



NOW PUBLIC SECTOR BANKS HAVE NO EMPLOYEE-DIRECTORS

None of the 21 public sector banks in the country can claim to have an officer or employee representative on its board any more.

This is because the last of these representatives ended their terms and stepped out of the boards on September 18, RTI enquiries reveal.

As per Section 9(e) of the Banking Companies (Acquisition and Transfer of Undertakings) Act 1970, 'one director from among the employees of the corresponding new bank who are workmen under clause (6) of Section 2 of Industrial Disputes Act, 1947 to be nominated by the Central government in such manner as may be specified in the scheme made under this section.'

Section 9(f) says that 'one director from among employees of the corresponding new bank who are not workmen under clause (s) of Section 2 of Industrial Disputes Act, 1947 to be nominated by the Central government after consultation with the Reserve Bank.'

A similar provision has been made in the SBI Act under Sections 19 (ca) and (cb), says DT Franco, General Secretary, All India Bank Officers' Confederation (AIBOC).

According to him, the practice of appointments seem to have been stopped though recommendations have been sent by banks to the government as per the procedure laid down in the scheme.

By September 18, 2017, the term of the last employee-directors on the boards of Bank of Baroda and Dena Bank had ended. This has been one of the contentious issues highlighted in the strikes and agitations conducted by the United Forum of Bank Unions.

It is unfortunate that the government, which talks about transparency, should have rendered opaque the bank boards which take crucial decisions, Franco said 'Feigns ignorance'

"When we met the Finance Minister on September 15, he responded in a manner as if he was unaware. He merely directed us to Rajiv Kumar, Secretary, Department of Financial Services.

"We appraised Kumar about the position. But so far nothing has moved since the decisions have to be taken by the Appointments Committee," Franco said.

The Reserve Bank has chosen to be silent in the matter, it seems. Nor has the Securities and Exchange Board of India taken any steps.

AIBOC demanded that the government proceed to immediately 'fulfill the obligation and clear files pending with it for years now.'

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EXCERPTS FROM AIRRBOF CIRCULARS

Circular # 63:2017

4th September 2017

MEETING OF CORE COMMITTEE HELD AT BARDHAMAN – 11TH TRIENNIAL CONFERENCE TO BE HELD ON 10TH & 11TH FEBRUARY, 2018 AT BARDHAMAN (WEST BENGAL)

The 2nd Meeting of the Core Committee of AIRRBOF was conducted at Bardhaman (West Bengal) on 2nd Sept. 2017 evening.

The Meeting was presided over by Com. Srijan Pal, Vice-President in the absence of the President, Com. R.G. Makhija who could not attend due to ongoing agitation programme including Strike in his Bank.

The Committee reviewed the developments in regard to SLP(C) 23988/2012 before the Hon'ble Supreme Court. The Committee thought out action points to put forth the views of the Federation before the Apex Court and taking positive stand in unison with other organisations before the final hearing slated to be held on 19th Sept. 2017. Com. Karer and Com. Pal added certain new inputs in the developments. After threadbare discussion our strategies were decided.

In regard to holding the 11th Triennial Conference of our Federation, in the light of the decision of the last Central Committee Meeting, it was decided unanimously to hold the 11th Triennial Conference at Bardhaman on 10th & 11th February, 2018. The open session of the Conference shall be held on 10th February from 5:00 PM onwards preceded by rally to start at 3:30 PM. The open session was followed by Cultural Function. The delegate session shall be held on 11th Feb. 2018 from 9:30 AM onwards. The following further decisions were taken in the Meeting:

(i) Delegate/Observer fee is fixed at Rs. 1500/- per head to be payable in advance to Federation.

(ii) No delegate shall be allowed from affiliates whose subscription is not due for the year 2017 or for preceding years.

(iii) A colourful souvenir shall be published on the occasion by our host affiliate, Association of Officers' of Paschimbanga Gramin Bank (AOPBGB). All affiliate have to collect advertisement and send the same to AOPBGB latest by 15th Jan. 2018. All affiliates having membership upto 200 have to collect advertisement for minimum Rs. 50000.00 and those having membership of over 200 for minimum of Rs. 100000.00.

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(iv) Accommodation for delegate/observer shall be available at reasonable rates in Bardhaman. A list of hotels with tariff shall be intimated to all affiliates by organisers so that they can directly or through organisers arrange accommodation.

The open session of the Meeting shall be addressed by eminent Economists, Ministers of Central and State Govt. as well as top leadership of AIBOC. Let us all take the pledge to make the 11th Triennial Conference a grand success. AIRRBOF ZINDABAD. AIBOC ZINDABAD.

Circular # 64:2017

4th September 2017

**ANNUAL GENERAL BODY MEETING OF ASSOCIATION
OF OFFICERS OF PASCHIMBANGA GRAMIN BANK HELD
AT BURDWAN ON 3RD SEPT. – REMAINED A GLORIOUS EVENT**

The historic Bangsagopal Town Hall in the city of Burdwan was humming with activities from the morning of 3rd Sept. with hundreds of members of AOPBGB thronging in from all parts of the different districts to join the Annual General Body Meeting. The hall was very tastefully decorated with banners and festoons with appropriate messages. As the Meeting starts with singing by Ms. Shilpi Roy, a local artiste an all together different atmosphere was created befitting the Meeting. The traditional lamp was lighted by dignitaries on the dias namely, Com. Soumen Roy Choudhury, the veteran leader and General Secretary, All India UCO Bank Officer' Federation, Com. S.K. Bhattacharjee, General Secretary, All India RRB Officers' Federation, Com. Sanjay Kumar, Chairman, Paschimbanga Gramin Bank, Com. Sanjay Das, Secretary, AIBOC, WB State Unit, Com. Dipankar Mitra, Sr. Vice-President, AIUCBOF, Com. M.V. Karer, Vice-President, AIRRBOF, Com. Srijan Pal, General Secretary, AOPBGB. The General Body Meeting was presided over by Com. Ajay Kumar Mondal, President of the Association.

