

CHO/PMG/07/2025-26

Date: 19.07.2025

ALL BRANCHES/OFFICES

Sub: Bank's Staff Welfare Schemes for the year 2025-26- Improvement/Amendment thereof

The Staff Welfare Committee in its meeting held on 21.06.2025 has approved certain **improvement/amendment** in Staff Welfare Schemes for Scheme Year 2025-26 which are **enumerated as below.**

A. Staff Welfare Schemes for the year 2025-26 for In-service Employees:

S.No	SCHEMES	REVISION IN THE SCHEME
1(A)	UCO Diamond Jubilee Scholarship Scheme	No Changes
1(B)	UCO Diamond Jubilee Prize Scheme	
2	Payment of Funeral Expenses for Staff dying in harness.	No Changes
3	Health Check-up Scheme (every year)	<p>Age 30 yr to 34 yr-Rs.3000/- only for Self</p> <p>Age 35 yr to 50 yr-Rs.3000/- each for Self and Spouse</p> <p>Age 51 yr to 60 yr-Rs.4000/- each for Self and Spouse</p> <p>Subject to terms and conditions as per circular/guidelines.</p>
4	Reimbursement of cost of spectacles to employees.	<p>Age 25 yr to 34 yr- Rs.1000/- every year for Self</p> <p>Age 35 yr to 60 yr- Rs.4000/- (Max) once in five years for Self (if age is 35 years and above)</p> <p>Or</p> <p>Rs.4000/- (Max) once in five years for spouse (if age is 35 years and above)</p> <p>Or</p> <p>Rs.8000/- to both of them clubbed together (if age of both self and spouse is 35 years and above)</p> <p>Subject to terms and conditions as per circular/guidelines.</p>
5	Financial relief to physically challenged and mentally retarded children of employees.	No Changes

6	Canteen Subsidy	Amount increased from Rs.225/- to Rs.250/- per employee per month
7	Holiday Home	Holiday Home location at Vellore and Port Blair discontinued and 3 new locations introduced at Vrindavan, Haridwar and Ujjain.
8	Reimbursement of expenses of Cleansing material	Amount increased from Rs.610/- to Rs.800/- for every half year.

B. Staff Welfare Schemes for the year 2025-26 for Retirees:

9	Health Assistance to Retirees	An increase in amount from Rs.1500/- to Rs.1900/- per annum to be credited to retiree's account and an increase in amount from Rs.500/- to Rs.700/- per annum to be credited to family pensioner's account for health assistance.
10	SWS- Funeral Expenses in respect of Retiree	No Changes.

No other schemes except those described above are in vogue under Bank's Staff Welfare Schemes at present. Scheme wise details is enclosed as Annexure to this Circular for ready reference **(Annexure-I)**

Copy of this Circular should be brought to the notice of all staff members of branches/offices and also be prominently displayed in the Notice Board for information of all concerned.

(Rajesh Nagar)
Chief General Manager
HRM, PSD, Training & OL



STAFF WELFARE SCHEMES OF OUR BANK FOR Scheme Year 2025-26

1. (A) UCO Diamond Jubilee Scholarship Scheme:

Objective	Scholarships for pursuing Degree Courses in India
Target Group	The children of permanent Subordinate staff.
Quantum of Assistance	Rs.1500/- per month to the ward who stays in Hostel. Rs.1000/- per month to the ward who does not stay in hostel Rs.1500/- per annum for purchase of books
Number of Scholarship	2 from each Zone on merit basis + Top 5 candidates from CBSE + Top 5 candidates from ICSE.
Sanctioning Authority	Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately.

1.(B) UCO Diamond Jubilee Prize Scheme:

Objective	Prizes in recognition of merits in 10 th and 12 th Standard Board examination and Degree University Examination.
Target Group	The children of permanent members of staff (Officers, Clerks & Sub-ordinate staff)
Quantum of Assistance	5000/- each
Number of Prizes	Total No. of Prizes – 45 (5 each to the wards of clerks, officers and Sub-Staffs for 10 th Standard board exam, 12 th Standard board exam and 5 prizes each for Degree Examination.
Sanctioning Authority	Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately.

2. Payment of Funeral expenses - Staff:

Objective	Assistance on account of funeral expenses to the family of an employee who dies while in service.
Target Group	Family of the deceased staff member
Quantum of Assistance	Rs.20,000/-
Sanctioning Authority	Zonal Office/Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately.

