

Minutes of Understanding arrived at between Indian Banks' Association and United Forum of Bank Unions during the meeting held in Mumbai on 28th July, 2023.

Whereas the Dearness Allowance Scheme applicable to employees, officers and those retired upto 31st October, 2022 was based on a tapering percentage formula and on multiple slab system and

Whereas the Dearness Allowance Scheme applicable to employees and officers retired on and from 1st November, 2002 was based on uniform basis of 100% neutralization for all without any tapering formula or slab system (with prospective effect from 1st May, 2005), and

Whereas the United Forum of Bank Unions has been demanding that for pensioners and family pensioners relating to period prior to 1st November, 2002 also be covered by the 100% neutralization DA formula in lieu of the tapering and slab system, and

Whereas the issue has been under the consideration of the IBA, it is now hereby agreed as under and to be effective from the month subsequent to the receipt of concurrence from DFS.

For all pensioners and family pensioners relating to period prior to 1st November, 2002	<p>DA rates will be on uniform basis of 100% neutralization as in the case of employees/ officers/ pensioners/ family pensioners of period on and from 1st November, 2002 as provided hereinbelow</p> <ul style="list-style-type: none"> - For those pensioners/family pensioners of period 1-1-1986 to 31-10-1992, DA shall be at the uniform rate of 0.67% per slab over 600 points. - For those pensioners/family pensioners of period 1-11-1992 to 31-10-1997, DA shall be at the uniform rate of 0.35% per slab over 1148 points. - For those pensioners/family pensioners of period 1-11-1997 to 31-10-2002, DA shall be at the uniform rate of 0.24% per slab over 1684 points.
<p>For Pensioners/Family Pensioners of the period from 01.01.1986 to 31.10.1992</p> <ul style="list-style-type: none"> - For Basic Pension/Family Pension upto Rs. 1250/- - For Basic Pension/Family Pension from Rs. 1251/- and upto Rs. 2000/- 	<p>Ex gratia of Rs. 800/- per month</p> <p>Ex gratia of Rs. 450/- per month</p>
<p>For Pensioners/Family Pensioners of the period from 01.11.1992 to 31.10.1997</p> <ul style="list-style-type: none"> - For Basic Pension/Family Pension upto Rs. 2400/- - For Basic Pension/Family Pension from Rs. 2401/- and upto Rs. 3850/- 	<p>Ex gratia of Rs. 800/- per month</p> <p>Ex gratia of Rs. 450/- per month</p>
<p>For Pensioners/Family Pensioners of the period from 01.11.1997 to 31.10.2002</p> <ul style="list-style-type: none"> - For Basic Pension/Family Pension upto Rs. 3550/- - For Basic Pension/Family Pension from Rs. 3551/- and upto Rs. 5650/- 	<p>Ex gratia of Rs. 800/- per month</p> <p>Ex gratia of Rs. 450/- per month</p>

Note:

- a. The above provisions of benefits of DA Neutralisation are also applicable to pensioners and family pensioners of State Bank of India of period prior and upto 31.10.2002.
- b. In case of pensioners/family pensioners of State Bank of India prior to 01.01.1986, the Ex gratia may be paid as per the guidelines issued by IBA vide letter dated 7-2-2023.
- c. The Ex gratia amount shall not rank for DA and shall remain as a standalone benefit and the same shall be absorbed in future change in pension structure, if any.

The corresponding provisions in the Bipartite Settlement for workmen and Joint Note for the officers shall be duly amended in due course.

Signed this day, the 28th July, 2023.

For Indian Banks' Association	Sd .. M V Rao Shanti Lal Jain Rakesh Sharma Rajneesh Karnatak Om Prakash Mishra Sunil Mehta Gopal Murli Bhagat Brajeshwar Sharma
For Workmen Unions AIBEA NCBE BEFI NOBW INBEF	Sd.. C H Venkatachalam / Rajen Nagar S K Bandlish / R Balaji Debashis Basu Chowdhry Manomohan Das O P Sharma
For Officers Associations AIBOC INBOC NOBO	Sd.. Rupam Roy / M Balachandra R K Chatterjee K N Aadarsh