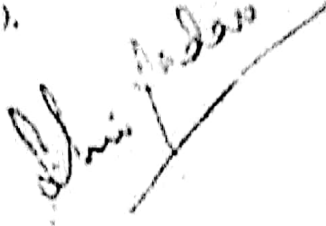


(10/10)

Indian Banks' Association

No.PD/GSN/SBT/G2/ 1214
February 25, 2004

Managing Director &
Group Executive (CB & A & S),
State Bank of India,
State Bank Bhavan,
Madame Cama Road,
Post Box No.12,
Mumbai 400 021



Dear Sir,

Inclusion of strike period salary for
the purpose of calculation of pension

We refer to your letter No.SBD/MCY/03426 dated 11.02.04.

2. The issue which was placed before the Working Group of IBA in its meeting held on 18th April, 2000 was the procedure to be adopted for calculating average emoluments for the purpose of pension where the employee concerned had participated in strike/s during the last 10 months before his retirement from service.
3. Having regard to the fact that any reduction in pension can only be effected following proceedings instituted against the employee either while he was in service or following provisions of service rules or in terms of Pension Regulations, 1975 after his retirement from services, the Working Group was of the view that the participation of an employee in strike/s during the last 10 months before retirement should not affect his pension for all time to come and therefore, average emoluments for the purpose of arriving at pension payable in such cases may be arrived at in terms of the provisions of sub-regulation (4) of Regulation 38, of Bank (Employees') Pension Regulations, 1995.
4. Inasmuch as the above decision is in the nature of a clarification in the matter not necessitating amendment to any provision of Bank (Employees') Pension Regulations, 1995, we are of the view that the benefits of the decision are to be passed on to all similarly placed retirees of the bank.

Yours faithfully,



Chief Advisor-Personnel

E:dir@pension@sbivancore