



CANARA BANK EMPLOYEES' UNION (Regd.)

(Affiliated to All India Bank Employees' Association)

"A.K.Nayak Bhavan", II Floor

14, Second Line Beach, Chennai - 600 001



P.B.No : 1770

Website : www.cbeu.co.in

Phone : 2524 3243

E-mail : cbeuco@gmail.com

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Dear Comrades,

STAFF WELFARE MEASURES 2025 - 2026

- ❖ **CONTINUATION OF EXISTING SCHEMES**
- ❖ **INTRODUCTION OF NEW SCHEMES**
- ❖ **ENSURING BENEFIT TO EMPLOYEES OF ALL CADRES**

Staff Welfare Measures for serving employees in our Bank was introduced during 1991 – 1992 with a financial outlay of around Rs 1.50 crores. At the time of introduction, 1% of the net profit was earmarked for various welfare schemes for employees.

The Government of India constituted a committee in the year 2009 to look in to HR issues of PSBs under the Chairmanship of Sri A K Khandelwal and the committee submitted a report in June 2010.

The committee recommended for allocation of 3% of Net Profit for Staff Welfare Measures each year based on the business volume and employee strength. The committee also observed that retiring employees were increasing year after year and recommended for apportioning one fourth of the allocated amount under Staff Welfare Measures towards schemes to retired staff/staff's spouse to meet the health care facility

Thereon the Government of India issued broad guidelines on the utilization of the funds vide DFS Letter No 14/7/92 IR dated 14/02/2012. As per the guidelines, it was made mandatory on the part of the banks to earmark 3% of the Net profit for Staff Welfare Measures every year with a cap of Rs 100 crores for SBI, Rs 25 crores for Large Banks, Rs 20 crores for Medium Bank and Rs 15 crores for Small banks.

From the year 2012, PSBs started allocating funds to Staff Welfare based on the business volume and staff strength ranging from Rs 15 crores to Rs 100 crores per year.

With increase in profits of PSBs, AIBEA started pursuing with the Government for review and enhancement in the ceiling on allocation of amount under Staff Welfare Schemes in the PSBs. Last year, the Government of India vide their letter Ref No 14/7/92-IR dated 05/08/2024 decided to raise the maximum ceiling for the Staff Welfare Measure subject to a cap of 3% of net profit.

Our bank, a PSB with a business mix of Rs 15,00,000 crores and an Employee Strength of up to 85000 was eligible to a maximum amount of Rs 90 crores for 2024 – 2025. This year, i.e., 2025 – 2026 also, the same is continued.

Post merger of Canara Bank and Syndicate Bank, the allocation was Rs 45 crores (Rs 25 crores for large bank and Rs 20 crores for medium bank). Consequent upon merger, with increased employee strength and paucity of funds, many schemes of both the banks, i.e., stand alone Canara Bank and Syndicate Bank had to be discontinued. Last year, the ceiling being raised and with the availability of

Rs.90 crores, some of the discontinued schemes were reintroduced and some new schemes were also introduced.

Comrades, it has been our approach to formulate schemes covering the maximum possible number of employees as well as to reach out to those who deserve and are in dire need. We have made appreciable progress in evolving schemes covering almost all the employees under Staff Welfare Measures. At the same time adequate attention is given to retirees also. With all humility at our command, we can proudly claim that we are in the top in the industry on this count. Credit goes to the entire membership of the Union.

Comrades, some vested interests always let loose false news to malign our Union by spreading canards and calumnies. This is not new. Their tirade against us is not only virulent but also vituperative. Notwithstanding the ignominious and derogatory role played by these vested interests, our movement have always played its historic role successfully, thanks to the selfless sacrifices made by its ever conscious and militant ranks.

As an organization of serving employees, our endeavour would be to ensure that the existing benefits are neither diluted nor taken away. We also make earnest attempts to enhance the benefits. At the same time, we never wish or think to create a dent on the benefits enjoyed by others.

As far as Staff Welfare Measures are concerned, it is well known that the schemes are devised and defined within the financial outlay explained above.

Playing to the gallery with vilifying messages is nothing but only spreading false information and misguiding the employees and retirees without understanding the framework of Staff Welfare Measures outlay.

Comrades, we should also remember that schemes like Lunch Allowance (earlier Canteen Subsidy), Holiday Homes, Mementos to employees at the time of retirement etc., are kept out of Staff Welfare Measures in our Bank.

We also thank the Bank for ensuring that the allocated funds are utilized to the maximum.

STAFF WELFARE MEASURES 2025 - 2026.

