pension, issue of PPO in book form, opening of new dispensaries, updating the information available in pensioners’ portal etc. The CGM consented to look into the issues and to arrange for early resolution.

Shri A Raghavan, General Secretary, SBSU (Kerala Circle) began his felicitations, highlighting the cordiality prevailing between Officers’ Association, Staff Union and the Pensioners’ Association in Kerala Circle. He assured on behalf of all the central committee members that they will try their best to continue the same always and forever.



Shri A.Raghavan delivering the felicitations

“It is a coincidence that this Meeting is being convened in the month of May. Everyone knows the significance of the month of May and its relevance to the labour movement. It was in the month of May that the world witnessed its first historic agitation by the labour shouting the slogans ‘Eight hours’ labour, Eight hours’ Recreation

and Eight hours’ Rest.’ But, today we have to examine again whether time for recreation and rest are gradually getting reduced. Coming to SBI, the month of May assumes more significance that it was in the month of May that the SBI Act, which is otherwise known as the Magna Carta for Indian Banking Sector was formulated. It contains clear-cut instructions and guidelines regarding business, profit, rights of the employees, rights of the pensioners and so on and so forth. That is why we call it as Magna Carta of SBI. In its preamble under the head ‘Statement of Objects and Reasons,’ it clearly elaborates why and how State Bank should exist. Clause 38 of the Act makes it amply clear how the profit should be appropriated. It says the net profit to be arrived at after meeting the provisions for bad debts and doubtful debts, and also contribution to staff and superannuation funds. The present developments in the matter of SBI pension issues have to be read in conjunction with this.” He added. He also touched upon the introduction of NPS in the Bank despite there being a clause in the original settlement dated 27/04/2010 that SBI is exempted from NPS scheme. However it is undemocratic that SBI introduced the scheme effective from August 2010. He further touched upon amendments made in the SBI Act for scrapping the long established customary bonus, etc. Looking back to the performance of the Bank during the previous five years one can see that Bank has been making operative profits at an average of more than rupees one lac crores each year. The operative profit for the year 2017-18 was Rs.1,55,585 crores and it was reduced to a loss of Rs.85,000 crores finally after providing a provision of Rs.2,40,000 crores towards NPA. We are bound to know who the beneficiaries of these NPAs are. Let us hold the responsibility to unearth it. Unfortunately the issues are not being debated in the responsible forums. Let this be an occasion for all of us to join together and to work for it. And for that “let me assure you the support of the entire membership of SBSU (Kerala Circle),” he concluded.

Shri John Joseph, General Secretary, SBIPAK, began his felicitations expressing his deepest gratitude to the participants who have come from all parts of Kerala. “These are the proud moments for me personally as you all are present here disregarding your age and weak health conditions and undertaking travel from distant places with the only intention of making it a success. Unlike in other banks we have an organization which comprises of members right from Dy.MD to part-time sweeper.

“In other banks, retired officers have separate association, workmen have another association, whereas we have only one organization and we take care of everyone and all issues are taken up and resolved together and that is the reason for our success. For resolving our issues we have half yearly structured meetings both at corporate centre level and LHO level also. At AO level we have



Shri John Joseph delivering the felicitations

quarterly structured meetings. Any issue that could not be settled at AO level used to be taken up at LHO meeting. And any issue that is not resolved at LHO is taken to Corporate Structured meeting where our President and General Secretary are participants. For us, pension is our main and only issue. And we have the worst pension scheme in the country that a bank pensioner is to continue with the same pension which he drew at the time of his retirement till his last. When the Central and State Government pensioners get revision of pension with every salary revision, we the bank pensioners are deprived of such benefits. We have been fighting for the same for more than three decades. We have conducted *Dharna* in all the district centres recently, demanding automatic updation of pension, hundred percent neutralization of DA and improvement in family pension.” He concluded his felicitations assuring the participants that SBI Pensioners’ Association always stand to serve its members and they can approach the Association for all their requirements always and any time.



Smt. Mary Sagaya Dhanpal, DGM. releasing the District Directory by handing over the first copy to Shri K Padmakumar

The Inaugural Session was followed by another glittering function, the release of Directory of Members of Ernakulam District Centre. The four hundred page, multi-

colored directory containing the bio-data of members and their spouses with their colorful photographs conceived and published by the District Unit was released by Smt. Mary Sagaya Dhanpal, DGM (B&O), Ernakulam AO, handing over the first copy to Shri K Padmakumar, our member and former Chairman, Federal Bank, in the presence of all dignitaries.

The venue also witnessed another glorious function thereafter. Kum. R Sreelakshmi daughter of Shri VA Ramachandran, our member at Ernakulam Unit, who came out as Kerala State topper and who secured 29<sup>th</sup> rank at national level in the Civil Services Exam 2018, was honored in the Meeting on behalf of SBI Pensioners’ Association. The Gold-plated Plaque with her photograph embossed was handed over to her by Shri GK Gandhi, President of our Federation. In her brief speech she thanked the Association for the kind honour showered on her and also sought the blessings of all elders.



Kumari R Sreelakshmi receiving the Gold-plated Plaque from Shri GK Gandhi

This was followed by another memorable event. Sarvashri S Venkitaraman, CGM, V Muraleedharan, General Secretary, SBIOA (Kerala Circle) and CP Krishnanand, President SBIOA (Kerala Circle) were also honoured on the eve of their retirement from the Bank. Shri K Rajeevan and Shri John Joseph honoured them by draping the *Ponnada*.



Honouring Sarvashri CP Krishnanand, S Venkitaraman, CGM, and Muraleedharan

“...Sure, this will also fade into cerebral oblivion a few days from now. But, I am sure this will remain one of the

most cherished moments which one would like to regenerate and re-read. The latest research reveals that Life begins not at thirty, not at forty but at sixty. I am definitely one of the votaries of the same school of thought..." continued Shri Joseph Palackal, Deputy General Secretary Ernakulam and the most vibrant General Convener of the Organizing Committee while proposing the Vote of Thanks in his inimitable eloquent style.

Smt. Beena Ravi our member at Ernakulam Unit who did the compering so excellently, richly deserves a special mention and we place on record our high appreciation and sincere regards.

The pensioners meet 2019 thus concluded at 1.00 p.m.

### **The 18<sup>th</sup> Annual General Meeting**

The Meeting commenced at 1.45 p.m. with the presidium comprising of all the members of State Committee. The meeting observed silent prayer and stood in silence in respect of those who left us for their heavenly abode during the report period, which included 57 members of our Association also. Shri K Rajeevan began his brief Presidential Address, complimenting the Ernakulam Team for making the 18<sup>th</sup> Annual General Meeting an outstanding one surpassing all the previous records. He also shared

with the audience, the untiring efforts put in by the Organizing Committee headed by Shri RM Nair, Chairman and Shri Joseph Palackal, General Convener, so as to bring it out an ever memorable one. He gratefully acknowledged the presence of Shri GK Gandhi, President of our Federation who has come, accompanied by his wife, travelling all the way from Indore to inaugurate the Annual General Meeting and to share with the members the latest developments on organizational matters including updation of pension, revision in Family Pension and on the Writ Petition filed by the Federation now resting with Delhi High Court. He concluded his address requesting the members to make use of the opportunity by seeking clarifications from Shri Gandhi on issues related to pensioners.

