



All India IDBI Officers' Association



1st Floor, IDBI Tower, Cuffe Parade, Mumbai - 400 005

(Registration No. ALC - KARYASAN - 17 - 10311)

website : www.aiidbioa.net (Affiliated to AIBOA)

Correspondence Address : All India IDBI Officers' Association, c/o IDBI Bank, 3rd Floor, Mission Road, Bengaluru - 560 027
Help Line Number : 022-6655 3439 / 77009 71036

To

Bengaluru,
April 25, 2023.

The Managing Director & Chief Executive Officer,
IDBI Bank,
Head Office, IDBI Tower,
Mumbai – 400005.

Respected Sir,

Sub:- Staff welfare measures – Request for enhancement in existing limits, improvement in terms and conditions and introduction of new Staff welfare measures – Reg.

Ref:- Our Letters dated August 04, 2020 and August 11, 2022 to the Bank

While we **thank** your goodselves for the recent enhancement of limits of Staff Housing Loan (SHL), we wish to inform that the **benefit** offered through this enhancement of SHL got **limited** due to charging higher rate of interest i.e., 2.50% over and above the Cost of Funds for the recently enhanced limit of 50% over the earlier limit for SHL. In this regard, the Officers' Body of the Bank, i.e., All India IDBI Officers' Association **respectfully** submits the following viewpoints on enhancement of limits, improvement in terms and conditions of **existing** Staff welfare measurers and **introduction of new** Staff welfare measures for favourable consideration by the Bank:

2. The **rate of interest** under SHL should not be more than the Cost of Funds to the Bank for the entire limit offered and there should not be any restriction on the number of properties acquired or constructed while availing SHL. For the new sanctions to be made under SHL, the Bank should not insist any margin from the employee i.e., 100% funding by the Bank under SHL. The Bank should encourage **Group Housing with undivided share of land** among willing group of Officers while availing SHL.

3. The limits of **Lease rentals** of May, 2019 should be enhanced **suitably** as there is a **substantial** increase in the Rental values across the Country during the last **four years**. Grade 'A' Officer working in Class 'C' centre should get a minimum of Rs.10,000/- p.m. and accordingly the Officers in various Grades posted at various other locations should get suitable increased limits. The limits offered to the Officers in **Grade 'C'** should not be same as the limits offered to the Officers in Grade 'B' as the Officers in Grade 'C' **deserve higher limits** than the limits offered to the Officers in Grade 'B'. **Whenever** the dependent family members of an Officer are **unable** to stay along with the Officer at the place of work due to various practical difficulties i.e., **studies** of the dependent children or **medical** exigencies to the dependent family members, in such scenario, at the request of the Officer, the Bank should permit the Officer to avail the lease rental facility at the place where his/her **dependent family members are actually residing instead of** availing the facility at the place of work. The Bank should allow an Officer to avail the facility at his/her place of work **even though** the Officer **owns** a house in the present place of work subject to the Officer declaring to the Bank the **additional income** earned by him/her on account of **renting** the house property owned by him/her at the present place of work.

4. There is an **urgent** need to enhance the **Medical schedule 2012** to meet the prevailing medical charges/expenses due to **abrupt discontinuation** of hospitalization facility through TPA since April 01, 2023 which has left the Officers in a **critical** scenario in which the Officers are constrained to spend **more money** for hospitalization, if any, while getting a **very less** amount in terms of **reimbursement** on account of **non-revision** of the Medical Schedule since 2012 resulting in **direct financial loss**. This **serious** concern to be addressed by the Bank on **immediate** basis or otherwise, the hospitalization facility through **TPA** should be **re-started** immediately, if the Bank is taking more time to enhance the Medical Schedule of 2012.

5. The Officers who have chosen 4 year block in **LFC** and availed the same on declaration basis in the first sub-block of 2 years are **unable** to apply LFC on declaration basis in the second sub-block of 2 years while the Officers who have chosen 2 year block in LFC are able to apply for LFC on declaration basis in both the sub-blocks of 2 years. This **anomaly** should be rectified.



