



## Staff Welfare Fund in PSBs.

Government of India has advised IBA on revised norms for the Staff Welfare Fund in Public Sector Banks as follows:

Category	3% of Net Profit with Maximum ceiling per year
SBI	Rs.100 crores
PSBs with business mix of over Rs.3,00,000 crores and employee strength above 30,000	Rs.25 crores
PSBs with business mix of over 1,50,000 crores to 3,00,000 crores and employee strength of 20,000 to 30,000	Rs.20 crores
Other PSBs	Rs. 15 Crores

(For the purpose of calculation the average of business figures for the previous two years may be reckoned)

It is further stipulated that

- (i) No cash payments shall be made to employees except for medical and educational purposes.
- (ii) Banks may consider the option of Group Insurance Policies for both serving and retired employees instead of direct payment of benefit from the Fund.

Each Year the Banks may devise a Scheme for Appointment of funds with the prior approval of their Board of Directors, as per specific needs of the Bank.