The presidential address was followed by honoring of elder members who have attained 85 years/75 years of age. Even though there were 24 members who completed 85 years and 98 members who completed 75 years during the year only a few could turn up for receiving the honour. The honoring was performed by Sarvashri GK Gandhi, K Rajeevan and John Joseph by offering them 'Ponnada'. It needs a special mention that a cash award of Rs.5,000/- each was also given to the elders who completed 85 years, pursuant to the decision taken in the 17<sup>th</sup> AGM held at Alappuzha.



Photo Showing the presidium

Shri GK Gandhi, the Chief Guest for the Meeting, while delivering his inaugural address covered almost all the developments that have taken place at organizational level. Beginning with the proceedings of the last Corporate Structured Meeting held at Hyderabad, he explained about the difficulty in fixation of quantum of pension as it requires clearance from Government and admitted that we could not achieve that independence as we should have. However lot of progress has been made. He referred about the 7<sup>th</sup> bipartite settlement and the loss suffered by the 7<sup>th</sup> BPS retirees on account of a joint decision by the Association and Union with the IBA that pre-revised salary with merger of 1616 points need alone be reckoned for wages eligible for pension. Because of this all the SBI pensioners suffered a serious financial loss. This became a matter of dispute and 22 cases were filed in various courts across the country. He further elaborated on the formula of 40% and 50% by which all the officers above OJM are incurring a huge loss in their pension amount from their counterparts in other banks. He quoted examples of the salaries of Dy. MD and lesser amount he may draw by pension after his retirement. He spoke on updation of pension and added that updation is not an emotional issue. He referred about the 6<sup>th</sup> Pay Commission Report and its recommendation that, for the purpose of pension, as and when there is a revision in pay, the pension should not be less than 50% of the starting pay in which a person is retired. The issue started with LIC getting clearance from their Central Board for updation. However, it was objected to by the Government and the matter is now waiting for the decision by the Supreme Court in the appeal filed by LIC. In Reserve Bank of India under RBI Act of 1935 a resolution was passed by their Central Board agreeing to update the pension of all the pensioners. The matter was again challenged in the court and Bombay High Court issued the verdict in favour of the employees saying that the Central Board was the competent authority and there is no provision to seek Government permission. This was again challenged by the Government and appealed before the Supreme Court and luckily Supreme Court ordered to implement the order first and hence RBI people got it from April 2019 onwards with a specific formula of different conversion factors applicable to different bipartite settlements. He also referred a recent meeting by AIBOC where it was discussed that unless the 40%-50% issue is settled, any discussion on updation of pension will be meaningless in SBI. As for our Federation, the priority now is for revision of Family Pension than updation, considering the poor

state of affairs that the minimum family pension even now being Rs.375/-. Many of the widows including the spouses of Senior Executives across the country are finding it very difficult to continue a moderate minimum living with the meagre pension they are getting. The matter has been repeatedly persuaded before Bank and IBA and IBA of late has forwarded its recommendation for revision in Family Pension which he believed will get clearance shortly. He further explained in detail about REMBS, Medical Insurance Scheme including Policy A and B, Corporate Buffer and the efforts taken by the federation in persuading the Bank to remove the difficulties suffered by the pensioners. He concluded his inaugural address expressing his happiness and appreciation to the Pensioners' Association Kerala for its very effective functioning.

In the Interactive Session that followed thereafter Shri KG Ravindran from Kottayam requested the Federation to take up the anomaly in special pay introduced in 10<sup>th</sup> BPS so as to include the same for calculation of pensionary benefits.

The General Secretary's report was presented thereafter by Shri John Joseph followed by Shri KS Jayaram, Treasurer, who presented the Financials for the year 2018-19 which were passed unanimously by the house after discussion.



Shri KS Jayaram, Treasurer, presenting financials

Resolutions on different issues were moved thereafter by Shri BC Unnikrishnan Nair, Vice-President, which was approved and passed by the Meeting unanimously.

On behalf of the Organizing Committee, Shri John Joseph, the outgoing General Secretary of SBIPAK, was specially honored. Shri TO John and Shri SV Nair, President and Secretary of Ernakulam, respectively, honored Shri John Joseph with a shawl and Memento.

Shri RM Nair, Chairman, Organising Committee, and Shri MP Balachandran Nair, Asst. Treasurer, were honoured by Shri K Rajeevan and Shri John Joseph in recognition of their sincere and dedicated services for the astounding success of the meeting and the well brought out Directory of Ernakulam District.

This was followed by declaration of results of the Election of Office-bearers for the next triennial period. The Election Committee comprising of Sarvashri M Sreepathy Rao, Returning Officer, K.Madhusudhanan Nair and Rajasekhar, Assistants, declared the results after Shri Sreepathy Rao briefly explained the election process. It tells upon the unity and compactness of SBIPAK that all Office-bearers were elected unanimously.

The newly elected Office-bearers were led to the dais and the first Committee Meeting was held then and there for co-opting the Asst. Treasurer and the Lady Representatives. Shri A Jayakumar, the new General Secretary of SBIPAK, then made his brief maiden address assuring his dedicated services for the organization in the days ahead. The names and other details of the newly elected leaders are given separately.

The President then declared the venue of the next Annual General Meeting as Thrissur which was duly acknowledged by Shri TT Balakrishnan, Secretary Thrissur District.

The 18<sup>th</sup> Annual General Meeting concluded at 5.00 p.m. with the vote of thanks proposed by Shri Mathew Adackamundackal, Deputy General Secretary.

The two day Conference, no doubt, has won the hearts of all along with the indelible imprints of a well accomplished task, to carry back home. One cannot easily forget the comforts they were provided, be it about food and accommodation or more specifically the superb lunch that was served in both formats, the delicious Kerala Sadya or the buffet with a variety of non-veg cuisines. Hats off to Team Ernakulam once again.

