



## ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 3427/Delhi)

State Bank Buildings, St. Mark's Road, Bangalore – 560 001

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**CIRCULAR NO:28**

**DATE: 02.03.2012**

**TO ALL AFFILIATES /MEMBERS:**

### **SABBATICAL LEAVE TO WOMEN EMPLOYEES IN PUBLIC SECTOR BANKS**

One of the issues taken up with the IBA was grant of Sabbatical Leave of 2 years to the Women Employees of Public Sector Banks to meet their special problem during their career. We are glad that Government of India has advised the Chief Executive Officers of all Public Sector Banks to introduce Sabbatical leave in all PSBs on the following broad terms:

- (i)** Sabbatical Leave of upto 2 years shall be admissible to women employees of Public Sector Banks during their entire career.
- (ii)** Sabbatical Leave shall be without Pay, Salary, Allowances and any consequential monetary and non-monetary benefits;
- (iii)** The employees applying for leave should have put in a minimum of 5 years of service. Sabbatical Leave before completion of 5 years of service shall be sanctioned only in exceptional circumstances by the authority next above the leave sanctioning authority.
- (iv)** The leave shall be taken for a period of atleast 3 months at a time and the leave shall not be taken more than once in a year.
- (v)** No increments will be earned during the Sabbatical Leave and the employee will rejoin at the same stage of pay as was existing at the time of her availing the Sabbatical Leave.

**(vi)** Employees on Sabbatical Leave shall not be eligible to participate in any promotion exercises during the Sabbatical Leave period, even if otherwise eligible.

**(vii)** Eligible and willing employees can request for Sabbatical Leave for any purpose like medical grounds, care of family members or children, higher studies, visit spouse etc.

**(viii)** The employees shall not take up any employment/vocation/business/profession elsewhere during the Sabbatical Leave.

**2.** All our member/affiliates may take note of the facility.

With greetings,



**(G.D.NADF)**  
**GENERAL SECRETARY**