As there is no increase in the outlay, the schemes envisaged during last year are continued. The Diwali Gift Scheme is discontinued. Two new schemes, Reimbursement of Wellness Expense and Fitness Expense are introduced. Both can be availed on declaration basis. We are sure members will appreciate the role of Canara Bank Employees' Union, in improvising the schemes taking into account the aspirations of members.

CONTINUATION OF EXISTING SCHEMES.

- REIMBURSEMENT OF EDUCATIONAL EXPENSES: UPTO X STD Rs 3000 - ABOVE X STD Rs 3500
- SCHEME FOR THOSE EMPLOYEES WHO ARE NOT CLAIMING UNDER THE “REIMBURSEMENT OF EDUCATIONAL EXPENSES” SCHEME - Rs 1500
- APPRECIATION TO CHILDREN OF SUBORDINATE STAFF EMPLOYEES: Rs 4500/-
- REIMBURSEMENT OF EXPENSES TOWARDS MEDICAL CHECK UP FOR SPOUSE OF EMPLOYEES WHO ARE AGED 40 YEARS AND ABOVE – Rs 1500 OR ACTUAL EXPENSE WHICHEVER IS LOWER
- FINANCIAL ASSISTANCE TO EMPLOYEES WHO ARE ON LOSS OF PAY ON ACCOUNT OF HOSPITALISATION - Rs 6000 PER MONTH OR THE ACTUAL AMOUNT OF LOSS OF PAY FOR THE MONTH WHICHEVER IS LOWER FOR A MAXIMUM PERIOD OF 6 MONTHS
- INCENTIVE FOR PROMOTION OF SMALL FAMILY NORMS – Rs 1500/-
- REIMBURSEMENT FOR PURCHASE OF GIFT ON BIRTHDAY – Rs 750/-(MAXIMUM)
- REIMBURSEMENT FOR PURCHASE OF GIFT ON MARRIAGE – Rs 5000/-(MAXIMUM)
- FUNERAL EXPENSES FOR SERVING EMPLOYEES – Rs 25000/-.
- FREE EDUCATION BENEFIT TO THE CHILDREN OF DECEASED EMPLOYEES
- RELIEF TO PHYSICALLY HANDICAPPED, VISUALLY IMPAIRED & DEAF EMPLOYEES FOR PURCHASE OF CRUTCHES AND OTHER ACCESSORIES/SPECTACLES/HEARING AID

NEW SCHEMES

- (1) WELLNESS EXPENSE – RS 1000/- (2) FITNESS EXPENSE – RS 2500/-

(On submission of the claim in HRMS, amount will be credited automatically to the account of the staff through Straight Through Processing)

RETIREES.

- REIMBURSEMENT FOR IBA MEDICAL INSURANCE EXPENSES TO RETIRED EMPLOYEES/SPOUSE OF DECEASED RETIRED EMPLOYEES – Rs 6200/-
- REIMBURSEMENT OF MEDICAL EXPENSES ON DECLARATION BASIS TO RETIRED EMPLOYEES / SPOUSE OF DECEASED RETIRED EMPLOYEES WHO ARE DRAWING FAMILY PENSION – Rs 4200/-
- SPECIAL SCHEME FOR PRE-1986 RETIREES OR SPOUSE OF SUCH DECEASED RETIREES WHO ARE PAID EX-GRATIA AMOUNT BY THE BANK – Rs 3000 PER MONTH
- FUNERAL EXPENSES - RETIRED EMPLOYEES - Rs 10000/-

LAST DATE TO APPLY FOR VARIOUS SCHEMES

- ❖ APPRECIATION TO CHILDREN OF SUBORDINATE STAFF EMPLOYEES
FREE EDUCATION BENEFIT TO CHILDREN OF DECEASED EMPLOYEES
MEDICAL EXPENSES ON DECLARATION FOR RETIREES - 27 FEBRUARY 2026
- ❖ BIRTHDAY GIFT TO EMPLOYEES/ SCHEME FOR PURCHASE OF GIFT
ON MARRIAGE OF THE EMPLOYEE
FUNERAL EXPENSES
FINANCIAL ASSISTANCE TO EMPLOYEES WHO ARE ON LOP
DUE TO HOSPITALISATION - 31 MARCH 2026
- ❖ FOR ALL OTHER SCHEMES - 20 MARCH 2026

We observe that many of our comrades are not utilising the benefits properly. We request all our comrades to avail the benefits in time without fail.

All our members are requested to kindly go through Bank's Internal Communication, ICOM 374/2025 dated 16/10/2025 and ICOM 375/2025 dated 17/10/2025 for elaborate details and claim the expense under applicable schemes well before the last date.

With greetings



B RAMPRAKASH
GENERAL SECRETARY