## Delegate Session

Pursuant to the decision by the Executive Committee of our Association that the Annual General Meeting be held for two days in the election year so as to have meaningful, detailed deliberations on all issues, the 18<sup>th</sup> Annual General Meeting was held on 25<sup>th</sup> and 26<sup>th</sup> May, bifurcating the Delegate Session to 25<sup>th</sup> May. Accordingly the Delegate Session was convened at Hotel Park Central, Kaloor-Kadavanthara Road, Ernakulam, and commenced at 5.00 p.m. after the Executive Committee Meeting. 65 delegates elected from different District Units and 33 State Committee Members actively participated in the deliberations. The Delegate Session was presided over by Shri K Rajeevan, President, SBIPAK. The others on the dais included Shri GK Gandhi, President, Federation of SBI Pensioners' Associations, and Shri John



Delegate Session : The Dais



A view of the Delegates

Joseph, General Secretary SBIPAK. Shri GK Gandhi in his opening remarks explained in detail on all issues confronted by SBI Pensioners in particular and pensioners in Banking Sector in general. He spoke on issues of 5<sup>th</sup> 6<sup>th</sup> and 7<sup>th</sup> BPS retirees and the circumstances under which the present anomalies occurred in SBI Pension scheme. He further explained about the introduction of Medclaim insurance scheme in the Bank in place of REMBS and migration to Policy A. About the difficulties suffered by the members on account of delay in passing

of bills, rejection/decline in claim amounts, exorbitant increase in premium, reintroduction of REMBS for those retired from 01/01/2016 and the withdrawal of subsidy on premium etc. While clarifying to the queries raised by the delegates, he also detailed about the new HRMS portal being opened exclusively for the pensioners with the newly developed software that can take care of all the requirements of pensioners including submission of investment declaration and registration of death of the pensioner. "There will not be any need for submission of application for sanction of Family pension," he added.

Clarifications were sought by delegates on creating separate cells exclusively for attending to the grievances of pensioners in each LHO, lower commutation factor in SBI, deduction towards repayment of commutation amount from the enhanced rate of pension, anomalies in family pension calculation, facility for nomination of disabled children after retirement, denial of *Sampoorna Suraksha* claim during the currency of insurance, updation of pension as in the case of RBI, issues relating to Mediclaim insurance policies, payment of enhanced gratuity of Rs.20 lacs as in the case of Government employees effective from 01/01/2016, organizing agitation for updation, providing option for any plan in the REMBS etc. Shri Gandhi clarified in detail all the issues to the satisfaction of all. He thanked all for the excellent participation and also for raising very important issues and assured that whatever have been suggested by the delegates shall be taken to the Federation for consideration. He thanked for the excellent hospitality he received from Kerala comrades.

The delegates who participated in the deliberations included Sarvashri PP Philip, Jose Marceline, Mathew Adackamundackal, VR Balakrishnan Nair, V Karunakaran, M Vijayan, Rajagopal M, Radhakrishnan P, Smt. Raisa Beegum and Smt. Suseela Kumari TJ.

Before the Session was concluded Shri M Sreepathy Rao, Returning Officer, explained in detail about the election process and informed that seventeen nominations were received in response to the notification and since only one nomination was received for each of the posts all the nominations were considered as unanimously elected and the official announcement of the results will be done in the AGM next day. The Delegate Session was concluded with Vote of Thanks proposed by Shri BC Unnikrishnan Nair, Vice President, at 8.30 p.m.

## Adieu to Dear John Joseph

Shri John Joseph, whom many call as John Bhai, the ever and always active General Secretary of SBI Pensioners' Association Kerala, has decided to lay down office expressing his inability to continue for another term. He leaves his well coveted position which he thoroughly enjoyed by involving himself in attending to the requirements of more than six thousand members of SBI Pensioners' Association Kerala after a long stay of nine years. Retired from active banking service in the year 2009, with the marked record of an undisputed leader of State Banks' Staff Union (Kerala Circle), it was but by default that he was elected as the Deputy General Secretary of



Shri John Joseph being honoured by Shri TO John

Pensioners' Association Kerala. It was again the unanimous choice that he became the General Secretary in the year 2013 which he continued till 26<sup>th</sup> May 2019 when the new Committee assumed office. He endeared himself to all not only in the Association but in the Management too. No doubt, his absence in the new Committee will be glaring and very much felt. However, as for John Joseph, it will be next to impossible, we know, to keep away from the members since he is a synonym for dedication and service. While gratefully acknowledging the yeoman services rendered by him to this organisation we also wish him the best of health and happiness always.

### Attention District Secretaries

*Meetings of Executive committee of District Units are to be held in every quarter preferably in the middle of the quarter and before the AO level structured meetings with the Management.*

## Honouring Seniors & Elders



## Welcome to dignitaries...



## Honouring Seniors & Elders



## Welcome to dignitaries...



## **CBPRO Letter dated 14-06-2019 Addressed to IBA regarding Updation of Pension in Banks**

We wish to kindly draw your attention to our various letters and representations regarding the above and once again represent to Your Good self with full details of this most important issue requesting for resolution of the same.

Background of Pension Scheme and updation in Banks:

1. SBI Retirees were getting Pension right from IMPERIAL BANK days and the scheme was on the lines of Guaranteed Pension Scheme. Accordingly, Pension Fund was created and the Pensions are paid out from the Pension Fund. SBI Retirees were getting 50% of the last drawn Basic Pay as Pension. But in the year 1999 the entitlement for Pension for a section of Employees and Officers was retained at 50% and for higher grade Officers it was limited to 40% of the last drawn Basic Pay. This resulted in anomalies and became a contentious issue and a section of the Officer Retirees is now disadvantaged due to a lesser slab of Basic Pension of 40% of their last drawn Basic Pay. SBI Pensioners have been demanding a uniform Basic Pension of 50% of the last drawn Basic Pay for all the Retirees irrespective of their cadre or grade. This uniform Basic Pension of 50% will only undo the injustice thrust on them by arbitrarily changing the Basic Pension formula. Hence it is requested the SBI Pensioners should also be brought in with 50% of the last drawn Basic Pay as available to others.

2. It is also a fact that SBI Pensioners have been requesting for updation of their Basic Pension as is done in respect of Government Retirees and RBI Retirees. It is also held by judicial pronouncements that periodical wage revision and periodical updation of Pension are two inseparable things.

3. The Pension Funds of SBI is very robust and Fund as on 2018 is as strong as about Rs.70, 000 crores. The Pension is paid out of the Funds as created with proper provisions every year.

Pursuant to the signed settlement/joint note, the BANK EMPLOYEES' PENSION REGULATION 1995 were framed in exercise of powers conferred by Clause(f) of Sub-section (2) of Section 19 of the Banking Companies (Acquisition and Transfer of Undertaking) Act 1970(5 of 1970). The said pension regulations were adopted by the board of respective banks after consultation with Reserve Bank of India and with the previous sanction of the Central Govt. These regulations were also notified in the Gazette of India and so are the subsequent amendments. This makes these regulations a Subordinate Legislation having statutory force. The Public Sector Banks are the State within the meaning of

Article 12 of the Constitution of India and are liable to implement the provisions contained in the said Pension Regulations 1995 as amended up to date.

### **Regulation 35(1)**

This Regulation provided for updation of Basic & Additional Pension as under.

