

THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Circular No. 2013/18

Dated: 23/07/2013

TO ALL UNITS/MEMBERS

Dear Comrades,

RE: FACILITY OF LEAVE FARE CONCESSION-CLARIFICATION

As per officers' service regulation (OSR), all officers are entitled to Leave fare Concession facility once in 2 years for home town and once in 4 year anywhere in India for self and wholly dependent members of the family. The term "family" for this purpose has been defined as under:

"Family" for the purpose of Leave Travel concession includes the spouse of the officer, (if the spouse is not an employee of the bank) and the children, parents, brother and sisters of the officer wholly dependent on the officer but shall not include a legally separated spouse.

For the purpose of leave fare concession, the expression 'family' of an employee shall mean the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children), wholly dependent physically challenged brother/sister with 40% or more disability, as also parents ordinarily residing with and wholly dependent on the employee.

The term wholly dependent child/parent, physically challenged brother/sister shall mean such member of the family having a monthly income not exceeding Rs 3500/- p.m. If the income of one of the parents exceeds Rs 3500/- p.m. or the aggregate income of both the parents exceeds Rs 3500/- p.m. both the parents shall not be considered as wholly dependent on the employee.

A married female employee may include her natural parents or parents-in-law under the definition of family – but not both provided that the parents/parents-in-law are ordinarily residing with and wholly dependent on her.

In the case of officer employees, after the Joint Note dated 02.06.2005, the word family was once again clarified vide H.O. circular Ref:HOBBC 101/76 dated 27.7.2007. We quote the relevant portion of the circular below:

QUOTE:

"we want to reiterate that the expression "Family" of an employee shall mean the employee's spouse, wholly dependent children and wholly dependent parents. A married female employee may include her natural parents or parents-in-law under the definition of family but not both provided that the parents/parents-in-law are ordinarily residing with and wholly dependent on her.

The term wholly dependent child/parents shall mean such member of the family having a monthly income not exceeding Rs 3500/- p.m.

The word 'family' shall no more include wholly dependent brothers and sisters in respect of both the officer Employee and Award Staff Member. Hence they are not entitled to Leave Fare Concession as the case may be. " **UNQUOTE**

Despite these clear provisions, it has been brought to our notice that some of our officers are declaring their father-in-law or mother-in-law or both as dependent and are claiming Leave Travel Concession from the Bank. One of the officer even insisted that her claim is genuine despite her husband being gainfully employed and asked the Zonal Office to seek the clarification from once again. On reference, the Head Office has declined the request, clarifying the issue. We quote below the relevant portion of the reply of Head office:

QUOTE: "It is observed from her application that her spouse is employed as _____ with _____. Therefore, her request cannot be acceded to."

We therefore exhort our members to be strictly guided by the provisions of OSR while making claims from the Bank with regard to L.F.C., Medical Aid or any other claim. We take this opportunity to advise our members that in the light of these provisions, they should immediately rectify their PDCs & HRMS to avoid any disciplinary action by the management.

DELAY IN CONFIRMATION OF DIRECT RECRUIT OFFICERS

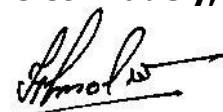
Comrades, you all are aware that the federation has been pursuing with the management to resolve the long pending issue of undue delay in the confirmation of DROs on account of pending Police Verification reports. The matter was once again taken up by the undersigned on 18th July 2013 with the CMD, who had been very supportive. The undersigned then discussed the matter with the HRD department at Head Office and various misinterpretations of service rules quoted by the department could be sorted out. We are fully aware of the anxieties of the officers and assure that the organization shall not let loose any effort in this regard.

STAFF ACCOUNTABILITY POLICY

The Delay in implementation of SAR policy passed by the Board was also followed up by the undersigned with the Chairperson of the Bank on 18th July, 2013 at Head Office. The undersigned was assured that the same will be implemented soon.

With Warm Greetings,

Yours comradely,



**(HARVINDER SINGH)
GENERAL SECRETARY**