	बैंक ऑफ इंडिया प्रधान कार्यालय	मानव संसाधन विभाग औद्योगिक संबंध प्रभाग
शाखा परिपत्र सं.: 106/100	विषय : मानव संसाधन/2012-13/10	
उप-विषय : सामान्य/26		
संदर्भ : एचआर:आईआर:एमएसएस:09	दिनांक: 20.09.2012	

समस्त शाखाओं/कार्यालयों के लिए परिपत्र

**वाम पंथी अतिवादियों सहित बैंक डकैतियों/
आतंकवादी हमलों का मुकाबला करते समय
मृत/घायल स्टाफ सदस्यों/आम जनता को
मुआवज़ा/पुरस्कार देने की योजना
मुआवज़ा/पुरस्कार के पैकेज में परिशोधन**

हमारे बैंक में 1986 से ही बैंक डकैतियों से मुकाबला करते समय मृत/घायल हुए स्टाफ सदस्यों/आम जनता को मुआवज़ा/पुरस्कार देने की योजना प्रचलन में है। उक्त योजना दिनांक 18.02.1992 में आयोजित बोर्ड बैठक में परिशोधित की गई थी और शाखा परिपत्र सं. 85/294 दिनांक 23.03.1992 के तहत शाखाओं/कार्यालयों को इस संबंध में सूचित किया गया था।

02. भारत सरकार, वित्त मंत्रालय से अब हमें नये दिशानिर्देश प्राप्त हुए हैं जिसमें उनके द्वारा ऐसे मामलों में दिये जाने वाले मुआवज़े/पुरस्कार में आशोधन/परिशोधन संबंधित निर्णय सूचित किया गया है जिसको दिनांक 27.07.2012 को आयोजित बोर्ड की बैठक में अनुमोदित किया गया है। परिशोधित योजना अनुलग्नक-ए (प्रति संलग्न) में दी गई है। योजना का सार निम्नवत है:

- (i) वाम पंथी अतिवाद सहित बैंक डकैती अथवा आतंकवादियों द्वारा हमले के दौरान अथवा उसके परिणाम स्वरूप किसी कर्मचारी की मृत्यु हो जाने के मामले में, मृतक के परिवार को बैंक द्वारा निम्नानुसार मुआवज़ा दिया जाएगा:-

अधिकारी की मृत्यु के मामले में	: रु 20 लाख
लिपिक/सब-स्टाफ की मृत्यु के मामले में	: रु 10 लाख
- (ii) मृतक कर्मचारी के बच्चों का प्रतिष्ठित विश्वविद्यालय से स्नातक स्तर तक का शैक्षणिक व्यय बैंक द्वारा वहन किया जाएगा;
- (iii) बैंक द्वारा समय-समय पर अनुकम्पा के आधार पर नियुक्ति के लिए जारी दिशानिर्देशों के अनुसार मृतक कर्मचारी के परिवार के एक सदस्य को बैंक में नौकरी दी जाएगी।
- (iv) बैंक के उन कर्मचारियों के मामले में जो बैंक डकैतियों तथा बैंक पर आतंकवादी हमलों का सक्रियता से मुकाबला करते हैं, बैंक द्वारा उनको रु 2 लाख तक का पुरस्कार दिए जाने पर विचार किया जा सकता है और बैंक कर्मचारी को आउट ऑफ टर्न पदोन्नति दी जा सकती है बशर्ते कि सेवा के वर्षों की संख्या गिने बिना उस पद में सीधी भर्ती के लिए निर्धारित पात्रता की न्यूनतम शर्तों को वह पूरा करें।



- (v) बैंक कर्मचारी के अलावा अन्य व्यक्ति की मृत्यु बैंक में डकैती और/अथवा आतंकवादियों के हमले के दौरान अथवा उसके परिणामस्वरूप होती है तो मृतक के परिवार को रु 3 लाख तक का एक मुश्त मुआवज़ा दिया जाएगा। आम जनता के सदस्य जो बैंक डकैती और बैंक पर आतंकवादी हमलों का सक्रियता से मुकाबला करते हैं उन्हें बैंक रु 2 लाख तक का नकद पुरस्कार देगा तथा अस्पतालीकरण प्रभार सहित चिकित्सा व्यय की प्रतिपूर्ति की जाएगी।
- (vi) योजना के उपरोक्त दिशानिर्देश उत्तर-पूर्व और वाम पंथी अतिवादी क्षेत्रों सहित पूरे देश में समान रूप से लागू होंगे।