**Quote.** In respect of employees who retired between the 1st day of January 1986 but before the 31st day of October 1987, basic and additional pension will be updated as per the formula given in appendix 1.

### **Unquote.**

The formula for updation of Basic and Additional pension given in Appendix 1 was in adaptation of the updation formula used for updating the pension of Government employees obtaining at that stage. The retired employees who retired between 1.1.1986 & 31.10.1987 were given the benefit of updation of their basic and additional pension at the time of implementation of pension scheme in 1995-96.

With a view to extend the benefit of updation of basic and additional pension to all those who were retiring subsequent to 31.10.1987, the Govt of India amended Regulation 35(1) as under.

**Quote.** Basic pension and additional pension, wherever applicable, shall be updated as per the formulae given in Appendix 1(Govt Gazette Notification No. 9 dt 01.03.2003 **Unquote.**

The reasons, objects and rationale behind this amendment to Regulation 35(1) were to honestly extend the benefit of updation of basic pension and additional pension to all retirees irrespective of the date of their retirement. However, for inexplicable reasons, the said amendment has remained unimplemented and not even a single retiree has been extended the benefit in spite of the lapse of more than 15 years.

It is again reiterated that the pension regulations being subordinate legislation, are statutory in nature and the Banks being a state within the meaning of the Article 12 of the Constitution are under a real obligation to implement the same.

### **Nature of Pension Liability in Banks:**

As brought out in earlier paragraph, it is a statutory liability. As far as the Banks are concerned, the liability towards payment of pension under updation of pension are in the nature of Revenue Expenditure constituting the charge on Profit & Loss account which means that the Profit if any, can be declared only after making honest and adequate provisions towards pension liability in terms of Pension Regulations. There appears to a notion that pension Liability is required to be allocated from the profits of the Bank. An analysis of the published Balance Sheets

of the banks would reveal that the provisions towards Pension Liability do not find a place in the Profit & Loss Appropriation Account. It remains only revenue expenditure. It is also made clear that implementing an existing provision of pension regulations does not qualify to be an improvement in the scheme and hence the notion about additional cost consideration is violative of the said pension regulations. The annual provisions on account of pension liability required to be made keeping in view all the regulations after obtaining the Actuarial estimates for the same. It is believed that the Banks have made adequate provision towards pension liability and if after implementation of updation, the shortfall if any shall have to be made good as the employees have already surrendered the Banks' contribution towards their provident fund at the time of opting for pension. The liability being statutory in nature, implementation of the provision of Regulation cannot be withheld for cost considerations or by drawing an uncalled for parallel with the Government Pension scheme in as much as the Pension Regulation in case of Bank Pensioners is unambiguous and clear. A reference under Regulation 56 of the pension regulations is required in case of a doubt in the matter of application of these regulations. A plain reading of the provisions contained in Regulation 35(1) would reveal that basic pension and additional pension shall be updated wherever applicable. This provision makes the Scheme of Pension updation an **Open Ended** one. It would be pertinent to understand the pension liability under Govt Pension Scheme on account of the Government.

Employees. The Pensionary Liability of the govt in respect of Government Employee is treated as a revenue expenditure as in the case of Bank pensioners. In the Govt., the budgetary allocation is made on a Year-On-Year basis as the Banks make pensionary provisions after obtaining Actuaries Estimates every year. The only difference being that the Govt has not constituted any fund to be used for payment of pension perpetually whereas the Banks have constituted Pension Fund to meet the liabilities of pension perpetually. It is further pertinent that denial of the benefit of updation to Bank Pensioners has resulted in a huge Corpus of about Rs 3,00,000 Crores including SBI as on 2018. The annual Contributions as per Actuaries Estimates and Yield on the existing fund far exceed the Pension Liability every year. This is only because the Bank pensioners are underpaid to the extent of the quantum of pension updation.

It is revealing that the size of pension funds being so strong has in the past led to Window dressing of Banks 'Balance sheets by charging the pension fund for the purposes other than the pensionary benefits a la PNB case a couple of years ago wherein more than Rs 1600 Crores were transferred from Pension fund to inflate the

Bank's profits. There could be many more such cases in the industry. It may be appreciated that pension fund is held in trust for the pensioners and any unauthorized debit would amount to misappropriation of Trust Funds resulting in serious violations of the provisions of the Trust.

The perception that budgetary allocations are used for meeting the annual pension liability of the Government pensioner leads us to a logical conclusion that such allocation is statutory /mandatory irrespective of the surplus or deficit in Union budget. An empirical study reveals that the union government have been presenting Fiscal deficit perpetually in their annual budget. The fiscal deficit is nothing but the gap between the revenue and expenditure. The gap between revenue and expenditure in the banks is called Loss. When government meets the liability of pension updation despite perpetual fiscal deficit (loss), how can the banks refuse to meet the pension updation liability quoting intermittent loss. It is also recalled that when the industry level settlement for introduction of pension were signed in the year 1993, many banks were showing loss in the wake of implementation of prudential accounting norms since 1992. If Cost or the profitability/affordability was envisaged as a constraint for making payment of pensionary benefits, it would not have been feasible to extend the benefit of pension in those banks who were making loss during 1993. This clearly emphasises the point that profit, loss, cost, affordability etc are illogical and arbitrary reasons being cited to deny the benefit of updation of pension to Banks' pensioners. It is an illegal denial.

#### **Updation of Pension in RBI:**

Pension was introduced in RBI w.e.f. 01.01.1986 as in the case of other Public Sector Banks. The need for updation of pension arises as a sequel to wage revision which takes place in RBI and other Public Sector Banks every five years commencing 1st November. It is reiterated that Public Sector Banks Regulations have an express provision for updation of pension vide Regulation 35 (1) as mentioned hereinbefore whereas the Pension Regulations in RBI needed an amendment to provide for updation of pension. It is therefore clear that the pensioners of Public Sector Banks stood on a better footing vis-a-vis the pensioners of RBI with regard to extension of the benefit of updation of pension.

It is pertinent to note that DFS, Ministry of Finance vide its letter dated 26.02.2018 addressed to Governor RBI has declined to approve the proposal of the Central Board of RBI for extension of the benefit of updation of pension for the reason that it will have contagion effect and any change in the manner of calculating pension/ updation of pension was likely to result in similar demands in Public Sector Banks and Financial Institutions

most of which are currently experiencing financial difficulties. However, the Honorable High Court at Mumbai has rejected such a plea of the Government and allowed updation of pension in RBI. Consequently, Ministry of Finance vide its letter dated 5th March 2019 approved the said proposal regarding revision/ updation of pension as per the multiplication factor fixed for pensioners according to the date of their retirement. Accordingly, the pensioners of RBI have been given the benefit of updation of pension notionally with effect from 1st March 2019.

