

Ref No. CHO/PMG/14/2026-27

Date: 03.07.2026

**ALL BRANCHES/OFFICES IN INDIAN UNION**

**Sub: Improvement/amendment in Staff Welfare Schemes for FY 2026-27,**

The Staff Welfare Committee in its meeting held on 24.06.2026 has approved certain improvement/amendment in existing Staff Welfare Schemes for FY 2026-27 which are enumerated below:

**A. Ongoing Staff Welfare Schemes for FY 2026-27 for In-service Employees:**

<b>Sl.</b>	<b>NAME OF SCHEMES</b>	<b>REVISION IN THE SCHEMES</b>
1(A)	UCO Diamond Jubilee Scholarship Scheme	Scheme shall be named as <b>UCO Protsahan</b> and <b>UCO Pratibha Samman</b> scheme respectively.
1(B)	UCO Diamond Jubilee Prize Scheme	
2	UCO Tribute-In Service	No Changes.
3	Health Check-up Scheme	No Changes.
4	Reimbursement of cost of spectacles to employees	No Changes.
5	UCO Samarth	No Changes.
6	Canteen Expense	Rs. 250/- per month to all employees. Amount to be credited directly from Head Office.
7	Holiday Home (For In-Service employee and Retiree)	No Changes
8	Reimbursement of expenses of Cleansing material	<b>Reimbursement @ Rs. 750/- per half year.</b>
9	UCO Wellness Scheme	<b>Introduction of new scheme "UCO Wellness" @600 per employee per annum, towards subscription of Gym/ fitness centre/ yoga/ wellness program/ fitness equipment as well as purchase of fitment equipment on declaration basis.</b>

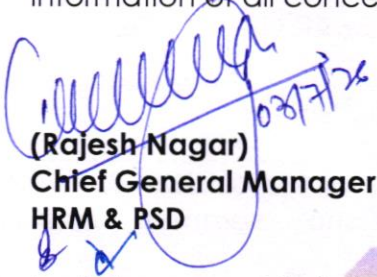
**B. Ongoing Staff Welfare Schemes for FY 2026-27 for Retirees:**

10	Health Assistance to Retirees	No Changes.
11	UCO Tribute- Retiree	No Changes.



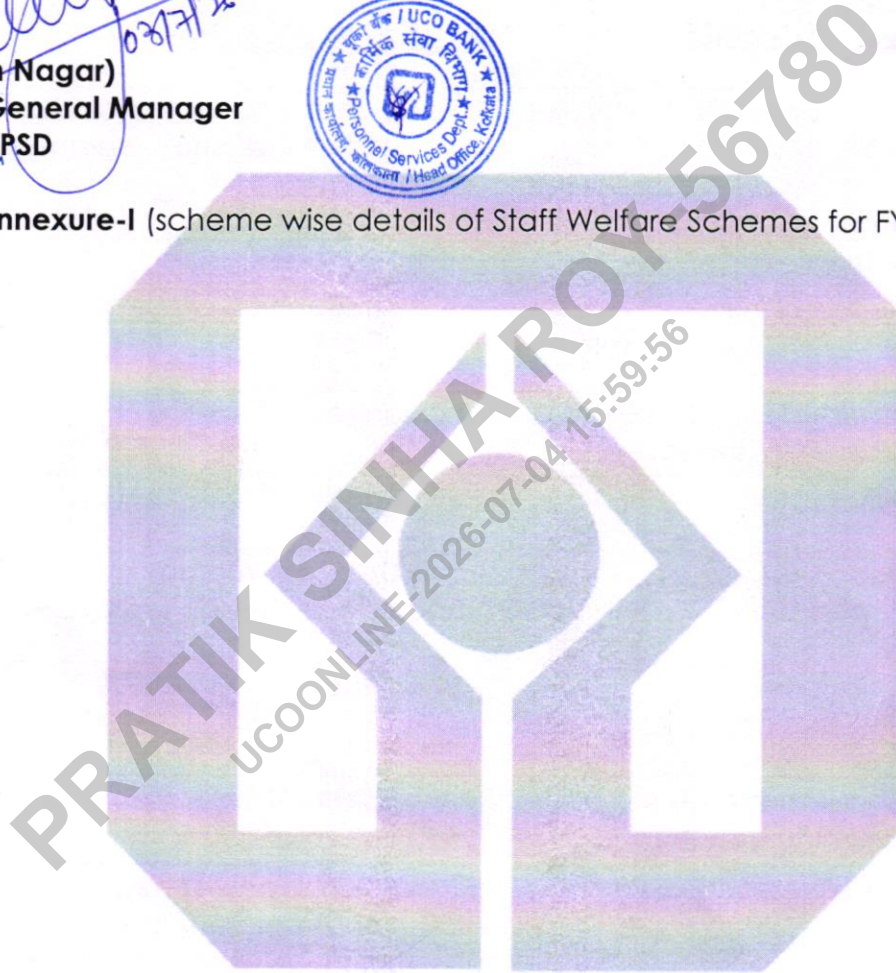
No other schemes except those described above are in vogue under Bank's Staff Welfare Schemes at present. Scheme wise detail is enclosed as Annexure-I.

