

# THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Circular No. 2012/06

Dated:01/03/2012

Dear Comrades,

We reproduce hereunder Circular No. 2012/03 issued by Com. Harvinder Singh, General Secretary of All India Nationalised Banks' Officers' Federation, for your information:

**QUOTE: Staff Welfare Funds in Public Sector Banks  
Threshold limits revised**

Our members are aware that Banks were permitted to allocate 3% of their net profit of the last year for welfare activities subject to the cap of Rs. 15 crores. This amount is being used by Banks in consultation with officers/award staff unions for schemes implemented for the welfare of working/retired employees of the individual Banks. AIBOC has been demanding to lift this cap of 15% so that rationalization in the scheme can be brought and staff can get its due share. Department of Financial Services has considered this demand in the light of Khandelwal Committee report and has decided to raise the maximum ceiling for Staff Welfare Fund as under subject to cap of 3% of net profit:

<b>CATEGORY</b>	<b><u>MAX. CEILING PER YEAR</u></b>
1) State Bank of India	Rs. 100 crores
2) PSBs with business mix of over Rs. 3 lac crores And employee strength above 30,000	Rs. 25 crores
3) PSBs with business mix of over 1,50,000 crores To 3 lac crores and employee strength of 20,000 to 30000	Rs. 20 crores
4) Other PSBs	Rs. 15 crores

The communication has already been sent by D.F.S., Ministry of Finance to IBA for onward information to concerned Banks.

**GRANT OF SABBATICAL LEAVE OF 2 YEARS TO THE WOMEN EMPLOYEES  
OF PSBs TO MEET THEIR SPECIAL PROBLEM DURING THEIR CAREER**

We are well aware of multiple roles played by working women and their day to day genuine difficulties and requirements. In the Charter of Demand submitted by officers' organisations under auspices of AIBOC, a demand for two years child care leave was raised. The issue was followed up by the Confederation with various authorities. Though the demand has not been met by the Government in full but recognizing the special problems of our lady comrades, Deptt. Of Financial Services, Ministry of Finance has agreed to grant 2 years' Sabbatical leave to the women employees to meet their special problems. Following proposal has been sent to all PSBs for adoption by their respective boards for decision and its introduction w.e.f. 01/04/2012:

- i) Sabbatical Leave of upto 2 years shall be admissible to women employees of Public Sector Banks during their entire career;
- ii) Sabbatical Leave shall be without Pay, Salary, Allowances and any consequential monetary and non-monetary benefits;
- iii) The employee applying for leave should have put in a minimum of 5 years of service. Sabbatical Leave before completion of 5 years of service shall be sanctioned only in exceptional circumstances by the authority next above the leave sanctioning authority;
- iv) The leave shall be taken for a period of at least 3 months at a time and the leave shall not be taken more than once in a year;
- v) No increments will be earned during the Sabbatical Leave and the employee will rejoin at the same stage of pay as was existing at the time of her availing the Sabbatical Leave.
- vi) Employees on Sabbatical Leave shall not be eligible to participate in any promotion exercise during the Sabbatical Leave period, even if otherwise eligible;
- vii) Eligible and willing employees can request for Sabbatical Leave for any purpose like medical grounds, care of family members or children, higher studies, to visit spouse etc.
- viii) The employee shall not take up any employment/vocation/business/ profession elsewhere during the Sabbatical Leave.

**UNQUOTE**

With warm greetings,

Yours faithfully,



**(HARVINDER SINGH)  
GENERAL SECRETARY**