### Cost of updation:

It is learnt that the cost of updation of pension in RBI for 34400 pensioners worked out to Rs. 857.52 crores which was hardly 7.146% of their pension corpus of Rs. 12000 crores (approximately). The provisioning norms for pension fund in RBI and in Public Sector Banks are similar and so is the pension payout. Pension scheme came into existence in the year 1986 as in the case of Public Sector Banks and other Private Sector Banks which are members of IBA. So far as SBI Retirees are concerned the Pension scheme was already in existence. This being so If the same principle and analogy is extended to roughly assess the cost of pension updation for about 450000 pensioners of SBI and all other member Banks of IBA the cost of pension updation as a %age will remain the same of the pension corpus of the Banks. This is without adjusting the extra cost needed in case of RBI pensioners whose Basic Pay and resultant Basic Pension are higher than that of the other Public Sector Banks. In this backdrop the astronomical figure of the cost of pension updation assumed by IBA lacks logic and accuracy. The difference between the updation cost of 34400 pensioners of RBI and about 450000 pensioners of SBI and other member Banks of IBA should not normally exceed the ratio of updation of RBI Pension scheme. Such cost calculations need to be studied with regard to availability of existing pension corpus available in Banks, the payment pay out, annual yield, annual contribution/provision to the pension funds. It is in this manner the need for additional provision, if any, should be examined.

It is also important that Banks as instrumentalities of Government are State within the meaning of Article 12 of the Constitution of India. Hence the pensioners of the Banks cannot be denied their statutory dues of payment of pension including its revision/ updation periodically.

### Conclusion:

We have explained in detail case for updation of Pension in SBI, Public Sector Banks and Private Sector Banks which are the members of IBA and request for updation of Pension as given to RBI Retirees.

*(Courtesy: SBIPA Hyderabad News Bulletin)*

## Farewell to outgoing Committee Members

The Executive Committee Meeting which was held in the afternoon on 25<sup>th</sup> May 2019 at Park Central Hotel, Kaloor, also became a venue for bidding farewell to a few of our dear ones in the outgoing Committee as they decided to move out from the Committee having completed their term. They included Sarvashri John Joseph, General Secretary, V Karunakaran, DGS, RM Nair, R Radhakrishnan Nair and George Mathew, EC Members and District Secretaries from Ernakulam, Trivandrum and Alappuzha, respectively. Shri K Rajeevan, President, in his brief address, passed encomiums to all the dear comrades, recalling their valuable contributions to the Association. He cited various instances of their vibrant participation in the EC Meetings making it always meaningful. He concluded requesting for their continued services in the coming days, considering that their exclusion is only technical. In reply, all of them cherished the sweet memories of the activities shared by each one while being with



Outgoing Committee Members

the Executive Committee. It was indeed a touching experience when the entire Executive Committee expressed their love and affection with a standing ovation.

## 19<sup>th</sup> Annual General Meeting at Thrissur

*We are immensely happy that the 18<sup>th</sup> AGM held at Ernakulam on 26<sup>th</sup> May 2019 has unanimously decided to hold the 19<sup>th</sup> Annual Conference at Thrissur. The date and venue shall be announced after consultation with our Thrissur District Center in due course.*

## Structured Meeting at LHO

The structured meeting with the Circle Management for the half year ended June 2019 was held on Wednesday, 19<sup>th</sup> June at LHO conference hall, Poojappura, Thiruvananthapuram. It was the first meeting chaired by

new Chief General Manager, Shri Mrigendra Lal Das, who assumed office on 1<sup>st</sup> June. It was also the first meeting for Shri A Jayakumar, the newly elected General Secretary of our Association. The meeting began with Welcome Address by Shri K Chellamaiah, DGM and CDO. The Chief General Manager in his opening remarks expressed his happiness in meeting the leaders and representatives of the Pensioners' Association. He shared with the participants the business performance of the Circle during the financial year ended March 2019 and sought the support of the Association to achieve more in the current year. He further assured his support in resolving the issues relating to retirees if any. Shri Jayakumar, General Secretary began his opening remarks extending a warm welcome to the Chief General Manager and wished him a successful tenure in Kerala. Speaking about the day's meeting, he remarked that the issues are comparatively very few and mainly relating to delay in sanctioning of family pension and delay in payment of arrears to the family pensioners on account of realignment of pension for 5<sup>th</sup> 6<sup>th</sup> and 7<sup>th</sup> BPS retirees. The agenda items were thereafter taken up. The agenda items included stoppage of family pension for recovery of excess payment made, delay in commencement of family pension and payment of lesser amount than what is recorded in PPO, irregular payment of monthly financial relief in Mutual Welfare Scheme, rejection of claim in *Sampoorna Suraksha* Scheme, deduction of tax even after submitting Investment Declaration Form, etc. CGM issued instructions to the PPG Department to take appropriate action on all pending issues of family pension by fixing a time frame. On a suggestion by the Association that it would be a kind gesture if somebody from the pension paying branch visit the bereaved family members on receipt of information of death of a pensioner, there was instant positive response from the CGM, who immediately instructed the AGM (HR) to send communications in that regard to all the branches immediately. He also passed on the instructions simultaneously to DGMs at AOs who were part of the Video Conference. The meeting was so cordial that it reaffirms the sense of belonging in all the participants. Before concluding the meeting Shri Joseph Palackal, DGS, proposed Vote of Thanks on behalf of our Association and Shri Harinarayanan AGM (HR) on behalf of the Circle Management.

### **Shri A Jayakumar–New General Secretary**

The 18<sup>th</sup> Annual General Meeting of SBIPAK held at Ernakulam has elected Shri A Jayakumar as the General Secretary for the next triennial period 2019-22. A



Maiden Address by Shri A Jayakumar

seasoned leader with wide and varying exposure in Banking Trade Union Movement, Shri Jayakumar, began his leadership acumen in the year 1999 as Organising Secretary of State Banks' Staff Union (Chennai Circle). With the formation of Kerala Circle in the year 2000, he became the Deputy General Secretary, Trivandrum Module. He was elected as the President of SBSU (Kerala Circle) in 2009 and became the General Secretary in 2011 in which position he continued till his retirement from the Bank in May 2018. He has also held other positions at national levels as Deputy General Secretary of All India SBI Staff Federation and Vice-President of National Confederation of Bank Employees.

While congratulating him on attainment of his new position, we also wish him all success in the days ahead.