The General Body Meeting got underway with rendering of welcome address by Com. Srijan Pal. The inaugural address was delivered by Shri Sanjay Kumar, Chairman, Paschimbanga Gramin Bank who in his long deliberation brought out the different strong areas which need to be cultivated by officers. He also placed emphasis on development on the fast track. The next speaker was Com. Sanjay Das, Secretary, AIBOC, WB State Unit who in his brief but spirited address enliven the session. Com. Dipankar Mitra, Sr. Vice-President, AIUCBOF spoke eloquently on the challenges and how to combat them.

Com. S.K. Bhattacharjee, in his inimitable style brought out the entire gamut of the issues concerning RRBs, the discrimination meted out to officers in the matter of superannuation

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benefit and shared the road map of the Federation to clinch the unsettled issues. He expressed his enthusiasm in the matter of involvement of members of AOPBGB in all organisational developments and called for their greater involvement in the developing the AIRRBOF as the only organisation of RRB officers to translate into practice the banner placed at the rear of the auditorium "One Cadre, One Union".

The veteran leader of AIBOC and General Secretary, All India UCO Bank Officers' Federation, Com. Soumen Roy Choudhury in his long deliberation before the audience traced the Trade Union movement from Pre-Nationalisation period, the transformation and the fight ahead of us. He was emphatic in telling that AIBOC made a sin by allowing amalgamation of RRBs which really heralded the threat of amalgamation/merger of Public Sector Banks. He cautioned the Management that dilution of Public Sector Banking shall offset all the programmes to be set forth by Govt. of India because in the past only Public Sector Banks played to the tune of Govt. of India.

The open session ended with vote of thanks rendered by Com. Ajoy Kumar Mondal, President of the Association.

The business session of the Annual Body Meeting started with presentation of the report of the General Secretary. Quite a large number of members took part in the deliberation on the report of the GS and the Statement of Accounts placed before the Meeting.

After the deliberation General Secretary dwelt at length on all the issues and exuded his confidence that AOPBGB shall grow from strength to strength. A resolution was placed to create AOPBGB Member Benevolent Trust which was overwhelming endorsed by the house. The vote of thanks of the business session was rendered by Com. Chinmay Majumder, Working President, AOPBGB. The Conference ended with all participating in singing the National Anthem.

The Annual General Body Meeting of AOPBGB shall go down in the annals of the Trade Union history as one of the best organised, well participated and engrossing Conference.

Circular # 65:2017

11th September 2017

**ANNUAL GENERAL BODY MEETING OF AIBOC
TRIPURA STATE UNIT HELD IN AGARTALA ON 9TH SEPT. 2017**

Historic Rabindra Satabarshiki Bhavan in the heart of Agartala Town was the venue of the Annual General Body Meeting of AIBOC Tripura State Unit on 9th Sept. 2017. The venue was tastefully decorated and humming with members from early afternoon.

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The Meeting started with ushering of the Dignitaries on the Dias namely, Com. Franco Rajendra Dev, General Secretary, AIBOC, Com. Manik Sarkar, Chief Minister, Tripura, Com. S.K. Bhattacharjee, General Secretary, AIRRBOF & Advisor, AIBOC, Com. Soumya Dutta & Com. Sanjay Das, President & General Secretary of AIBOC WB State Unit, Com. Sunil Bansal, President, United Bank Officers' Association. With the felicitation of the leaders and rendering of opening song the Meeting got underway. The welcome address was rendered followed by release of booklet on "Policies which are killing the Golden Goose". The Meeting was felicitated by Com. Soumya Dutta. Shri Manik Sarkar rendered his speech in the befitting manner. Com. Franco delivered one of his strongest speeches setting forth the goals to save Public Sector and calling for unleashing a great movement. Com. S.K. Bhattacharjee delivered his brief but contemporary address. The Meeting was also felicitated by Com. Sanjay Das and Com. Sunil Bansal. With the rendering of vote of thanks by President of the State Unit the Meeting came to a close. The programme was a grand success. Our members from Tripura Gramin Bank Officers' Association played instrumental role in making the Meeting successful.

Circular # 66:2017

12th September 2017

ANNUAL GENERAL MEETING OF TRIPURA STATE UNIT

We reproduce hereunder the text of All India Bank Officers' Confederation Circular No. 50 dated 10th September 2017.

"The Annual General Meeting of the AIBOC Tripura State Unit was held on 9th September, 2017 at the Rabindra Sathabarsiki Bhavan, Agartala in a grand fashion, with an overwhelming gathering of 800 plus members from the entire state of Tripura, in the presence of Hon'ble Chief Minister of the State, Shri Manik Sarkar, the General Secretary Comrade D T Franco and other senior leaders.

The proceedings started off with a melodious song performed by the members of State Unit. Comrade Mihir Lal Das, President AIBOC Tripura Unit and Comrade Bishnupada Debnath, the Secretary of the unit welcomed and felicitated the Chief Guest Shri Manik Sarkar, Honorable Chief Minister of Tripura. The other dignitaries were also invited to the dais and felicitated. In the wake of that, Comrade Bishnupada Debnath delivered the welcome address and expressed his gratitude for the presence of members in large numbers. The Chief Guest Shri Manik Sarkar unveiled the book "Banking Sector Reforms- Policies which are Killing the Golden Goose" authored by Com D T Franco. The AIBOC Tripura State Unit donated a sum of Rs 2 lacs to the CM's Relief Fund and handed over the replica cheque to the Chief Minister.

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Com. Soumya Datta delivered a vibrant speech addressing the house. He detailed about the plans and tactics of the present Government at the Centre. He told that the present Government is pro corporate and anti people and they are leaving no stone unturned to weaken the PSUs. He elaborated the plight of the Officers in the Banks where the management and the Government is only performance centric. However, in spite of all these, we have to protest and forward our movement for a better tomorrow. He also requested the house to work hard and educate the masses about the importance of PSUs and the reasons to save them.