योजना के परिशोधित दिशानिर्देश दिनांक 27.07.2012 अर्थात् बोर्ड अनुमोदन की तिथि से प्रभावी होंगे।

03. कृपया इस परिपत्र की विषयवस्तु को आपके अधिकार क्षेत्र में आने वाली शाखाओं/कार्यालयों में कार्यरत स्टाफ सदस्यों के ध्यान में लाएं।




संलग्न: यथोक्त

राज गोयल

(आर.के. गोयल)

महाप्रबंधक (मानव संसाधन)

SR173364 13-MAY-2012 12:48:08

	Bank of India Head Office	Human Resources Department, Industrial Relations Division.
Branch Circular No. : 106/100		Sub : Human Resources/2012-13/ 10
Sub-subject : General /26		
Ref : HR:IR:MSS:09		Date : 20.09.2012

CIRCULAR TO ALL BRANCHES / OFFICES

Scheme for compensation/reward to staff members/general public who are killed/injured while resisting bank robberies/terrorist attacks on Banks including left-wing extremism

Revision in the package of compensation/reward

The Scheme for compensation/reward to staff members/general public who are killed/injured while resisting bank robberies is in vogue in our Bank since 1986. The said Scheme was revised in the Board Meeting held on 18.02.1992 and the same was conveyed to Branches/Offices vide Branch Circular No.85/294 dated 23.03.1992.

02. We have now received fresh guidelines from the Government of India, Ministry of Finance conveying their decision to modify/revise the compensation/reward being extended in such cases, which has been approved in the Board Meeting held on 27.07.2012. The revised Scheme is given in Annexure-A (copy enclosed). The gist of the scheme is as under:-

- (i) In case of death of an employee as a result of or during bank robbery or attacks by terrorists, including left-wing extremism on bank employees, the family of deceased will be given compensation by the bank as follows:-

In case of death of Officers	: ₹ 20 lakhs
In case of death of Clerical/Sub Staff	: ₹ 10 lakhs
- (ii) The educational expenses upto graduation level of a recognized University for the children of the deceased employee will be borne by the Bank;
- (iii) Bank will give employment in Bank to one member of the family of the deceased employee in accordance with the guidelines for compassionate appointments issued from time to time;
- (iv) In case of Bank employees who actively resist Bank robberies and terrorist attacks on Bank, the Bank may consider cash reward not exceeding Rs.2-lakhs and the Bank employee may get out-of-turn promotion, provided, the minimum conditions of eligibility prescribed for direct recruits to the post are satisfied but without reference to the number of years of service rendered;

: 2:

- (v) Persons other than Bank employee who may get killed as a consequence of or during robberies and / or attack of terrorists on Banks, lumpsum compensation of Rs.3-lakhs will be paid to the family of the deceased. Members of public who actively resist Bank robberies and terrorist attacks on Bank will be given cash reward not exceeding Rs.2-lakhs and medical expenses including hospitalization charges will be reimbursed.
- (vi) The aforesaid guidelines of the scheme shall be uniformly applicable throughout the country including North-East and in left-wing extremist areas.

The revised guidelines of the scheme will be effective from 27.07.2012, i.e. the date of Board approval.

03. Please note to bring the contents of this Circular to the notice of all staff members working in the Branches / Offices under your jurisdiction.



(R.K. Goyal)
General Manager (HR)

Encl: As above.

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**Scheme for compensation and reward to
Bank employees/other persons, who are
killed / injured in robberies / terrorist incidents
including left-wing extremism**

Title : Scheme for providing compensation and reward to the Bank employees and members of public resisting Bank robberies/ terrorist incidents including left-wing terrorism.

Subject : To provide compensation and / or reward to employees / other persons, who are killed / injured as a result of or during Bank robbery / attacks by terrorists including left-wing terrorism.

Scope of the Scheme:

- a) The benefits under the scheme are available to –
- i) The Chairman & Managing Director and the Executive Directors;
 - ii) All the employees of Bank including probationers as also part-time employees;
 - iii) Officials on deputation to our Bank;
 - iv) Members of the Public / Police Force.
- b) i) The compensation / relief will be available to employees who suffer injury (to dependents in case of death of employee) whilst on Office Duty – Whether in the Bank premises or outside.
- ii) Compensation to other persons including Police Force will be considered on merits of each case.