**We would inform our members and readers that our website [www.sbipensionerskerala.com](http://www.sbipensionerskerala.com) is now ready with all updated information. Efforts are being continued to make it more informative. We have also created our email and Facebook accounts also to enable our members for easy and faster communication. The email id is [sbipensionersassociationkerala@gmail.com](mailto:sbipensionersassociationkerala@gmail.com) and the URL for the face book account is SBI Pensioners' Association Kerala. Members are requested to kindly visit the website, and also to make use of the other communication forum and give us your feedback so that we can further improve on it.**

While gratefully acknowledging their dedicated services



Shri RM Nair being felicitated



Shri Balachandran Nair MP being felicitated

### SBIPAK Office-bearers for 2019-22

1. Rajeevan K, President
2. Rajakurup K, Vice-President
3. Unnikrishnan Nair BC, Vice President
4. Jayakumar A, General Secretary
5. Jayaram KS, Treasurer
6. Joseph Palackal, DGS, Ernakulam
7. Ganapathy Krishnan N, DGS, Kollam
8. Mathew Adackamundakal, DGS, Kottayam
9. Jose Marceline, DGS, Kozhikode
10. Surendranath Bhas, DGS, Thiruvananthapuram
11. Balakrishnan TT, DGS, Thrissur
12. Capt.(Rtd.) Prem G Nath, AGS, Ernakulam
13. Ramakrishna Pillai B, AGS, Kollam
14. Rajamohanam Nair PS, AGS, Kottayam
15. Sethumadhavan Nair T, AGS, Kozhikode
16. Rajachandran Nair, AGS, Thiruvananthapuram
17. Rajagopal TI, AGS, Thrissur
18. Balachandran Nair MP, Asst. Treasurer
19. Smt. Raisa Begum, Member
20. Smt. Suseelakumari TJ, Member



SBIPAK State Committee - 2019-2022

**Family Floater Group Medclaim Policy (Policy A) for continuing Medical Benefits to the members of SBI Retired Employees Medical Benefit Scheme (SBI REMBS) Renewal of the Policy with effect from 1<sup>st</sup> June 2019**

Circular No.: CDO/P&HRD-PPFG/20/2019-20 dated 31-05-2019

Please refer to our e-circular No. CDO/P&HRD-PPFG/78/2016-17 dated 28th December, 2015 advising roll out of Policy-A for the existing members of SBI-REMBS under the Family Floater Group Medclaim Policy. The policy is due for renewal on 1st June, 2019.

**Selection of Insurance Company / Brokers and Third Party Administrators (TPAs)**

M/s. IFFCO Tokio General Insurance Co. Ltd. (ITGL) has been selected with M/S Anand Rathi Insurance Brokers Ltd. (ARIBL) as Brokers for the period with effect from 01.06.2019 to 31.05.2020. Administrative Office wise allocation of TPAs is being worked out and the same will be shared with Circles/A.O.s.

**Inclusion of New Members**

Members of Re-introduced REMBS whose memberships have been approved / ratified by the Trustees would be included in the policy and they will be eligible to avail facilities of Policy-A from the date of ratification. List of such members along with eligible Policy-A members is being placed at PPG Department Portal which can be accessed through the link [https://hrcc.statebanktimes.in/Index\\_Files/pmppg.html](https://hrcc.statebanktimes.in/Index_Files/pmppg.html). Additionally, this file is also being placed in FTP site ftp://10.1.16.149/ under the folder named 'Group Medclaim Policy'. As new members have been migrated to Policy-A, CM (HR) s, who are the Nodal Officers in the scheme, will ensure that no bills are paid in the accounts of these Re-introduced REMBS members after 31st May, 2019.

The Policy will continue to be available to new as well as existing members of SBI- REMBS, their spouses and disabled child / children, if any, whose residual balances as on 15th May, 2019 are Rs. 1.00 Lakh and above. Members with residual balances below Rs. 1.00 Lakh will avail facilities as per the provisions of SBI-REMBS through concerned Administrative Offices.

Circle Authorities / Zonal functionaries are advised to extract membership data pertaining to their Zone from above mentioned websites and arrange placing the same in the Circle website to facilitate advising present residual balances to pensioners. However, we are also arranging to send individual SMS messages to members advising their present Basic Sum Insured and residual balances in the coming policy.

**Corporate Buffer and Fixation of Basic Sum Insured (BSI)** Fixation of Basic Sum Insured has been done on the basis of present residual balance of each REMBS member which has been arrived at after reducing amount of medical bill benefits availed through TPAs:

(In Rupees)

REMS PLANS	Residual Balances	Basic sum Insured	Corporate Buffer
A&A1	100000 to 300000	100000	100000
B&B1	300001 to 400000	100000	200000
C&C1	400001 to 500000	200000	200000
D&D1	500001 to 700000	200000	300000
E	700001 to 1000000	300000	400000
F	1000001 to 1500000	300000	700000
G	1500001 & above	400000	1100000

**Room Rent, ICU Rent & Ailment wise Capping**

For hospitalization treatment, maximum ceiling of Room Rent / ICU Rent for different Basic Sum Insured under the policy will be as under:

Room Rent / ICU Rent Capping (Amt in Rs.)			
Plans	Sum Insured	Room Rent	ICU Rent
A&A1	100000	4000	7500
B&B1	100000	4000	7500
C&C1	200000	4000	7500
D&D1	200000	4000	7500
E	300000	4000	7500
F	300000	7200	12000
G	400000	7200	12000

Ailment wise Expenditure Capping		
Sl.No	Name of Ailment	Amount
1	Angioplasty	1,50,000
2	CA – BG	2,50,000
3	Cataract	30,000
4	Cholecystectomy	70,000
5	Hernia	70,000
6	Knee Replacement – Unilateral	175,000
7	Knee Replacement – Bilateral	250,000
8	Prostate (Other than treatment of Prostate Cancer)	80,000

**These rates will be uniform for all centres**

**Domiciliary Expenditure Capping:** Domiciliary Limit will continue to be available @ 15% of the Basic Sum Insured across all plans.

## **Medical ID Cards**

The e-Medical ID Cards under Policy-A will be uploaded by the TPAs in their Portal. Soft copies of Medical ID Cards will also be available in the Broker's (Anand Rathi Insurance Brokers Ltd.) website. Hard copies of Medical ID Cards will be sent to registered addresses of the members by the concerned TPAs. However, undelivered Cards will be handed over to CM HR of concerned Administrative Office who will arrange for delivery of the same by finding out correct address of the member. Any delay in receipt of cards reported by the members must be immediately referred to ARIBL. However, cashless treatment would not be held up for want of Medical ID Card. In cases where Medical ID Cards have not been received by the members and there is a need for hospitalization, Zonal Office / Pension Paying Branch will contact the Brokers / TPA, for immediate hospitalization.

## **Resolutions moved and adopted in the 18<sup>th</sup> Annual General Meeting held at Ernakulam on 26<sup>th</sup> May 2019.**

### **Resolution 1**

The 18<sup>th</sup> Annual General Body Meeting of SBI Pensioners' Association Kerala held today 26<sup>th</sup> May 2019 unanimously resolved to urge upon the SBI Management to take necessary steps to settle the below noted three important issues in respect of employees in general and Retirees in particular.

- 1) To consider updation of pension corresponding to each salary revision settlements in line with the orders issued recently by Central Government in respect of RBI Officers and Employees.
- 2) To amend the pension commutation formula by increasing the commutation factor as prevalent in other public sector banks.
- 3) To settle the long pending demand for improvement in Family Pension from present 15 % to 30 % of last drawn Basic Pay similar to Central/State Government Family Pensioners.

