



BANK OF BARODA RETIRED OFFICERS' ASSOCIATION

(Estd. 1990 – Reg. No. G/4766/90)

Affiliated to: **All India Federation of Pensioners' Association, Chennai**
Retired Bank Officers' National Confederation, Bangalore



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BOBROA - E-Letter

Date: 7th January 2020

E-LETTER

Date: 7th January 2020

Re: ANOMALY IN CALCULATION OF GRATUITY

As you are aware that the Gratuity is to be paid by calculating the same by -3- methods as per the following and the payment of Gratuity is to be paid as per whichever is higher / beneficial to the retiree:

- i) As per Reg.46 of BOBSER, 1979
- ii) As per Payment of Gratuity Rules, 1975
- iii) As per Payment of Gratuity Act, 1972

Instances have come to our notice that in certain cases Bank had paid Gratuity by calculating the same under two methods only. Our Pune Zone had sent to **BOBROA** -6- such cases where gratuity is paid under two methods only. **BOBROA** had taken up this issue with Head office of our Bank.

We are pleased to inform that on **BOBROA's** representation, the Bank has rectified the said anomaly in calculation of Gratuity and the differential amount is now credited in concerned retiree's account. In one remaining account details are being called for and will be represented. Please refer to Shri Pawar's message on BOBROA's WhatsApp Group.

This aforesaid anomaly has occurred in cases of Retirees who retired during **1994-1997**. It is reported that such anomaly also exist in other cases, particularly in the case of Retirees of **2008-2009**.

We, therefore, request you to inform all members to recheck their calculation of Gratuity and revert to us through you along with details of calculations to enable us to represent their cases to the Bank.

Please note that aforesaid anomaly has no connection with non-payment of Gratuity because of increase in basic on account 6th of Wage Settlement.

We have already filed a Writ Petition earlier in this regard in Gujarat High Court, which is pending and we are following it up.

(V.T.MAKWANA)
GENERAL SECRETARY