Compensation / Relief for employees -

- 1) A) In case of death of an employee as a result of or during bank robbery or attacks by terrorists, including left-wing extremism on bank employees, the family of deceased will be given compensation by the bank as follows:-

In case of death of Officers : Rs.20 lakhs
In case of death of Clerical / Sub staff : Rs.10 lakhs

For the purpose of the scheme, the term family means and includes the spouse of the employee and the children, parents, brothers and sisters of the employee, wholly dependent on him but shall not include a legally separated spouse.



B) Educational Expenses -

The educational expenses, which may include tuition / examination fees and cost of books / note-books, upto graduation level of a recognised university, for the children of the deceased employee, will be borne by the Bank. Expenses for diploma courses from a Government recognised Institute will also be considered. However, such cases will be referred to Head Office, for approval.

C) Compassionate employment / other benefits -

- i) One member of the family of the deceased employee will be given employment in Bank, in accordance with the guidelines for compassionate appointments issued from time to time. In case, none is able to immediately take up the employment, the entitlement will be held in abeyance till one of the members of the family become eligible for and is in a position to take up such appointment. However, applications of the dependent concerned / his guardian, requesting for appointment in Bank's service, should be received by the Bank within one year from the date of the death of the employee.
- ii) In case, compassionate employment is not taken up, the pay and allowances last drawn by the deceased, may be extended to the family of the deceased till one of the children of the family of the deceased reaches the age of 21 years or till the date on which the deceased would have retired in normal course, whichever is earlier. Such payment of pay and allowances will be available, only if the dependent/s is / are not gainfully employed, elsewhere.
- iii) The outstanding balance of Housing Loan availed of by the deceased employee, if any, will be transferred in the name of the person who has been given compassionate employment, irrespective of his / her normal eligibility. If compassionate employment is not sought by the family, the interest part of the loan may be waived and only the principal amount may be recovered from the compensation / other dues payable.

D) In case of Bank employees who actively resist Bank robberies and terrorist attacks on Bank, the Bank may consider –

- i) A cash reward not exceeding Rs.2 lakhs;

And

- ii) In addition, the bank employee may get out-of-turn promotion, provided, the minimum conditions of eligibility prescribed for direct recruits to the post are satisfied but without reference to the number of years of service rendered.



Note -

For employees not covered under ii) above, maximum three advance increments in their existing grade on a permanent basis will be considered. The decision of the Sanctioning Authority regarding number of increment/s to be granted in individual cases, will be final. The employees will be given additional increment/s in the form of 'personal pay' equivalent to the amount of next increment/s due. The personal pay so fixed will be paid to him during the entire service. In the case of an employee, drawing pay at the maximum, the rate of personal pay would be determined taking into account the amount of increment last drawn. When he is at one stage or more lower than the maximum, the amount of personal pay will be appropriately determined.

Since 'personal pay' is in lieu of increments, D.A. would be added thereon to quantify the benefit. Once the amount is quantified, it would be the fixed personal pay payable with no other benefits linked to it as is the case normally with any personal allowance.

- iii) The employee/s injured while actively resisting Bank robberies and/or terrorist attacks on Banks will get all the expenses for treatment of injury including hospitalisation. The absence from duty for the employees will be considered as 'Special Leave' subject to the production of Medical Certificate, acceptable to the Bank.

E) For members of Public -

- A) Persons other than Bank employee who may get killed as a consequence of or during robberies and / or attack of terrorists on Banks -

Payment of lumpsum compensation of Rs.3 lakhs to the family of the deceased.

- B) In case of customers/members of Public, who actively resist Bank robberies and terrorist attacks on Bank -

- i) A cash reward not exceeding Rs.2 lakhs and
ii) Reimbursement of medical expenses including hospitalisation charges.



: 4 :

General -

- a) The cash reward under the scheme will be in addition to any other relief / reward / compensation admissible under any law, rules or scheme.
- b) The claims under the scheme be forwarded to the Head Office, H. R. Department, through the Zonal Manager / Divisional Manager / General Manager (NBGs), giving detailed report on the incident, identification of the genuine victim / beneficiaries etc. The Zonal Managers / Divisional Managers / General Manager (NBGs) should give their firm and specific recommendations while forwarding the claim / s to Head Office.
- c) The Executive Director - H.R. will be the Competent Authority to whom all the cases under the scheme will be referred. However, the cases of officers for grant of out-of-turn promotion under the scheme, will be referred to the Chairman and Managing Director.
- d) In case of doubt about any provision, the decision of the Chairman & Managing Director will be final.
- e) The right to modify / amend the scheme would rest with the Board of Directors.



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