### **Resolution 2**

The 18<sup>th</sup> Annual General Meeting of SBI Pensioners' Association Kerala hereby resolve to request SBI Management to pay the higher rate of pension to the spouse of the deceased pensioner for seven years instead of five years , as is allowed in the case of all establishments under Central Government.

### **Resolution 3**

This 18<sup>th</sup> Annual General Meeting of SBI Pensioners' Association Kerala urge upon the Government of India and Indian Banks Association to settle the 11<sup>th</sup> Bipartite Salary revision for Bank employees and Officers ,which

is due from 1/11/2017, immediately covering all the employees and Officers irrespective of grade and scale. It is further resolved that Pensioners issues also be included and settled along with the settlement.

### **Resolution 4**

This meeting of SBI Pensioners' Association Kerala held on 26<sup>th</sup> May 2019 at Ernakulam expresses our gratitude to SBI Management for acceding to our request to re-introduce the REMBS for those who retired after 1/1/2016. We also request the Management to provide one more opportunity to join the scheme again for those who have already exhausted their limit. It is also requested that the restrictions imposed on certain categories of retirees, such as VRS/Exit optees, Dismissed/discharged employees in joining the scheme may be removed and be allowed to join the scheme on humanitarian grounds.

### **Resolution 5**

The 18<sup>th</sup> Annual General Meeting of SBIPAK held at Ernakulam urge upon SBI Management not to deduct commuted portion of pension from the family pension paid to the spouse in the event of pensioner's death within five years after retirement. Since the terms of commutation agreement entered into between the pensioner and the bank ceases to exist on the death of the pensioner, repayment of commuted amount also automatically terminate.

### **Resolution 6**

Nonpayment of pension due to non-uploading of Life certificates has been a perennial issue during the last two years. More than 33000 pensioners across the country were not paid pension during the month of February 2019 on the grounds of non obtention of life certificates whereas more than 90% had submitted the life certificates at branches on time and it was due to non-uploading the same in HRMS by the branches it had occurred. We urge upon the corporate management and Circle managements to issue strict instructions to the branches to avoid the difficulties suffered by thousands of pensioners due to non payment of pension during February and after.

### **Resolution 7**

Withdrawal of subsidy in the premium amount of mediclaim insurance Policy B has forced many of the pensioners especially family pensioners to keep out from renewing the policy in 2019 due to exorbitant premium amount. This 18<sup>th</sup> annual general meeting of SBI Pensioners' Association Kerala unanimously resolved to request SBI Management to continue providing subsidy for mediclaim insurance premium in policy B which will be of great relief to thousands of poor family pensioners who can't afford to pay the huge premium due to the meagre family pension amount they receive.

**Resolution 8**

We, the members of State Bank of India Pensioners' Association Kerala, unanimously urge upon SBI Management to cover the employees who have joined the Bank after 1<sup>st</sup> August 2010 under the Bank's Defined Contributory Pension Scheme by simultaneously taking them out of the New Pension Scheme.

**Resolution 9**

This 18<sup>th</sup> Annual General Meeting of SBIPAK unanimously resolves to urge upon SBI Management to consider sanction of 5 years weightage to e-Associate Bank pensioners who retired under VRS so as to enable them to get the benefit of maximum pensionary benefits as similar to the retirees of E-SBM who have been extended the facility under a Supreme Court judgment.

**Resolution 10**

The 18<sup>th</sup> Annual General Body Meeting of SBI Pensioners' Association Kerala held on this 26<sup>th</sup> day of May 2019 urge upon the Bank to pay 9% interest on arrears paid to 7<sup>th</sup> Bipartite retirees in SBI as is ordered by Supreme Court of India in favour of Bank of Baroda employees and implemented in all other Banks including E- Associate Banks as directed by Indian Banks Association. We also condemn the action of SBI Management which otherwise is discriminatory denial of justice to its employees.

**Resolution 11**

The 18<sup>th</sup> Annual General Meeting of SBI Pensioners' Association Kerala, resolves to appeal to the Bank Management to extend the facility of interest free Festival Advance to the pensioners, the amount equal to one month's pension recoverable in 10 monthly instalments from the monthly pension amount similar to the serving employees for meeting expenses for festival

**Resolution 12**

This 18<sup>th</sup> Annual General Meeting of SBI Pensioners' Association Kerala hereby resolves to request the Management of the Bank to set the interest rate on Loan against Pension to concessional rate as applicable to serving staff.

**Resolution 13**

The 18<sup>th</sup> Annual General Body Meeting of SBI Pensioners' Association Kerala urge upon the Bank Management to make necessary modifications in the stocking pattern of medicines in Bank Dispensaries since the extant instructions are formulated a decade back and a large number of new medicines have been introduced . We also request the authorities concerned to appoint pharmacists in all the dispensaries due to the heavy rush experienced at all dispensaries of late.

**Resolution 14**

This Annual General Body Meeting of State Bank of India Pensioners' Association Kerala hereby unanimously resolves to request the SBI Management to rectify the

anomaly in payment of arrears made to workmen who retired under 7<sup>th</sup> Bipartite salary settlement by not reckoning the special allowances for calculation of pension . It is to be taken into consideration that earlier, definition of pay included all the special allowances on which PF was deducted.

**Resolution 15**

This 18<sup>th</sup> General Council Meeting of State Bank of India Pensioners ' Association Kerala, held at Ernakulam resolves to appeal to the Corporate Management to arrange to provide free medical checkup once a year to pensioners who are above 75 years of age at any approved hospital.

**Resolution 16**

This 18<sup>th</sup> Annual General Meeting of SBI Pensioners' Association Kerala requests the Circle Management to provide Office space for SBI Pensioner Association at all Administrative Offices for effective and smooth functioning.

**Resolution 17**

This meeting of SBIPAK conveys its deep appreciation and sincere thanks to Chief General Manager and Circle Management Committee, Thiruvananthapuram LHO for the excellent support being extended to the Association.

**Resolution 18**

The 18<sup>th</sup> Annual General Meeting of SBI Pensioners' Association Kerala resolved to extend its sincere thanks to SBI Officers' Association (Kerala) and State Banks' Staff Union (Kerala) for their excellent support and kind cooperation being extended to SBIPAK and do hereby resolve to request to continue the same in the days ahead.

**Resolution 19**

The 18<sup>th</sup> Annual General Meeting of SBI Pensioners' Association Kerala hereby resolves to record its deepest appreciation to the organizing committee headed by Shri Joseph Palackal, DGS Ernakulam comprising of 101 members led by Shri R Madhusoodanan Nair, Chairman, with the dedicated support by S. Shri S.V. Nair, Secretary, T.O John, President and Prabhakara Prabhu, Treasurer, Ernakulam District and Capt. Prem G Nair, AGS, K S Jayaram and M P Balachandran Nair Treasurer and Asst. Treasurer respectively of SBIPAK for the excellent conduct of the two days meeting and making it another historic meet of SBIPAK.