The Chief Guest Shri Manik Sarkar detailed the house about the present socio political scenario in the country, where our democratic rights are at stake. Even the right to speech is being rampantly attacked. He expressed concerns about the rising inflation, unemployment, in-equality, farmers' suicide, devaluation of Rupee, etc. He supported the Bank Officer's movement and reiterated the significance of the PSUs for the overall development of our country. He also condemned the Government's agenda to weaken the PSUs in its attempt to hand over the stakes to the Corporates. He also raised concerns for the rising farmers suicide in the country. He asserted that the Bank Officers belong to the intellectual section and they have a bigger role to play in forming public opinion and save our country from destruction. **The Hon`ble Chief Minister, Shri Manik Sarkar also signed the petition and thus participated in the signature campaign launched by AIBOC and addressed to the Prime Minister.**

Com. D T Franco in his address requested the house to share the Chief Minister's speech with friends and colleagues. In his speech the AIBOC General Secretary applauded the role played by the Government for all round development of the state and towards restoration of peace and harmony among different ethnic groups and making it one of the best states to live in. He assured the House that come what may he would not sign the Bipartite settlement unless the following five issues are addressed and agreed to:

1. 5 day Banking.
2. Pending retirement benefits.
3. Salary if not at par but comparable with Central Government employees.
4. Modification in NPS
5. Revision up to Scale VII and not up to Scale III

The General Secretary appraised the membership about the evil designs to privatize the Public Sector Banks and that merger is the first step towards privatisation. He talked at length about the rising NPAs in Public Sector Bank's which is due to few Corporate willful defaulters and the move of the Government for its resolution through the Bankruptcy and Insolvency Code is a mere eye wash and a covered attempt to pave an escape route to them.

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He also informed the House that the first resolution under this code fetched only 6% of the outstanding. He questioned the ill motivated move of the RBI forcing the Public Sector Banks to make provisions at the rate of 50% of the outstanding for two years in the name of hair cut and giving clean chit to the defaulters. He also expressed that the Public Sector Banks are losing focus and diverting their attention to cross selling instead of taking care of the credit needs of the common men of the country. In terms of advances, the Public Sector Banks are growing at a rate of meager around 4% whereas the private sector Banks are growing at around 17%. The statement of the top executives of the Public Sector Banks that there is no scope for further credit off take is not at all tenable. He also urged upon the members to fight against the attempts of merger of PSBs by the Government. He requested the House to convince the customers to write letters to the Prime Minister opposing the merger and privatization moves of the Public Sector Banks. He therefore emphasized on People Parliament for Unity and Development to expand the horizon, involving every class of the society towards mobilization of mass support and requested the members to be more active and raise the voice for the sake of the existence of PSUs.

The other dignitaries Com S K Bhattacharjee, General Secretary AIRRBOF & Adviser AIBOC, Com. S K Bansal, State Secretary, Delhi, Com. Sanjay Das, State Secretary, West Bengal delivered their speech amidst thunderous applause from the house. Comrade Sanjay Datta, on behalf of the AIBOC state committee offered the vote of thanks. The meeting was a grand success and it was given the due coverage in the local media.”

Circular # 67:2017

18th September 2017

SUB – CORE GROUP (OFFICERS) – MEET AT MUMBAI WITH IBA

We reproduce hereunder the text of All India Bank Officers' Confederation Circular No. 51 dated 16th September 2017.

“We reproduce hereunder the full text of Circular issued by the four officers' Organisation dated 16th September 2017 on the above subject for information of all concerned.

TEXT

Dear Comrades

Re: Core Group (Officers) Meeting with IBA

The second meeting of the core Group (Officers) was held at IBA Office today at 11.30 a.m. The management team was led by Shri Prashant Kumar (DMD) SBI, Shri K. Virupaksha, General Manager, Canara Bank, Shri Ujjal Kumar, General Manager, UCO Bank, Shri N.K. Biswal, General Manager, Bank of Maharashtra with Shri V.G. Kannan, CEO, IBA and other team members of IBA.

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Our Officers' team was represented by Com. Dilip Saha, President, AIBOC, Com. Y. Sudarshan, Chairman, AIBOC, Com. S. Nagarajan, General Secretary, AIBOA, Com. K.K. Nair, General Secretary, INBOC and Dr. Sunil Deshpande, President, NOBO.

Shri Prashant Kumar, Chairman of Core Group (Officers) expressed the stand taken by the IBA on some of the issues discussed in the meeting held on 06/09/2017 with Workmen Organisations such as leave Bank etc. On our part, it was submitted that issues connected with Payslip Components would be taken up for discussion subsequently. The issues listed out in Charter were taken up and it was more of exploratory in nature. The discussions are inconclusive. The Small Committee on Discipline & Appeal Regulations will be meeting shortly to give a definite shape.

IBA informed that the Insurance linked Hospitalisation Scheme is yet to be stabilized fully in all Banks and continuation of the same is required for another year. In the matter of Domiciliary treatment to be availed by retirees, since the claim rate is 220%, the steep increase is insisted by the Insurance Company. From our side, we suggested that there is need to provide some subsidy to retirees in the matter of insurance premium by the banks. It was also agreed by IBA to have a tripartite meeting with the Insurance Company as well as with the Reinsurers shortly to enable us to present the problems encountered in the hospitalization scheme by TPAS in Banks.

The next date for the discussion has been fixed on 9th October, 2017 at Mumbai.

With Greetings,
Yours Sincerely,

Sd/- (Dilip Saha) President, AIBOC	Sd/- (Y. Sudarshan) Chairman, AIBOC	Sd/- (S. Nagarajan) Gen. Secy, AIBOA	Sd/- (K.K. Nair) Gen. Secy, INBOC
Sd/- (Dr. Sunil Deshpande) President, NOBO			

Circular # 68:2017

12th September 2017

MARCH TO PARLIAMENT TO PROTECT PUBLIC SECTOR BANKS

We reproduce hereunder the text of All India Bank Officers' Confederation Circular No. 52 dated 16th September 2017.

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“At the call given by United Forum of Bank Unions, the All India Bank Officers' Confederation also joined massively in the protest march to the parliament in its bid to save the Public Sector banks of the country against the Government's ill motivated policy decisions related to Banks' merger, Insolvency & Bankruptcy Code, Banks' privatization moves, huge provision and write off of the big ticket size corporate loans, etc. The protest march also demanded stringent action against the willful loan defaulters, adequate capital to the public sector banks, safe-guarding the interest of our the farmers and taking care of the credit needs of the common men among other demands. UFBU steered the protest rally consisting of all bank unions which represent about 10 lac employees and officers working in different banks at every nook and corner of the country.

