

# State Banks' Staff Union (Kerala Circle)

(Affiliated to All India State Bank of India Staff Federation)

Reg. No. 01-36-2000

Circular No.94/21  
To All Unit Secretaries



State Bank of India  
Local Head Office  
Poojappura  
Thiruvananthapuram-695 012  
Date 17.03.2021

Dear Comrades,

**CONGRATULATIONS!**

**COMPASSIONATE APPOINTMENT**

**“A DREAM COME TRUE”**

We reproduce hereunder the Circular No.09 dated 17<sup>th</sup> March, 2021 issued by Com.Sanjeev K Bandlish, General Secretary, AISBISF, the contents of which are self explicit.

Yours comradely,

(A. Raghavan)  
General Secretary

“Comrades, you are well aware that compassionate appointment in the Banking Sector was stopped in 2003 and the scheme for compassionate appointment was replaced with ex-gratia payment to the Kith and Kin of the deceased employee. Since then we had been taking up this matter with the Bank as well as the IBA that the scheme of compassionate appointment should be re-introduced as the families of the deceased employees are living in the harness because they need regular income. Moreover, majority of the employees because of the penury norms were not eligible for the ex-gratia payment also. The formula for penury norms was such that it was not taking into account the future liabilities of the families such as education and marriage of the children etc. and family pension sanctioned to the family was also reduced to 1/3<sup>rd</sup> after 5 years, which was further deteriorating the condition of the family of the deceased employee.

2. Subsequently, we took up the matter with the IBA also and after thorough and long deliberations the IBA forwarded the model compassionate appointment scheme to the Government of India and the same was approved by the Government in August 2014 wherein they advised the IBA to open the compassionate appointment scheme in Public Sector Banks on the lines of Central Government and discontinued the provision of ex-gratia in lieu of compassionate appointment in the Public Sector Banks w.e.f.5.8.2014.

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3. In the meantime, the State Bank of India also came forward with a scheme of Compassionate Appointment in exceptional circumstances for those employees who dies within 5 years of joining the Bank which gave some relief to the youngsters but still majority of the employees were not covered by the said scheme. There were many loopholes viz.age and qualification of the spouse in many a cases was not fitting in the scheme especially for the ex-servicemen employees and its linkage with the penury norms ignoring the defence pension in the existing income but taking the family pension after the demise of the employee while calculating the penury norms. We had been constantly raising these issues with the Bank to amend the scheme and address the anomalies as pointed by us in the existing scheme but till date it could not be amended resultantly many employees who had died within 5 years of service, their spouse could not be considered for compassionate appointment because of the above referred lacunas.

4. After the introduction of Govt.approved scheme through IBA on 5.8.2014, we had been constantly demanding from the Bank that the existing scheme of compassionate appointment in exceptional cases be amended and the Govt.approved scheme circulated by the IBA which was implemented in majority of the Public Sector Banks be implemented in State Bank of India also but instead of implementing the same our Bank took a decision to enhance the amount of ex-gratia paid to the employees in lump sum. As because of the strict penury norms majority of the cases for ex-gratia were being rejected in the Circles. Thereafter, the Bank decided to relax the penury norms and assured that the cash compensation is paid to the family of the deceased employee and at our demand the Bank reconsidered all rejected cases of the last 10 years and ex-gratia was paid to the families leaving aside all penury norms.

5. Comrades, we had been demanding constantly from the Bank that the Govt.approved scheme for PSBs should be implemented in SBI also with an option to the concerned family to opt for compassionate appointment or ex-gratia as per their need.

6. Comrades, now we are pleased to inform that the Bank has agreed to our demand and has come out with the revised scheme for compassionate appointment vide their e-Circular No.CDO/P&HRD-PM/90/2020-21 Dated 16.03.2021 with the under noted salient features:

- The scheme will be applicable to dependant family member of confirmed regular permanent employee of SBI who

(i) dies while in service (including death by suicide) or

(ii) is retired on medical grounds due to incapacitation before reaching the age of 55 years.

(incapacitation is to be certified by a duly appointed Medical Board in a Government Medical College/Government District Head Quarters Hospitals/Panel of Doctors nominated by the Bank for the purpose).

- The dependents of the deceased employee can exercise option to choose between “Revised Scheme for Compassionate Appointment” or “Scheme for payment of Exgratia in lieu of Compassionate Appointment” at their choice.

- The scheme will also cover the death due to COVID-19 with retrospective effect from 24.03.2020.
- The appointment shall be made in the clerical and sub-staff cadre only
- The Minimum age for clerical cadre will be 20 years and for sub-staff cadre 18 years.
- The Upper age limit and its relaxations for SC/ST/OBC/PWDAs/Ex-servicemen / widow candidates will be as per the prevalent recruitment policy of the Bank for the relevant post and category.

(Where no dependent within the prescribed age limit is available for employment, the DMD (HR) & CDO may, in his/her discretion, relax the upper age limit up to a maximum of five years. The lower age limit should, however, in no case be relaxed.)

- A Degree (Graduation level) from a recognized University, or any equivalent qualification recognized as such by the Central /State Government is required for appointment in clerical cadre as minimum qualification for all dependents including the widow.
- For appointment in subordinate cadre, the candidate should pass minimum Eighth standard or its equivalent.
- In case a widow, who has not passed class VIII, is to be offered a job in the subordinate cadre, it would be enough if she is literate enough to read in the regional language and /or Hindi or English. Where, however, reading is not essential for performance of the job to be offered, this requirement need not be insisted upon and it should suffice if she can merely sign.
- Cases of missing employees are also covered under the scheme for compassionate appointment(A request to grant the benefit of compassionate appointment can be considered only after a lapse of at least 2 years from the date from which the Employee has been missing)

KUDOS! Comrades, our dream of compassionate appointment in SBI has come true after 18 years of long wait. This has become possible only because of the positive attitude of our worthy Chairman, the DMD(HR) & CDO, CGM(HR), DGM(IR), DGM(PM) and the entire team of HR department who have considered our long pending request of a compassionate appointment scheme in State Bank of India keeping in view the conditions of the bereaved families in mind. Such HR initiatives by the top management at Corporate Centre will definitely enthuse the employees to work whole heartedly with full zeal for our beloved State Bank of India”.

STATE BANKS' STAFF UNION (KERALA CIRCLE) .....	ZINDABAD
ALL INDIA STATE BANK OF INDIA STAFF FEDERATION.....	ZINDABAD
NATIONAL CONFEDERATION OF BANK EMPLOYEES.....	ZINDABAD
UNITED FORUM OF BANK UNIONS.....	ZINDABAD
8 <sup>th</sup> GENERAL COUNCIL.....	ZINDABAD
INQUILAB.....	ZINDABAD