



ಕರ್ನಾಟಕ ಗ್ರಾಮೀಣ ಬ್ಯಾಂಕ್ ಕರ್ನಾಟಕ ಗ್ರಾಮೀಣ ಬೆಂಕಿ Karnataka Gramin Bank

**HEAD OFFICE: BALLARI**  
**HR WING: PENSION CELL**

**Memo No. : 119/2024-25**  
**Index No. : 50/2024-25**  
**Date : 31.07.2024**

**SUB:** Payment of salary/pension arrears, Ex-gratia, differential PL encashment, differential Gratuity & differential Commutation to the eligible pensioners as per 12<sup>th</sup> bipartite settlement.

We are pleased to inform that, the Board of the Bank has permitted to revise the pay & allowances for the officers and employees of our Bank in terms of letter No. 08/02/2024 RRB dated 08.07.2024, issued by Department of Financial Services, New Delhi.

Salary/Pension arrears, differential PL encashment, differential Gratuity and differential Commutation will be paid duly restructuring stagnation increment as per 12<sup>th</sup> Bi- Partite settlement (BPS)/ 9<sup>th</sup> Joint Note.

**Ex-gratia:-** In terms of provision incorporated in 12<sup>th</sup> BPS/9<sup>th</sup> Joint Note dated 08.03.2024, wherein, Ex-gratia amount is considered for payment for the current bi-partite i.e. from 01.11.2022 to 31.10.2027 for pensioners and family pensioners, who eligible to draw pension on or before 31<sup>st</sup> October 2022 including those who retired on 31.10.2022. The eligible monthly Ex-gratia amount will be paid along with Pension/Family Pension to eligible pensioners.

The Ex- gratia will be paid as per the following matrix based on the factor given in the Joint Note here as under for the different settlement periods.

	Retired during the period						
	4/5 <sup>th</sup> BPS	6 <sup>th</sup> BPS	7 <sup>th</sup> BPS	8 <sup>th</sup> BPS	9 <sup>th</sup> BPS	10 <sup>th</sup> BPS	11 <sup>th</sup> BPS
For Workmen	1 <sup>st</sup> Jan 1986 to 31 <sup>st</sup> Oct 1992	1 <sup>st</sup> Nov 1992 to 31 <sup>st</sup> Mar 1998	1 <sup>st</sup> Apr 1998 to 31 <sup>st</sup> Oct 2002	1 <sup>st</sup> Nov 2002 to 31 <sup>st</sup> Oct 2007	1 <sup>st</sup> Nov 2007 to 31 <sup>st</sup> Oct 2012	1 <sup>st</sup> Nov 2012 to 31 <sup>st</sup> Oct 2017	1 <sup>st</sup> Nov 2017 to 31 <sup>st</sup> Oct 2022
For Officers	1 <sup>st</sup> /2 <sup>nd</sup> Joint note	3 <sup>rd</sup> Joint note	4 <sup>th</sup> Joint note	5 <sup>th</sup> Joint note	6 <sup>th</sup> Joint note	7 <sup>th</sup> Joint note	8 <sup>th</sup> Joint note
	1 <sup>st</sup> Jan 1986 to 30 <sup>th</sup> Jun 1993	1 <sup>st</sup> Jul 1993 to 31 <sup>st</sup> Mar 1998	1 <sup>st</sup> Apr 1998 to 31 <sup>st</sup> Oct 2002	1 <sup>st</sup> Nov 2002 to 31 <sup>st</sup> Oct 2007	1 <sup>st</sup> Nov 2007 to 31 <sup>st</sup> Oct 2012	1 <sup>st</sup> Nov 2012 to 31 <sup>st</sup> Oct 2017	1 <sup>st</sup> Nov 2017 to 31 <sup>st</sup> Oct 2022
	0.17	0.15	0.12	0.07	0.05	0.03	0.02

**Note:-**

- 1) Ex - gratia amount payable will be the basic pension attracting DA/DR plus DA/DR paid for October - 2022, multiplied by the factor as provided in the above table after round up/down. To round up/down to the nearest 100 (i.e.,

49 and below will be round down to lower hundred and 50 and above will round up to higher hundred).

- 2) Basic pension would mean the full basic pension as on 31<sup>st</sup> October, 2022 (not the reduced basic pension after commutation).
- 3) The said Ex - gratia amount will not attract any other allowance including Dearness Allowance/Dearness Relief.
- 4) The Ex-gratia amount will be taxable in the hands of pensioner under provisions of Section 192 of Income Tax Act. However provisions of Section 192 do not apply if the payments are made to the family pensioners. Accordingly, Ex-gratia amount will be included in pension amount to arrive at TDS liability of the pensioners.

The Ex- gratia and along with arrears for pensioners will be paid along with July - 2024 pension. The Ex- gratia for family pensioners will be paid along with August - 2024 pension.

The staff who retired in current bipartite settlement (i.e., 12<sup>th</sup> bipartite), the revised salary, pension and differential Commutation will be paid along with August - 2024 pension. The differential PL encashment and differential Gratuity will be paid on or before 02.09.2024.

The differential commutation arrears will be paid to all the eligible pensioners who were retired on or after 01.11.2022 expect those who do not want to avail commutation arrears. Such ***pensioners who are not willing to avail the benefit of differential commutation shall submit their unwillingness on or before 14.08.2024 as per Annexure in hard copy to HR Wing, Pension Cell, Head Office, Ballari through their respective pension disbursing branches.*** Requests received after 14.08.2024 will not be considered.

Differential Commutation payable will be maximum 1/3<sup>rd</sup> of revised eligible pension and the same has to be recovered out of pension/commutation arrears. The recovery of such differential commutation amount is to be effected from the date of avilment of commutation in the first instance. For example if an employee has retired on 30.11.2022 & commuted 1/3<sup>rd</sup> of his pension on 01.01.2023. The deduction of arrears of commutation is effective from January 2023 pension. In this case, the amount deductible on account of differential commutation portion from January 2023 pension to July 2024 pension will be recovered out of the differential arrears of commutation, which may please be noted.

Please bring the contents of this memo to the notice of all staff members working in the branches/offices and to all the retired staff members who have retired from your branch or maintaining banking transactions in your branch.

ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು / महाप्रबंधक / GENERAL MANAGER

To: All Branches / Offices

**LETTER OF UNWILLINGNESS TO AVAIL DIFFERENTIAL COMMUTATION ARREARS**

**AS PER MEMO NO. 119/2024-25 DATED 31.07.2024**

From

Name :

Staff No :

Designation at exit :

Address :

To

The General Manager,  
H R Wing, Pension Cell,  
Karnataka Gramin Bank,  
Head Office, BALLARI.

Dear Sir,

SUB : Unwillingness to avail differential Commutation as per 12<sup>th</sup> bi-partite settlement.

Ref : Memo No.119/2024-25 dated 31.07.2024

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Vide Memo No. 119/2024-25 dated 31.07.2024 the Bank has offered differential Commutation as per 12<sup>th</sup> bi-partite settlement.

In this regard, I hereby submit my unwillingness to avail the said differential commutation.

Thanking you

Yours faithfully

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Forwarded to H R Wing, Pension Cell, Head Office, Ballari for doing the needful.

**BRANCH MANAGER/IN CHARGE**