The Morcha began from Ram Leela Maidan at around 10 a.m. and culminated in the public rally around 12 Noon at the Parliament Street. Defying the scorching heat of the September afternoon, more than fifty thousand bank employees and officers marched to the Parliament protesting the anti-bank and anti-people policies of the government and demanding to put a stop to the Banks' merger and privatization. The rally also witnessed the participation of huge number of lady comrades and young brigade shouting slogans all the way to the Parliament Street to safe-guard our public sector banks. Political leaders across the spectrum including leaders of Central Trade Unions addressed the rally which includes Com. Tapan Sen, MP CPIM, Com. D. Raja MP CPI, Mr. Arvind Sawant, MP Shiv Sena, Mr. Digvijay Singh MP Congress-I, Mr. Sharad Yadav MP JDU, Com. Sitaram Yenchuri CPIM, which added extra dimension to the protest programme. Our State Unit representatives and members from every corner of the country participated in the rally for raising their demands and protests against the government's anti people policies. The march with so much of gathering has been unprecedented and it has ignited the requisite gunpowder in all of us to carry forward our movement to thwart the evil designs of the government and RBI.

The march to the Parliament was a clear declaration by the bank employees and officers that we will fight to the last to save the public sector banks. The UFBU leaders met the Finance Minister and four memorandums of demands were also submitted to the Finance Minister and the Prime Minister to draw their attention to these vital issues concerning the banks seeking their intervention to ensure remedial measures to save our Banks from the danger of peril so that these banks continue to contribute for the economic development of our country. Of the four memorandums, one was against reforms like Privatisation, Merger, FRDI Bill, NPA etc. One on appointment of Officer & Employee Director, another to have wage negotiation upto scale VII and the last one was on welfare funds out of gross profit instead of net profit. The Finance Minister also assured the UFBU leaders that Govt. will not reduce holding below 52% for now. Other issues were elusive.

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The leaders also met Mr. Rajiv Kumar Secretary DFS and held detailed discussions and submitted memorandum. UFBU also clarified that it will meet soon and continue the struggle programmes. Unions have resolved to intensify the struggle if Government doesn't come out with conciliatory approach. Unions' slogan in the Morcha was **Save Public Sector Banks to save nation and people's money for Peoples Welfare.**

Comrades, the mammoth rally coupled with the presence of the heavyweight Central Trade Union leaders definitely sent a strong message to the policy makers about our common issues and demands. This is just the beginning of the movement for our common cause of saving the public sector banks and we have to remain focused and united. Simultaneously, we should also ensure that we do not get excessively individualistic. We have been successful in upholding the spirit of "sub-ordination of individual interests and rights to the greater interests and common good" as suggested by Henri Fayol. Success will surely kiss our feet as our unity and common movement can outsmart and get the better of any individual or authority in their vexatious attempts of weakening us and our beloved public sector banks."

Circular # 69:2017

26th September 2017

**VIIITH MEETING OF THE JOINT CONSULTATIVE
COUNCIL (JCC) HELD IN MUMBAI ON 25TH SEPTEMBER, 2017**

NABARD Head Office convened the VIIIth Meeting of the JCC in Mumbai on 25th September, 2017. General Secretary of the Federation attended the Meeting. The Meeting was presided over by Shri Harsh Bhanwala, Chairman, NABARD. With the initial welcome address by Shri P.C. Lenka, DGM, IDD the Meeting started. Chairman, NABARD made the initial remarks. Thereafter, our General Secretary pointed out that as per the decision of the 1st meeting of the JCC the draft Minutes of the Meeting should be mailed to the participants to incorporate their views if any. However, it was pointed out, that NABARD deviated from the procedure and hence the Minutes did not reflect the true position of the discussion that took place.

The Action Taken Report (ATR) was marshaled by Shri P.C. Lenka, DGM, IDD. During the presentation of ATR several points were raised by our General Secretary in regard to the true reflection of the factual position in the ATR. The points raised by representations of the Apex Trade Unions were duly recorded. Once the Minutes of the VIIth Meeting of the JCC and the ATR was placed and deliberated upon, our General Secretary pointed out that the JCC Meetings should be convened in the morning hours only so that ample time is available for discussion. It was pointed out that over the period of time JCC had diluted its effectiveness due to Govt. of India sitting tight on the recommendations made by JCC. It was suggested that a status paper should be submitted in the next Meeting incorporating the issues raised in the JCC, recommendation made to DFS and its present position.

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It was emphasised by the representatives of the Apex Trade Unions that all RRBs should be Associate members of IBA and the Negotiating Forum should be shifted to IBA Level so that meaningful resolution can take place.

Thereafter discussion took place on the following agenda:

Agenda

New Issues

Review of Status, Extension of parity of pay, allowances, other allowances and other benefits, with those in Sponsor Banks to the RRB Staff.

As regards Pay Scales, Dearness Allowances, HRA & CCA, the Central Govt. vide its letter F. No. 8/1/2015-RRB dated 31 July 2015 has approved revision of wages /pay structure of the workmen /officers of RRB equal to the corresponding categories of employees of Nationalised Commercial Banks.

As per GOI order No.F.No.8/1/2015-RRB dated 20 October 2016 all RRBs were advised to implement Part I of Other Allowances with effect from the date of 10th Bipartite Settlement. As regards Part II of Other Allowances the same was to be decided by the Sponsor Banks in consultation with RRBs.

NABARD vide its letter No NB.IDD.RRCBD/390/316 (JCC)/2017-18 dated 10 July 2017 had advised all RRBs to indicate the status of implementation of various pay and allowances as approved by GOI. 44 RRBs have submitted the status. Reminder has been issued to other RRBs to submit the position.

Details of implementation status by RRBs as well as non-reporting is indicated in Annexure III)

Indiscriminate posting of Sponsor Bank officers in RRBs even at Scale IV Level need to be stopped

As per Section 17(1) of the RRB Act, 1976, it shall be lawful for a Sponsor Bank to send such number of officers or other employees on deputation to the RRB as may be necessary or desirable for the efficient performance of its functions. Further, Mitra Committee has also prescribed the number of officers in different scales including that of Scale IV. The RRBs/Sponsor Banks are to be guided accordingly.

