

CIRCULAR NO. 45 /2023

DATE : 03.07.2023

TO,  
ALL MEMBERS

**WELFARE ACTIVITIES**  
**FELICITATION OF RETIRED EMPLOYEES/OFFICERS**  
**INTRODUCTION OF MILESTONE AWARD**

We reproduce hereunder the text of the **AISBOF Circular No. 44** dated 03.07.2023, the contents of which are self-explicit.

*With warm greetings,*

(Amaresh Vikramaditya)  
**GENERAL SECRETARY**

OUR UNITY : ZINDABAD-ZINDABAD  
S.B.I.O.A. : ZINDABAD-ZINDABAD

**TEXT**

**WELFARE ACTIVITIES**  
**FELICITATION OF RETIRED EMPLOYEES/OFFICERS**  
**INTRODUCTION OF MILESTONE AWARD**

We invite a reference to our Circular No. 41 dated 14.06.2019 regarding communication to the corporate centre on the captioned subject. In the aforementioned communication, we brought to the attention of the top management the path-breaking HR initiative undertaken by certain Public Sector Undertakings to recognize the contributions of their retired personnel by presenting a cash memento upon reaching the age of 70 years, with subsequent intervals of 5 years.

2. Recognizing the innovative approach of acknowledging the services rendered by employees/officers who dedicated their prime years to the organization, we impressed upon the management to develop a progressive welfare policy for SBI Seniors to honour and appreciate our esteemed veterans who have played an instrumental role in shaping our institution to its present stature. The issue was also deliberated in detail in Central Negotiating Council meeting.

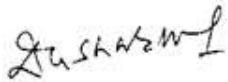
3. We are pleased to share that the Central Board of the Bank has approved the disbursement of a one-time Ex-Gratia amount under the "**SBI SALUTE**" program to staff pensioners and family pensioners who have reached or will reach the age of 75 by 31st August 2023. This payment of ex-gratia to our retired employees is a part of the celebration of "**Azadi ka Amrit Mahotsav**" as well as the Bank's performance during the financial year 2022-23. The eligible staff pensioners/family pensioners have been categorized into three groups based on their age: 75 to 79 years, 80 to 89 years, and 90 years and above. The amount of ex-gratia is determined by the scale/grade of the pensioners at the time of their retirement from the Bank's service.

4. During their tenure at the Bank, our retired employees displayed exemplary professionalism and unwavering dedication. Their hard work and commitment have greatly contributed to the success and growth of our organisation. Their invaluable contribution will always be remembered and cherished.

5. We are extremely grateful and extend our sincere appreciation to the top management for approving the payment of Ex-Gratia under SBI SALUTE, which serves as a testament to their commitment towards recognising and honouring our retired employees.

With revolutionary greetings.

Yours comradely,



**(Deepak Kumar Sharma)**  
**General Secretary**