



UCO BANK
Personnel Services Department, Head Office
3 & 4, DD Block, Sector 1, Salt Lake, Kolkata 700064

CHO/PMG/ 14/2012-13

Date: 10/08/2012

To All Branches / Offices in Indian Union

SUB: Scheme for compensation to Bank employees who are killed in Bank robberies, terrorist incidents including left-wing extremism.

GIST

- ▶ As per Govt. of India guidelines a revised Scheme is being introduced for compensation to bank Employees killed in Bank robberies, terrorist attacks including left-wing extremism.
- ▶ Compensation amount in case of death of Officer is ` 20 lacs and in case of Clerical/sub-staff it is ` .10 lacs.
- ▶ Besides, the scheme also provides compensation to Bank Employees /customers/ members of Public who actively resist bank robberies and terrorist attacks.
- ▶ The existing scheme for compensation/reward to employees in case of death during bank robbery stands superseded by the revised scheme as per this circular.
- ▶ The revised Scheme shall be effective from 24/07/2012.

As per the direction of Government of India, the Board of Directors of the Bank had in August 1986, approved a Scheme for compensation/reward to Bank employees who are killed while resisting Bank robberies. The Scheme was then implemented in our Bank as per Staff Circular Letter No.35/86 dated 07/08/1986.

Now, Government of India ,Ministry of Finance, Department of Financial Services has reviewed the Scheme and directed to all Public Sector Banks for introduction of the revised Scheme for compensation and reward to Bank employees who are killed as a result of or during Bank robberies or attacks by terrorists including left-wing extremism.

The Board of Directors of our Bank in its meeting dated 24/07/2012 approved the revised Scheme as per directives of the Government and the same shall be **effective from 24/07/2012.**

The salient features under the said Scheme as per the Govt. of India guidelines are as under.

(1) 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:

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| (i) In case of death of Officers | : ` . 20 Lacs |
| (ii) In case of death of Clerical/Sub Staff | : ` . 10 Lacs |

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(2) The Bank will look after the educational expenses of the children of the deceased upto and inclusive of Graduation.

(3) The bank will give immediate employment to one member of the family of the deceased in accordance with the guidelines of compassionate appointment. In case none is able to immediately take up employment, the entitlement will be held in abeyance till one of the members of the family becomes eligible for and is in a position to take up such appointment.

In case compassionate employment is not taken up, the pay and allowances last drawn by the deceased may be extended to the family till one of the children of the family reaches 21 years of age or till the date on which the deceased would have retired in normal course, whichever is earlier. Such payment of pay and allowance will be available only if the dependent is not gainfully employed elsewhere.

(4) The loans for housing etc. which might have been availed of by the employee may be transferred to the family member if any compassionate appointment is given, irrespective of his/her normal eligibility. If compassionate employment is not sought by the family, the interest part may be waived and only principal amount be recovered from the compensation/other dues payable.

(5) In respect of the persons other than the Bank employee who may get killed as a consequence of or during robberies and/or attack of terrorists, the bank will pay a lump sum compensation of ` 3 Lacs to the family of the deceased.

(6) In case of Bank employees /customers/members of public who actively resists bank robberies and terrorists attacks on banks, the bank may consider a Cash reward not exceeding `2 Lacs. In addition, the bank employees may be given an out of turn promotion, if they satisfy the minimum conditions of eligibility prescribed for direct recruits to the post but without reference to the number of years of service rendered. Employees not covered for criterion for promotion may be allowed three advance increments in their existing grade on a permanent basis.

(7) All expenses for treatment of injury caused during or at the time of resisting bank robbery/terrorist attack on banks, including hospitalization of the victims (bank employees/members of public/customers) shall be borne by the bank.

(8) The cash reward mentioned in clause (6) above, will be in addition to the compensation, if any, to which the person may be entitled to under the provisions of various Acts/Rules governing him/her.

(9) These guidelines shall be uniformly applicable throughout the country including North-East and in left-wing extremist areas.

Note: This Scheme shall supersede the existing Scheme regarding compensation/reward in case of demise during bank dacoity/ robbery.

A copy of this circular should be displayed on the Notice Board for information of all concerned.

(Ajit Kumar)
Dy.General Manager
Personnel Services