Clear instruction by NABARD to RRBs regarding creation of different Dept. at HO of RRB

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Creation of different departments in RRBs depends upon various factors like business profile, number of staff etc. The Mitra Committee has prescribed that Category I RRBs may have five departments, Category II may have 6, Category III & IV RRBs may have eight departments at their HO. The number of departments in HO will be decided by the Chairman based on the need. The GPI while approving the report of the Mitra Committee had advised that the recommendations may be considered by the Board of the RRBs with or without modifications depending on its financial and human resource capabilities. Therefore, issuing instruction by NABARD for creation of different departments at HO of RRB may not be desirable.

Clear cut instruction to RRBs on avoiding placing officers on suspension for years together without issuing of charge sheet

Section 46 of RRB (Officers and Employees) Service Regulations deals with the suspension of an officer or an employee.

A detailed guideline for procedure to be adopted for disciplinary action in RRBs has been issued by NABARD on 20 June 1987. It also provides for suspension of the official by an officer empowered to pass the final order i.e. the Disciplinary Authority. The decision to place an official under suspension is entirely within the discretion of the Disciplinary Authority. No hard and fast rule can be prescribed in the matter of suspension.

Therefore an instruction to RRB in this issue may tantamount to encroaching on the jurisdiction of the disciplinary authority.

Nomination of Senior Level Officers of RBI & NABARD, not below the level of General Manager, as Director in RRBs

This is outside the jurisdiction of JCC. The level of officers to be deputed to the Board of RRBs is to be decided by RBI and NABARD.

Immediate Scrapping of RBI guidelines on Net Banking for RRB customers so as to allow Transaction Facility to customers of all RRBs without any restriction

As per RBI circular No. RBI/2015-16/242 dated 19 November 2015 (addressed to all RRBs) has permitted internet banking with transactional facility to all RRBs which have implemented CBs and have also migrated to Internet Protocol Version VI (IPv6) and fulfilling certain criteria were permitted to offer internet banking with transactional facility to their customers with prior approval of RBI.

Rotations in Job/ Placements for all officers without any discrimination

Job rotation /placement of officers is to be decided by the Management of RRBs. However, RRBs are required to abide by the CVC instructions on rotation and placement of officers in the sensitive desks.

Agenda

Any other issue with permission of Chair

On every relevant point our General Secretary added inputs so as to draw home the merit of the issues raised by our Federation.

The JCC Meeting starting at 3:00 PM continued till evening and only got concluded at 7:00 PM past beyond its stipulated time table of 4:55 PM.

Circular # 70:2017

26th September 2017

NEWS ROUND UP

President and General Secretary of the Federation held long discussion with Shri Shankar Prasad, General Manager, Bank of India, RRB Division in Mumbai on 25th September, 2017 morning.

Several issues as enumerated below were raised by us:

1. Promotion of officers in all Cadres.
2. Deployment of senior officers as per S.K. Mitra Committee Report in RRBs.
3. Rotation of all officers on periodical basis.
4. Situation in Vidharva Konkan Gramin Bank.
5. Implementation of Part – II of other benefits & allowances in RRBs.

General Manager appreciated our new point and assured to take appropriate action.

2. The 11th Triennial Central Council Meeting of our Federation shall be held at Burdwan on 10th & 11th February, 2018. It was already circulated by us. All affiliates should clear their levy and subscription and send nomination to the Conference as per promotion of AIRRBOF constitution.

3. General Secretary shall visit Odisha and shall have interaction with the members of Odisha Gramya Bank Officers' Association at different location in the 1st week of October, 2017.

**CONSOLIDATION OF OFFICERS
MOVEMENT ALL OVER THE COUNTRY**

**ALL INDIA PUBLIC SECTOR AND CENTRAL
GOVERNMENT OFFICERS' CONFEDERATION – AIPCOC**

All India Public Sector and Central Government Officers' Confederation's 1st Conference was held in Chennai on 5th August 2017. This confederation has been formed to bring together Officers in the Public Sector, Public Services and the Central Government to look at the crisis surmounting the Nation.

Welcome address was given by **Com R Sekaran, State Secretary AIBOC Tamil Nadu**. He informed the gathering that there is an unprecedented attack to dismantle the Public Sector Character. In Railways, initially 23 Railway Stations including Chennai Central have been identified to hand over to the private Corporates along with the adjoining assets of the railways for 45years lease and in the case of Defence Ordinance Factory, 1/3 rd of productions handed over to the Corporates by a simple notification in June 2017 and in the case of District Government Hospitals, all infrastructure will be handed over to the corporates for 30 years lease and in the case of Banking Sector there will be more licences to the corporates to open the Banks and Branches and there will be amalgamations for Public Sector Banks to close Hundreds of Branches, to remove thousands of jobs etc. Only because of this Public sectors, our country reached self sufficiency in food production, is able to create lakhs of jobs both in organised and unorganised sectors and ensured social justice in the jobs in Public Sector undertakings. This important meeting is being held at this crucial juncture and the deliberations in the meeting will give more directions in protecting the Public Sector and Government Services which is more essential for the development of people and the Nation. He welcomed all the leaders and delegates from different sectors and wished the Conference a Grand Success.

Presidential Address was given by **Com V K. Thomar**. He emphasised that this platform is not affiliated to any political party and is framed to protect the quality of Public Sector. He informed that if any political party comes to our support, we will whole heartedly work together for bringing out change in the attitude of the Governments. Government is working full time in selling out the Public Sector undertakings. They are even not sparing Central Government departments viz., Railways, CPWD etc. Hence it is for that reason we have to be together and committed to oppose the policies of the government which affects the interest of public sector, common man and officers, community - which is the objective of this conference. We are going to fight against the strong government which is taking wrong policies/ decisions.

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Profitability of Public sector is not upto the expectation of the government only because of wrong policies of the government, which PSUs are implementing. Such being the case, how can employees be responsible for the losses. So, it is the CEOs or the Secretary of the respective department to be made responsible for the loss. This conference should be able to solve the problems faced by the Officer community of PSUs and Central Government and requested to come forward with the views of all the participants. Suitable resolutions protecting the PSU character and its Officers have to be proposed and passed in this conference. He also conveyed that Pay revision to be given in all public sector undertakings irrespective of its affordability. Through this platform message should be conveyed that all the wrong polices of the government will be opposed tooth and nail and render justice to all the officers and employees of public sector and central government departments. With this hope and to bring justice to all, he welcomed all the participants.