3. Health Check-up Scheme for Employees:

Objective	Assistance by way of reimbursement of expenses on account of Health Check up every year.
Target Group	All staff members in the age group of 30 yrs and above.
Quantum of Assistance	Rs.3,000/- for self. (Age 30-34 years) Rs.3,000/- each for self & spouse. (Age 35-50 years) Rs.4,000/- each for self & spouse. (Age 51-60 years)
Sanctioning Authority	Zonal Office/Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately

4. Scheme for reimbursement of cost of spectacles to employees:

Objective	Financial assistance for reimbursement of expenses on account of purchase of Spectacles.
Target Group	All staff members in the age group of 25 yrs and above.
Quantum of Assistance	Rs.1000/- (Max) every year for self (if age is 25 and less than 35) Rs.4000/- (Max) once in five years for self (if age is 35 and above) or Rs.4000/- (Max) once in five years for spouse (if age is 35 and above) or Rs.8000/- to both of them clubbed together (If both self and spouse are 35 and above)
Sanctioning Authority	Zonal Office/Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately .

5. Financial relief to physically challenged and mentally retarded children of employee:

Objective	Financial relief towards School Fee for education in special Institutions and treatment in Rehabilitation Schools up to the age of 21 years for physically challenged child and 30 years in respect of mentally retarded child of an employee.
Target Group	All Staff Members
Quantum of Assistance	Rs.3,000/- (Max.) p.a. for a physically challenged child – up to age of 21 years. Rs.5,000/- (Max.) p.a. for a mentally retarded child up to age of 30 years. Rs.2,500/- (one time) for purchase of certain artificial aid/accessories such as Caliper Shoes/ Crutches/ Wheel Chair/Artificial Leg/ Special hearing aid etc.
Accounting Code	GL account Code: xxxx1074100044: BS Code: 3709
Sanctioning Authority	Zonal Office/Personnel Services Department, Head Office
Circular Reference	CHO/PMG/17/2006-07 doted 11.11.2006; CHO/PMG/43/2011-12 doted 26.12.2011

6. Canteen Subsidy for All In-Service Employees:

Objective	To provide financial support to the canteens providing refreshment/tiffin to employees at their respective branch/offices.
Target Group	All Staff Members
Quantum of Assistance	An amount of Rs.250/- per employee per month to be given to Canteen Committee.
Sanctioning Authority	Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately .



7. Bank's Holiday Homes:

Objective	Provide Comfortable Stay at Pilgrimage/Tourist places.
Target Group	All employees along with their dependents & retired employees along with their spouse.
Modalities	Ayodhya, Darjeeling, Gangtok, Goa, Jaipur, Katra, Manali, Mumbai, Mussoorie, Nanital, Ooty, Pondicherry, Puri, Rameshwaram, Shillong, Shimla, Shirdi, Tirupati, Udaipur, Varanasi, Vrindavan, Haridwar and Ujjain.
Sanctioning Authority	Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately.

8. Reimbursement of Cleansing Material:

Objective	All staff members to be allowed reimbursement of expenses of cleansing material at their residence.								
Target Group	All Staff Members								
Modalities	<table><tr><th>SNo</th><th>Cadre</th><th>Amount (half yearly)</th></tr><tr><td>1</td><td>All Cadres</td><td>Rs 800/-</td></tr></table>	SNo	Cadre	Amount (half yearly)	1	All Cadres	Rs 800/-	Reimbursement to be made for expenses of cleansing material at their residence on a half yearly basis.	
SNo	Cadre	Amount (half yearly)							
1	All Cadres	Rs 800/-							
Sanctioning Authority	Personnel Services Department, Head Office								
Circular Reference	Detailed circular in this regard will be issued separately.								

9. Health Assistance to Retirees:

Objective	Providing assistance for amount spent for medical purpose.
Target Group	All normal/VRS retired employees/officers, family pensioners.
Modalities	An amount of Rs.1900/- per annum to be credited to retirees' account and an amount of Rs. 700/- per annum to be credited to family pensioners' account for health assistance. (Payment to be made in the month of March '2026 on the basis of data as on 28.02.2026).
Sanctioning Authority	Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately.

10. Payment of funeral expenses to the family of retired staff members:

Objective	Providing financial assistance for funeral expenses to the family of retired employees in the event of death of normal/VR retired employees/officers.
Target Group	All normal/VRS retired employees/officers.
Quantum of Assistance	Rs.20,000/- (Max)
Sanctioning Authority	Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately.