

# THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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**Circular No. 2018/30**

**Date: 19/07/2018**

Dear Comrades,

**Re: Payment of Gratuity to Bank Employees from 01.01.2016.**

We reproduce, hereunder, the contents of AIBOC Circular No. 2018/38 dated 16.07.2018 for your information & circulation amongst members.

With warm greetings,

Yours comradely,

(SUNIL KUMAR)  
**GENERAL SECRETARY**

## **QUOTE:**

Dear Comrade,

**Payment of Gratuity to Bank Employees from 01.01.2016.**

We reproduce hereunder our letter No.AIBOC/2018/48 dated 16.07.2018 addressed to Shri Santosh Kumar Gangwar, Hon'ble Union Minister of Labour and Employment on the above captioned subject for your information.

With regards,

Yours Comradely,

Soumya Datta  
**General Secretary**

**Text of AIBOC Letter No.2018/48 dated 16.07.2018**

Shri Santosh Kumar Gangwar,  
Hon'ble Union Minister of Labour and Employment,  
Ministry of Labour & Employment,  
Government of India  
Shram Shakti Bhawan, Rafi Marg  
New Delhi – 110001.

Respected Sir,

**Payment of Gratuity to Bank Employees from 01.01.2016.**

All India Bank Officers' Confederation (AIBOC) representing over 3,20,000 lakh Bank Officers' of the country working in Public Sector, Private Sector, Co-operative Banks and Regional Rural Banks welcomes the positive efforts of Ministry of Labour under your valued guidance and visionary leadership to pay enhanced gratuity of Rs.20.00 lakh to all section of employees covered under Payment of Gratuity Act, 1972 at par with the effective date of payment from 01.01.2016 for Central Government Employees.

2. Your August Office must be aware that Department of Public Enterprises (DPE) under cover of its Office Memo No.W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03.08.2017 stipulates increase of ceiling of gratuity from Rs.10.00 lakh to Rs.20.00 lakh w.e.f. 01.01.2017 for Executives and Non-Unionised Supervisors of Central Public Sector Enterprises (CPSEs). This memo was issued even before the Parliament amended the Payment of Gratuity Act, 1972 the ceiling of gratuity from Rs.10.00 lakh to Rs.20.00 lakh (copy enclosed).

3. Incidentally, by a separate notification Ministry of Labour made the effective date for payment of enhanced gratuity amount as 29.03.2018.

4. In view of this, it is clear that there is no uniformity regarding effective date for payment of enhanced gratuity amount to different sections of Central Government and Public Sector Executives/Employees'. Efforts of the Ministry of Labour to bring uniformity in the effective date for payment of enhanced gratuity amount deserve all praise and support.

5. We have approached Department of Financial Services, Government of India under cover of our letter dated 13.07.2018 to advise Indian Bank Association (IBA) to issue necessary advisory to the Banks so that payment of enhanced gratuity amount is made applicable from 01.01.2016 in respect of Bank Officers'/Employees. We feel such benefit should also be extended to those Bank Officers'/Employees' who are not directly under IBA. A copy of the said correspondence is enclosed.

6. We seek your kind intervention with logical approach in this regard for bringing uniformity in the date of payment of enhanced gratuity within a reasonable time.

Yours sincerely,

Sd/-

**SOUMYA DATTA**  
**GENERAL SECRETARY**  
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**UNQUOTE**