Com Thomas Franco, General Secretary of AIPCOC presented General Secretary's Report.

Com Dikshit of NABARD made it clear that Equal rights given by the constitution is not being implemented by the government. He expects that change has to be come in all of us and all intellectuals have to come together and bring out this expected change. He informed that this platform has been formed to fight for the common goal and fight for larger interest of common man of this country. He also informed to think the reasons for the formation of Public sector undertaking, which were formed only based on the suggestion given by the then Corporates. Corporate community were not inclined to take up businesses which did not give them immediate liquidity and profitability and suggested that long term investments be taken over by the government undertakings.

Public sectors are being systematically destabilised by the central government by not extending any support both financially and by policy. He also brought out the happenings around the world and requested to coordinate also with the working class unions of all the sectors and form a larger organisation to tackle the onslaught of the Government.

Com Bobby Thomas of NCOA felt that the government is moving fast towards privatisation. He reminded that the government was able to garner 50000 crores in last year by way of disinvestment of PSUs and this year up to July 8000 crores was garnered against this financial year target of 78,000 crores. He also informed that the Ministry does not consider revision of salary to some of the loss making public sectors, which is great injustice by the government. He was glad to inform that the CPSUs are performing well, with an increase of 12.54% in profit and 279,600 crores given to government by way of taxes and dividends. He questioned the contribution by Private players to the Government.

He opined that act of privatisation by the government is like killing the duck laying golden eggs at one stroke and informed that UPA government was retail sellers and the present government is wholesale sellers. He emphasised that we need great strength to tackle such a move of the government and requested support from all the constituents and assured that this Confederation will resist all ill conceived actions of the Government.

Com Sebastian of BSNL appreciated the initiation taken by the forum which gives immense strength to all affiliates. MTNL and BSNL were the Department of Telecom (DoT), a department of the Central Government which was converted as PSUs. He informed that during the time of conversion of the Central Government department to PSU, it was opposed by the Association. Even after the formation of PSU, mobile services were not started through BSNL and MTNL He felt proud that it was due to the intervention of association, through a PIL, court directed MTNL to provide mobile services at Delhi and Mumbai and thereafter BSNL also followed. During that time Call Rates were charged very high by the private player and only after MTN Land BSNL entered Mobile Phone Market rates were reduced drastically. Rates fell from Rs.16 to Rs.2 for outgoing calls and from Rs.8 to 'zero' for incoming calls. He reminded that there was continuous profit till 2005 and it was Rs.10000 crores during the year 2005 and thereafter from 2006 onwards it suffered continuous loss and during 2015 it touched Rs.8000 Crores. The reasons for their poor performance, he informed that the government tenders were stopped during 2006 for purchase of GSM instruments and Expansion was also disallowed. He also explained the struggles and various steps undertaken by Association to safe guard the Public Sector character and informed that still BSNL is 100% government owned. He also proudly informed that when there is a total liability of around Rs.7 lakhs crores for the entire telecom sector to the banks, share of BSNL is only around Rs.3000 crores, which is only a month's revenue of BSNL.

Com Alok Roy of IOC appreciated the steps taken through peoples movement which helps to reach the message to all the nook and corner of the country. Even through PSU oil sector is earning decent profit than the private sector, he informed that 10,000 toilets were constructed (which even the government could not) and conducted around 2500 seminars on Swatch Bharath and still government wants to make profits as that of private players. He compared the performance of IOC with Private Players and informed the figures - Profit of PSU Oil Company is 16% of the Nifty and however its contribution to central exchequer in the form of excise duty and corporate tax is 72% of Nifty. This shows that PSUs cannot manipulate nor evade taxation. Irrespective of the government in the centre, they are trying to privatise PSUs.

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Com S Mohan of Central Government Gazetted Officers Organisation started his speech on GST Network, which was proudly announced by Central Government as the biggest network. He questioned the happenings thereafter and informed that 40% stack of GSTN is with private sector. As a step towards tax reforms, Government should have started GST Network as a government organization and non-profit company. But it is not so. After independence zamindari system was removed. But, now they wanted to introduce GSTN in the same very old Zamindar system of Tax collection with the involvement of Private players also and allowed 40% stack to HDFC Bank, HDFC ICICI and NSE. The sovereign right of the government is to levy taxes on their people. But, now collection of taxes are also slowly privatised. During this NDA tenure, frightening whip is coming on a daily basis on its citizens and wanted to sell the common mans property to the greedy, well possessed people. Situation is now pushing us to join together and fight against such a move of the central government.

Com Dilip Kumar Saha of Banking Sector praised all the leaders participating in the Conference as they are responsible for bringing such a development in our country and represent from all the sector of our economy. The present youngsters are the product of the era of globalisation which started during 1992 since they were told as if globalisation is good for the country. He questioned the government regarding levying high Taxes and wanted to know where the money is going and doubts that our hard earned money which was paid as taxes are only used by the government for the purpose of propaganda-since no development is being visualized in our country. He doubts that the government is bringing changes in everything in favour of corporates. But, projecting as if it is for the benefit of the common man. For example, he explained the problems faced due to introduction of demonetisation and its cost. But, government projected as if all good will happen in future. In spite of Banks giving data of the value collected on a daily basis to RBI, he said that till date government is unable to inform the figure. Hence, the reasons for introduction of demonetisation is not a real target. He emphasised that the duty of all of us is to educate people what is happening in the country.

Com Sukumaran of CITU conveyed his wishes on behalf of CITU to which he is affiliated and the cause of starting the conference be fulfilled. He told to explore the ways for moving to the next stage or to turn the diversion of the government. This should be the target of this conference. He advised the people to shed their thinking -'that nothing will happen even if we ask' and 'hence not to try' and questioned that then why should we go to hospitals, if we fell sick. He told to think on the aspects what the government assured before 3 years and now how this government is acting in an opposite direction.

He assured that CITU will always oppose the proposal of converting PSUs to private and he advised that we should explain to the common man on the aspect of how PSUs are serving the people and garner their support in protecting the PSUs. He informed that we can come to a conclusion regarding the present government when PM himself being brand ambassador to a private mobile operator when state owned BSNL is there. Time has come to protect the PSUs and fight together and assured that CITU will stand supported to the cause.