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

  
(Rajesh Nagar)  
Chief General Manager  
HRM & PSD



Encl: Annexure-I (scheme wise details of Staff Welfare Schemes for FY 2026-27)



**Staff Welfare Schemes for FY 2026-27:**

**1. (A) UCO Protsahan Scheme:**

Objective	Scholarships for pursuing Degree Courses in India
Target Group	The children of permanent Subordinate staff.
Quantum of Assistance	<b>Rs.1500/-</b> per month to the ward who stays in Hostel. <b>Rs.1000/-</b> per month to the ward who does not stay in hostel <b>Rs.1500/-</b> 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 Pratibha Samman Scheme:**

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

**2. UCO Tribute – In-Service:**

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	CHO/PMG/15/2025-26 dated 30.07.2025. All contents of this circular shall remain same.

### 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 and their spouse in the age group of 35 years and above, and for Self only for employees having age 30 years above and below 35 years
Quantum of Assistance per	<b>Rs.3,000/-</b> per year for self only (for age 30 years and less than 35 years) <b>Rs.3,000/-</b> per year each for self and spouse (for age group of 35 years and less than 51 years) <b>Rs.4,000/-</b> per year each for self and spouse (for age group 51 years to 60 years).
Sanctioning Authority	Zonal Office / Personnel Services Department, Head Office
Circular Reference	CHO/PMG/10/2025-26 dated 23.07.2025. All contents of this circular shall remain same.

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

Objective	Financial assistance for eye check-up including procuring Spectacles.
Target Group	All staff members and their spouse in the age group of 35 years and above. Employees who have already availed the facility in last 4 years will not be able to claim under this scheme.
Quantum of Assistance	Rs.1000/- (Max) per year for self (if age is 25 years and upto 35 years) Rs.4000/- (Max) once in five years for self (if age is 35 years and above) or Rs.4000/- (Max) once in five years for spouse (if age is 35 years and above) or Rs.8000/- to both of them clubbed together (If both self and spouse are 35 years and above)
Sanctioning Authority	Zonal Office / Personnel Services Department, Head Office
Circular Reference	CHO/PMG/11/2025-26 dated 23.07.2025. All contents of this circular shall remain same.



### 5. UCO Samarth:

Objective	Financial assistance to physically and mentally retarded children of an employee 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	<b>Rs.3,000/-</b> (Max.) p.a. for a physically challenged child – up to age of 21 years. <b>Rs.5,000/-</b> (Max.) p.a. for a mentally retarded child up to age of 30 years. <b>Rs.2500/-</b> (one time) for purchase of certain artificial aid/accessories such as Calliper Shoes/ Crutches/ Wheel Chair/Artificial Leg/ Special hearing aid etc.
Sanctioning Authority	Zonal Office / Personnel Services Department, Head Office
Circular Reference	Detailed circular in this regard will be issued separately.

### 6. Reimbursement of Canteen expenses for all In-Service Employees:

Objective	To provide financial assistance to the employees for canteen services/ refreshment/tiffin etc.
Target Group	All Staff Members
Quantum of Assistance	An amount of <b>Rs. 250/-</b> per employee per month to all eligible employees. The amount of canteen expense shall be directly credited to employee salary account on monthly basis by Head Office. canteen expense shall be paid to all employees except executives in scale IV & above posted at Head Office, and those employees posted in Training centres where canteen facility is available. In case any employee is on loss of pay / leave without pay for a complete calendar month/sabbatical leave/deputation outside Bank etc Canteen Subsidy shall not be payable to such employee.
Sanctioning Authority	Personnel Services Department, Head Office

### 7. Bank's Holiday Homes (For In-Service employee and Retiree):

Objective	To Provide Comfortable Stay at Pilgrimage/Tourist places.
Target Group	All employees along with their dependents & retired employees along with their spouse.
Modalities	<b>Existing 23 centres:</b> Ayodhya, Darjeeling, Gangtok, Goa, Haridwar, Jaipur, Katra, Manali, Mumbai, Mussoorie, Nanital, Ooty, Pondicherry, Puri, Rameshwaram, Shillong, Shimla, Shirdi, Tirupati, Udaipur, Ujjain, Varanasi and Vrindavan.
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 for cleansing material at their residence.		
Target Group	All Staff Members		
Modalities	<b>SNo</b>	<b>Cadre</b>	<b>Amount (half yearly)</b>
	1	All Cadres	Rs 750/-
	Reimbursement to be made on half yearly basis as per claim through HRMS.		
Sanctioning Authority	Personnel Services Department, Head Office		
Circular Reference	Detailed circular in this regard will be issued separately.		

### 9. UCO Wellness scheme:

Objective	To Promote the Health and Well-being of employees by encouraging them to adopt a healthy and active lifestyle		
Target Group	All Staff Members		
Purpose	Reimbursement expenses incurred towards Subscription to Gym/ Fitness Centre, Yoga Classes, Wellness Programmes, Purchase of fitness equipment and other approved fitness-related activities.		
Modalities	<b>SNo</b>	<b>Cadre</b>	<b>Amount (yearly)</b>
	1	All Cadres	Rs 600/-
	Reimbursement to be made on yearly basis as per claim through HRMS.		
Sanctioning Authority	Personnel Services Department, Head Office		
Circular Reference	Detailed circular in this regard will be issued separately.		

### 10. 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 <b>Rs.1900/- per annum</b> to be credited to retirees' account and an amount of <b>Rs. 700/- per annum</b> to be credited to family pensioners' account for health assistance. (Payment to be made in the month of March 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.

### 11. UCO Tribute – Retirees:

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	<b>Rs.20,000/- (Max)</b>
Sanctioning Authority	Branch Head of the concerned Pension paying Branch/Personnel Services Department, Head Office
Circular Reference	CHO/PMG/15/2025-26 dated 30.07.2025. All contents of this circular shall remain same.

