

All branches and offices of
State Bank of India

Madam / Dear Sir,

**SBI SCHEME FOR PAYMENT OF EX-GRATIA LUMP SUM AMOUNT IN LIEU OF
COMPASSIONATE APPOINTMENT**

Please refer to our Circular No.CDO/P&HRD-PM/28/2005-06 dated 4th August 2005 in terms of which the "SBI Scheme for Payment of Ex-Gratia lumpsum Amount" was introduced in the bank. The Scheme came into force w.e.f. 4th August 2005. Subsequently, the scheme was revised w.e.f. 01.04.2012 vide e-Circular No.CDO/P&HRD-PM/6/2012-13 dated 17-04-2012. As per the scheme, ex-gratia lumpsum amount is payable to dependent(s) of an employee who dies while in service or prematurely retires due to incapacitation before reaching 55 years of age, subject to the laid down eligibility criteria.

2. We have been receiving requests from Circles for covering the following cases also for the payment of ex-gratia under the scheme.

(i) Cases of death occurred between 04-11-2004 to 03-08-2005 for payment of minimum amount of ex-gratia.

(ii) Cases of premature retirement due to incapacitation on medical grounds before reaching the age of 55 years for payment of ex-gratia under revised scheme effective from 1st April 2012.

3. The Scheme has been reviewed and the Executive Committee of the Central Board in its meeting held on 13th February 2014 has approved following modifications :-

(a) the payment of minimum ex-gratia amount of 50% of the cadre wise eligibility will be extended to the cases of death occurred between 04-11-2004 to 03-08-2005 and declined / rejected at the material time on account of not fulfilling the penury norms, subject to ceiling as under :-

Cadre	Amount of ex-gratia	Minimum amount of ex-gratia
Supervising	Rs.8.00 lac	Rs.4.00 lac
Clerical	Rs.7,00 lac	Rs.3.50 lac
Subordinate staff	Rs.6.00 lac	Rs.3.00 lac

(b) employees retired prematurely with approval of Competent Authority on or after 01-04-2012 due to incapacitation on medical grounds before reaching the age of 55 years will be included in the revised Scheme for payment of ex-gratia as under, subject to cadre wise eligibility as on the date of their retirement.

Cadre	Amount of ex-gratia	Minimum amount of ex-gratia
Supervising	Rs.10.00 lac	Rs.5.50 lac
Clerical	Rs.9.00 lac	Rs.4.50 lac
Subordinate staff	Rs.8.00 lac	Rs.4.00 lac

(c) one time opportunity will be given to the dependents of the deceased / retired employees for the pending cases in the above two categories to submit the applications upto 30-09-2014.

4. Please bring the contents of the circular to the knowledge of all concerned.

Yours faithfully,

(Dr. J. N. MISRA)

**Deputy Managing Director &
Corporate Development Officer**