Com.S Venkatapathy, Railway Sector, Com. H M Mallesh, Defense Sector, Com. Raj Kumar, UC Officer's Federation, Com. K Ravichandran, Indian Defence Ordinance Factories, Com. Jothi Mohammed, NLC Coal Sector, Com. Chandramouli, GST & Central Exercise, Com.K Arunachalam, BHEL, Com. J S Tull, FCI, Com. V P Rao, Power Sector & Com.Geetha Sunatkari, Masogan Dock also spoke on the occasion.

Finally Office Bearers for the next term was announced. Com. D T Franco as General Secretary and Com. V K Tomar as President were elected unanimously.

PRESS CORNER

BANK RETIREES MAY HAVE TO PAY MORE FOR RENEWAL OF MEDICLAIM POLICY WITH DOMICILIARY COVER

Premium for mediclaim policies with domiciliary benefits for bank retirees may go up when renewal is due in November.

The existing mediclaim insurance policy for retired employees and officers will end on October 10, 2017, and has to be renewed from November 1.

A communication to this effect has been conveyed to Indian Banks' Association (IBA) by United India Insurance, said CH Venkatachalam, General Secretary, All India Bank Employees Association.

The insurance company has arrived at a decision to revise/enhance the applicable premium based on the trend of claims settled so far as well as the anticipated Incurred Claim Ratio (see box).

However, the premium for retirees for policies without domiciliary coverage will not undergo any change and will remain the same as last year.

United India Insurance has now come up with an additional Super Top-Up policy for retirees offering Rs.4 lakh for award staff retirees and Rs. 5 lakh for officer retirees.

The additional coverage under the top-up policy would be without the domiciliary coverage. It will commence from November 1, 2017, to coincide with the renewal of the main policy.

The premium should be paid along with the payment of the premium for the main policy. Third Party Administrators would be the same as the ones dealing with the main policy.

Since the additional premium sum assured is substantial compared to the reasonable additional premium payable, Venkatachalam expected that the retirees would welcome this and get covered accordingly.

Source – The Hindu Business Line, 12th September, 2017.

BANKS ARE GOING THROUGH STRESS, NOT THE RIGHT TIME FOR MERGERS: INDIAN BANK MD

With most banks under severe stress, it may not be the right time to move ahead with consolidation in the banking sector.

According to Kishor Kharat, MD and CEO, Indian Bank, if merger takes place under the current situation, it might affect the health of the banks and may not be good for the entire banking ecosystem.

“Banks are going through difficult situation; this is not the right time for mergers,” Kharat said at an interactive session organised by the Merchants’ Chamber of Commerce & Industry here on Tuesday.

While the government has announced its intent to merge banks, it would not be right to ‘push through’. “By merging we will not stand to gain — not in terms of getting capital, not in terms of bringing down NPAs or becoming profitable either,” he said.

While the government has expressed its intent of merging a big bank with a smaller one, a mega merger may not be possible. “Mega merger is not a good option and will not be in the best interest of bank, customers as well as economy,” he said.

Banks need to be recapitalised and that can happen by bringing about an improvement in the NPA situation. “Even if resolution takes place in the top 100 accounts then it will release a lot of stress from the banking industry,” he pointed out. Indian Bank’s gross NPA was at 7.21 per cent as on June 30.

Indian Bank is currently well capitalised with a capital adequacy ratio of 13.58 per cent as on June 30. However, SEBI regulations mandates the bank to bring down government holding to 75 per cent from the current 82 per cent.

The bank would evaluate various options for raising capital including follow-on public offer and qualified institutional placement (QIP), he said.

“Our present the capital position is comfortable to grow; we are waiting for an opportune time to raise capital. We have time till March 2019 to bring down government stake,” he said. The bank is looking to achieve a business growth of 12-14 per cent this fiscal.

Source – The Hindu Business Line, 13th September, 2017.

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KVGB TO HAVE AADHAAR-ENROLMENT CENTRES IN 10% OF BRANCHES BY OCT 10

Karnataka Vikas Gramina Bank (KVGB), which has jurisdiction over nine districts in Karnataka, is targeting to open Aadhaar-enrolment centres in at least 10 per cent of its branches by October 10.

Inaugurating the first such centre at its branch in Dharwad on Saturday, S Ravindran, Chairman, KVGB, said it is the first bank to provide this service in northern Karnataka, and the first regional rural bank to provide this service in the State.

The bank has plans to open such centres in 62 more branches across its service areas by October 10.

The bank has 622 branches in Dharwad, Gadag, Haveri, Bagalkot, Vijayapura, Belagavi, Uttara Kannada, Udupi and Dakshina Kannada districts of Karnataka.

Customers will have to bring any of the documents approved by the Unique Identification Authority of India (UIDAI) as proof of their residence and identity. "The enrolment process can be completed in about 10-15 minutes," he said.

The Centre has made Aadhaar mandatory for opening new accounts. Existing accounts should be linked to Aadhaar by December 31, he added.

Source – The Hindu Business Line, 26th September, 2017.

REIN-IN MIS-SELLING OF INSURANCE, MF PRODUCTS IN BANKS: UNION TO RBI

The All India Bank Officers' Confederation has urged the RBI Governor to take urgent steps to stop the menace of forced cross-selling of third-party products in public sector banks.

The regulator should go beyond the token gesture of issuing a circular and act decisively, according to DT Franco, General Secretary of the confederation.

Business priorities have come to concentrate heavily on cross-selling of insurance and mutual fund products, ensuring greater individual incentives than core businesses that contribute most to banks' profits.

With the passage of time, the system of incentivising has led to banks drifting away from their core businesses, Franco said in a letter to the Governor.

Aggressive cross-selling has led to forced selling and, in turn, to mis-selling. Hardly any interest is shown in renewal premiums any more.

What seems to promote this unethical mis-selling business is the hefty commission paid to the banker who colludes with superiors to 'close a particular deal', Franco said. In a sale made by a branch level officer, the commission is largely shared by him, his branch head, regional managers, deputy general managers and links to the very top.

Commissions are not only paid in cash, but also in kind in the form of foreign tours, gala parties and cocktail dinners.