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6. The rate for **Tea / Coffee** offered to Staff should be increased to a minimum of Rs.15/- per cup to get a **quality** drink. The existing limits of Rs.40/- to Rs.56/- per day for **Lunch** facility were fixed in October, **2013**. The rate for **Lunch** facility should be increased to a minimum of Rs.100/- per meal, without increasing the amount of Lounge deduction/recovery, in order to get a quality, **healthy** and nutritious food.
7. The rates **per k.m.** for reimbursement of **travel** (including local conveyance) expenses should be increased from Rs.15/- to Rs.25/- and from Rs.12/- to Rs.20/- for travel by Public Transport/Taxi/Own Vehicle/Train and by Auto respectively as the present rates of Petrol/Diesel are **very high** and the last revision was fixed in August, **2015**. **Further**, the limit of 50 k.m. (one way) under **Local conveyance** should be increased to at least 100 k.m. (one way) as the Officers posted at Rural/KCC concentrated branches/Retail Recovery Officers across the Country have to travel even 200 k.m. in one day for monitoring/follow up/recovery of over dues from these (NPA) borrowers who are scattered at long distances.
8. **Lodging** Tariff/charges to be enhanced by a **minimum of 50%** on the existing limit of eligibility as the existing rates were fixed in July, **2009** and there is no revision for the last 13 years.
9. The maximum amount of reimbursement of **Vehicle Insurance** to be enhanced to **2.5%** of the Grade-wise Staff Vehicle Loan entitlement of Officers as there is a **steep increase** in the (four) Vehicle insurance premium since the last revision of limits in June, **2016**.
10. The **Cleaning** charges being paid to the servant maid for **Dormitory** of 2 BHK and 3 BHK to be increased to Rs.2,500/- p.m. and Rs.3,500/- p.m. respectively in order to maintain proper **cleanliness** of the premises. **Moreover**, no HRA is being paid by the Bank to the occupants of Dormitory.
11. The financial support offered to the bereaved family member/s of a deceased Staff through **i-DOST** should be increased to **Rs.15,00,000/-** in order to provide a **sizeable** financial support.
12. **Furniture allowance** to be introduced for all the Officers working in the Bank in line with practices prevailing in many Banks. This allowance is much required to improve the **standard of living** of the Officers working in the Bank.
13. **RBG Branch Head allowance** to be introduced in the Bank as a part of Gross Salary as Rs.5,000/- p.m. for Gr. 'A'; Rs.7,500/- p.m. for Gr. 'B'; Rs.10,000/- p.m. for Gr. 'C'; Rs.12,500/- p.m. for Gr. 'D' and Rs.15,000/- for Gr. 'E'. The Officers working in RBG Branch Head role are shouldering **much higher responsibilities** and are facing **high risk** while doing **multi-tasking** when compared with the other Officers of the same Grade working in non-RBG Branch Head role. Hence, this new allowance is essential to **reward** the efforts of RBG Branch Heads on a **monthly basis**.
14. **Faraway posting allowance** to be introduced in the Bank to reduce the financial burden to such Officers in Grade 'A', 'B' and 'C' who are posted at a place which is faraway by **1,000 k.m. or more** from the place of domicile of the Officer. Under this allowance, the Bank should reimburse **twice** in a Financial Year the travel cost incurred by the Officer, if any, towards the travel made either by his/her dependent family members separately or along with the Officer from the place of work to the place of domicile by the shortest route by Air (economy class).

We hope your goodselves will come forward to consider the foregoing for the **benefit** of the Officers of the Bank.

Thanking you,

Yours faithfully,

Vithal Koteswara Rao A.V.
GENERAL SECRETARY

Copy to The Deputy Managing Director, IDBI Bank, Head Office, Mumbai.