**Resolution 20**

This 18<sup>th</sup> Annual General Meeting of SBIPAK hereby resolved to appoint M/s Krishnamoorthy & Krishnamoorthy, Chartered Accountants, Ernakulam as Auditors of SBI Pensioners' Association Kerala for the financial year 2019-2020.

## Individual Housing Loan Scheme to Staff: Group Term Insurance Policy - Extension of Coverage to All IHL A/cs

We are happy to inform all our members that the Group Term Policy obtained from SBI Life Insurance company for insurance coverage of outstanding in home loan accounts of employees opened under Individual Housing Loan Scheme(HLS) is now extended to loans which are sanctioned prior to 1/10/2014 also. The decision was taken by the Executive Committee of the Central Board in its meeting held on 19/06/2019. Accordingly the outstanding in individual Housing Loan Accounts of employees sanctioned prior to 1/10/2014 also will be covered under Group Term Policy No. 72100274804 with SBI Life Insurance company Ltd. **with effect from 01/07-2019.**

The premium for coverage of additional accounts under the policy will be paid by the Bank at Corporate Centre.

Circular No: CDO/P&HRD-IR/25/2019-20 dated 3<sup>rd</sup> July 2019)

### Obituary

We deeply regret to inform you all that the following had left us for their heavenly abode on the dates shown against their names.

We express our heartfelt condolences to all the bereaved family members and also join them to share the grief.

LM-2389	Chandran A Palakkad	27/5/2019
LM-2445	Somasundaram K Kozhikode	11/6/2019
LM-715	Balakrishnan PM Kozhikode	13/6/2019
LM-2160	Muralidharan K Thrissur	16/6/2019
LM-1631	Vijayan Meleveetil Malappuram	20/6/2019
LM-5850	David PV, Alappuzha	25/6/2019
LMM-232	Soman AK Ernakulam	27/6/2019
LMM-72	Thankappan AK Ernakulam	3/7/2019

May their souls rest in peace.

### New Members

A separate booklet containing list of new members, their spouses and family pensioners from LM No. 6989, who joined the Association as Life Members recently, will be forwarded to the District Secretaries shortly. The total number of members as on date stand at 7484, the last Membership No. being 7731.

## Delegates Session - Arguments, Criticisms & Suggestions too

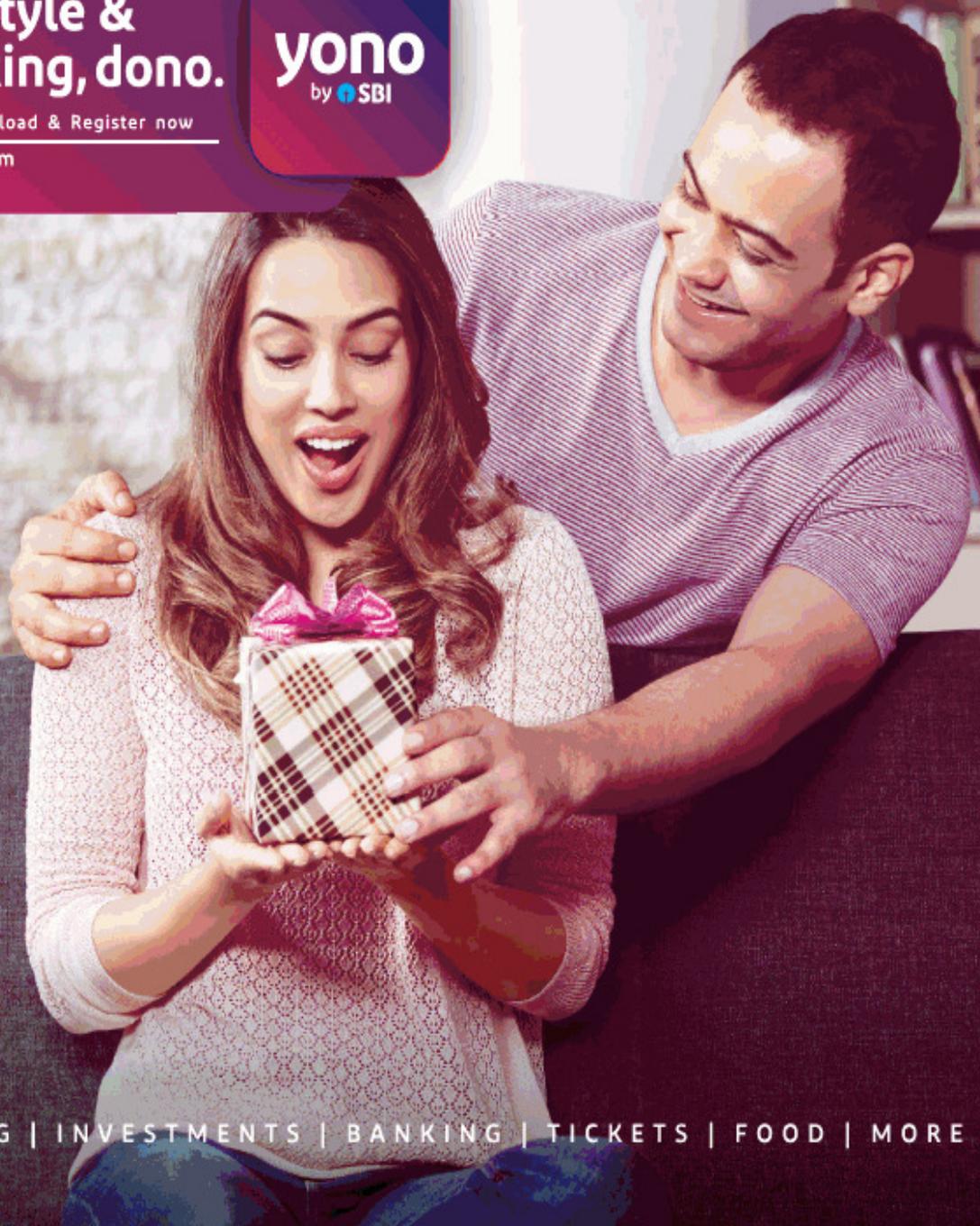


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## Pensioners' Meet - Issues raised & Clarifications sought



Welcome Address : Delegate Session  
Shri Rajakurup K

Vote of Thanks : Pensioners' Meet  
Shri Joseph Palackan

Vote of Thanks : Delegate Session  
Shri Unnikrishnan Nair BC



**Printed Matter**

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Thiruvananthapuram Branch

Opp. AG's Office, MG Road

Thiruvananthapuram 695 001

**Phone:** 0471 2721140, **Mob:** 9447018299

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