However, mis-selling is not limited to public sector banks alone; it also exists in private sector banks, Franco said.

He recalled that cross-selling was introduced to accelerate profit by diversifying activities based on a bank's network and customer base without associated risks.

Thus, the concept was seen as an attempt to offer a one-point financial planning solution to customers and bind them to suitable products in line with their requirements and interest.

But customers are coerced into buying insurance policies at the behest of the bank staff, who are only complying with the diktats of their superiors.

Such a rat race to earn more and more incentives is actually taking a toll on the bank's reputation and eroding its brand image.

More so when the economy needs more credit offtake in rural and semi-urban areas. When customers were motivated to go for mutual fund products rather than bank fixed deposits, even personal accident policies have been renewed without the express consent of customers.

Insurance has been made compulsory for the sanction of every loan, just like Form 16s or IT returns. Being a corporate agent, a banker focusses on the sale of products, but with limited knowledge.

While the core businesses of the bank earns it more than 95 per cent of the total profits, the latter channelises almost 60 per cent of the workforce towards cross-selling for a paltry contribution of 5 per cent.

Many of the banks have even started making services conditional to their clientèle — for instance, a savings bank account can be opened only if the customer agrees to purchase an insurance product.

Sanctioning of a personal loan without opting for a life insurance product has become rare.

Even farmers are forced to subscribe to insurance policies as collateral for sanction of tractor loans in times of agrarian distress and farmer suicides, Franco said.

Source – The Hindu Business Line, 26th September, 2017.

BANK RETIREES HAVE ONE MORE CHANCE TO JOIN GROUP HEALTH POLICY SANS OUTPATIENT COVER

United India Insurance has offered all existing bank retirees another option to join the group health policy without outpatient (OP) cover.

This will be considered along with renewal of group health insurance policy for retirees for 2017-18 and a new super top-up policy for both employees and retirees. One more option will be given to all retirees to join the group medical cover policy without domiciliary (OP) cover.

Existing retirees under 'with domiciliary (OP) policy' will be allowed to switch over to one 'without domiciliary cover.' The option to switch over to 'with domiciliary (OP)' policy is not available.

Employees who retired during 2016-17 will be given the option to join the policy either 'with domiciliary' or 'without domiciliary' clause.

The insurer had earlier agreed to renew the employee policy and retiree policy (without OP cover) without any increase in renewal premium.

It had also offered a super top-up policy without OP cover for retirees with raised sum insured limits.

The group medical policy without domiciliary treatment cover (without OP) is being offered on the same terms, conditions and premiums as last year.

The insurer, however, said that the policy with out-patient treatment (domiciliary) has been running on a high incurred claims ratio of 200 per cent.

In this background, it has been compelled to revise the premium for renewal of the same in 2017-18 (see Table 1). All terms and conditions will remain the same as that of last year, including the limit of the domiciliary cover which is 10 per cent of sum assured.

The total sum assured of Rs. 4 lakh and Rs. 3 lakh includes the 10 per cent limit for OP.

The new super top-up policy without OP cover for retirees having a base policy with/without domiciliary cover is as shown in Table 2.

OP treatment (domiciliary) is not covered under the policy. The concerned option and premium for super top-up policy shall come along with the main policy premium itself in one go from the respective banks.

However, the statement of premium for super top-up policy and main policy shall be separately prepared and the remittance shall also be made in separate amounts from the respective banks.

The commencement date of the policy is identical to the main policy and starts from November 1, 2017, and therefore the premium shall be remitted by the bank along with the main policy on or before October 31, 2017.

The policy is subject to the terms and conditions of the super top-up policy and the cover is identical to that of the IBA retiree policy without domiciliary cover.

In case of a claim, the basic policy/policies will be triggered first and only if the sum insured is exhausted, will the super top-up policy be activated.

A super top-up policy without OP cover is also available for employees on the same terms, conditions and premium as offered to retirees.

Source – The Hindu Business Line, 3rd October, 2017.

**FARM LOAN WAIVERS, STIMULUS COULD
PUSH UP FISCAL DEFICIT BY 100 BPS: RBI**

The Reserve Bank of India on Wednesday cautioned that farm loan waivers and fiscal stimulus could push up the combined (Centre plus States) fiscal deficit to GDP ratio by around 100 basis points in 2017-18.

“The general government fiscal deficit (of Centre and States combined) is already in the region of 6 per cent of GDP. Our national fiscal stance can hardly be described as tight. In other words, we should be very cautious, lest fiscal actions undercut macroeconomic stability,” said Urjit Patel, Governor.

According to the RBI, five States — Maharashtra, Uttar Pradesh, Punjab, Karnataka and Rajasthan — have announced farm loan waivers in 2017-18 so far. Two of these States — Uttar Pradesh and Punjab — have made provisions for the likely increase in expenditure in their budgets for 2017-18. During 2014-2016, three States — Andhra Pradesh, Telangana, and Tamil Nadu — had announced farm loan waivers aggregating Rs. 47,000 crore, but staggered over five years. There are reports of a few more States considering farm loan waivers, the RBI said.

Furthermore, against the backdrop of the growth slowdown, there are reports that the Centre might undertake policy actions to provide a boost to growth.

The RBI observed that slowing growth could also have some adverse impact on tax revenues. The Centre’s fiscal deficit could potentially widen on account of these factors, it warned.

Higher fiscal deficits *per se* could lead to an increase in inflation expectations and actual inflation. Moreover, budget constraints might force some of the States to reduce their capital expenditure.

“If capital/infrastructural constraints are binding, a reduction in capital expenditure may turn out to be inflationary as costs —including time value/opportunity cost of delays and material damages — go up as a result of capacity restraints becoming even more acute and due to attendant “congestion charges”.

“Higher market borrowings on the back of higher deficits can also put upward pressure on borrowing costs for the Centre and the States, which could spill over to the broader economy,” the RBI cautioned.

There are upside risks to the Centre’s fiscal deficit from possible measures to provide a boost to domestic demand and from lower tax revenues. Assuming that the Centre’s fiscal deficit/GDP ratio widens by 50 bps in 2017-18, inflation could be around 25 bps above the baseline.

Source – The Hindu Business Line, 5th October, 2017.

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