



Indian Banks' Association

HR & Industrial Relations

No.CIR/HR&IR/2016-17/XBPS/232

May 7, 2016

To,
Designated Officers of Member Banks which are
parties to the Bipartite Discussions

BPS/Joint Note dated 25.5.2015 - Accumulation of Privilege Leave beyond 240 days upto Maximum of 270 days – Clarification

We refer to Clause 30 of BPS/Para 20 of Joint Note dated 25.5.2015 with regard to accumulation of PL beyond 240 days, the relevant provisions are reproduced as under:

BPS

In partial modification to Clause 8 of Bipartite Settlement dated 29.6.1990, Privilege Leave accruing to an employee on or after the date of this settlement, shall be allowed to be accumulated beyond 240 days up to a maximum of 270 days. However, encashment of privilege leave shall be restricted up to a maximum of 240 days.

JOINT NOTE

On or from 1.6.2015 under Regulation 33(4) of Officers' Service Regulations, 1979/82, Privilege Leave may be accumulated up to not more than 270 days except where leave has been applied and it has been refused. However, encashment of privilege leave shall be restricted up to a maximum of 240 days.

We have been receiving queries from member banks as to whether the accrual of PL beyond 240 days shall be calculated from 1.6.2015 or from the beginning of the Calander Year 2015 (April 2015 in the case of SBI)?

Clarification

We are of the view that since accrual/ credit of PL for the previous year is being given on the first day of the next year, banks may calculate PL accrual from January/(April of 2015 in the case of SBI) and not on pro-rata basis w.e.f. 1.6.2015.

Banks may please be guided as above.

Yours faithfully,

K Unnikrishnan
Deputy Chief Executive