Officers' Cause
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OFFICERS' CAUSE

UNION IS STRENGTH

A KALEIDOSCOPE OF SOLIDARITY IN A SHIFTING SKY
HAPPY NEW YEAR-2026

As the calendar turns and a new dawn break, we embrace the warmth and drench in hope for yet more scintillating a year of prosperity with good health, serene peace, unimpeded dignity and success after a year of hard miles for all our members. We step into this year with our heads held high amidst obscurities in plenty, mindful that ***"a smooth sea never made a skilled sailor,"*** and our fraternity has proved its mettle time and again.

The socio-economic climate of our country continues to shift with unsettling rapidity. The visible sheen of economic growth conceals the stark realities of unemployment, agrarian distress, and deep-rooted inequality where public distribution system continues to be precarious causing widespread gap between have and have nots.

The banking landscape is being reshaped by rapid digitisation, with technology-led delivery models steadily reducing the need for many routine branch visits and pushing banks to redesign how they serve customers. Competition is also intensifying as FinTech and even large technology firms, expand into payments, lending, and other financial services, forcing traditional banks to evolve faster than ever.? On policy matters the banking sector is poised for intent merger, relentless privatization drives and corporatized governance models which seek to erode the very principles of public service and social commitment that have long defined our profession as bankers and contributed immensely in Nation building pursuit with favourable economic stance.

The year 2025 has been a paradox of pride, a predicament under the glitters of growth and digitisation. Branches stood like lonely lighthouse, under staffed, overburdened, yet guarding the savings of an aspiring nation. Targets rose like unfinished skyscrapers, while hearts carried the weight of CASA decline and an ever-expanding regulatory and compliance expectations.

The year gone by, bade adieu with a new challenge hovering around the bankers in the form of AI and

other uncharted disruptions. Technology promised ease, but with every new App and AI Tool, anxiety about jobs, skills and relevance whispered around the career of every banker. Attacks on bankers, threat to job security, erosion of dignity at the workplace turned many workstations into an unseen battlefield. In a digital India chasing speed blindfolded with unrealistic pride and arrogance testified through covert attempt of privatisation, our fraternity stands as the human bridge between algorithm and agriculture, fintech and farmer, profit and the people.

In Coming days of 2026, AISBOF will continue to stand like a Pharos in rough weather, firm on principles, fair in approach, and fearless in representation, so that no officer feels left to "fight a lone battle. Our resolves shall revolve around bolstering AIBOC in its pursuit for Clinching of a five-day workweek, Immediate and substantive recruitment in public sector banks, repeal of newly proposed labour codes, opposition to mergers and consolidations, opposition to appointment of Private Sector aspirants into the Public Sector Bank's Boards through lateral entry, Prevention of unfair labour practices, appointment of Employee and Non-Workmen Directors to the Bank's Board and any such retrogrades that calls for an uncharted challenge before us.

The hour calls for unity, continuous upskilling, and a stronger culture of ethical selling, doing the right thing not because it is easy, but because it is right. AISBOF will endeavour preaching and bring to practice ethical prosperity while denouncing any shortcut method to affluence and unsustainable glory.

As the final leaf of 2025 falls, we stand ready to script a new chapter in the history in our pursuit, not just in calendars, but in courage. The world around us spins faster than ever, driven by technology, turbulence, and transformation. Amidst shining towers of growth, the common worker often stands in the shadow, seeking fairness, voice, and dignity, we stand to become their voice and not an echo.

Let us carry forth our legacy with grit and grace, remembering that it is the tiniest spark that lights the mightiest flame.

We wish everyone a prosperous, peaceful, and Happy 2026.

AISBOF CORDS A CHORUS TO BID ADIEU TO COMRADE ARUN KUMAR BISHOYI

The time of sand has once again made a full loop to herald completion of a glorious journey that shall remain testament of an era sparkled with golden flinch, drenched with the hue of camaraderie and armoured with a serene simplicity at its core.

Comrade, Arun Kumar Bishoyi who made his first cry on 31st day of December 1965 at Pattamundai, Kendrapara; joined the Bank in 1988 and right at go, embraced Trade Union as his chosen area of interest. His easy go verve with a firm conviction towards organisational ethos made him a natural choice and an immediate stakeholder of circle trade union on being chosen as the unit secretary during the year 1989. Since then, there had been no pause. Defying all circumstantial and circumferential predicaments comrade Bishoyi emerged stronger with every passage of time and coveted various key positions including Assistant Secretary (Finance), Secretary (Finance), Organising Secretary and Vice President, before being elected as the President of SBIOA, Bhubaneswar Circle in 2018 and General Secretary in 2021. His undisputed elevation to the position of President, AISBOF marked his strong conviction and perseverance while his contribution towards the cause of his memberships shall all along place him apart as a leader with a difference.

As Comrade Bishoyi hangs his boot once for the last time on December, the 31st -2025, AISBOF places on record its profound appreciation for his outstanding contribution to the officers' movement and his resolute demeanour in protecting the dignity, rights and interests of our memberships.

AISBOF acknowledges his consistent emphasis on building responsive support systems for its members. His approach strengthened organised assistance during exigencies when emotional support mattered the most. Com. Bishoyi all along has shown great character without any discrimination, favour or fervour which shall all along place him closest to the hearts of his accomplices. Be it organising capacity, be it the field of disciplinary proceedings, he had all along been a defining force in ensuring dignity and wellbeing of his fellow colleagues.

Comrade Bishoyi has also contributed significantly on broader platforms of the movement, including as Convenor, UFBU (Odisha), Senior Vice President, AIBOC, and General Secretary, SBIOA (Bhubaneswar Circle), among other responsibilities. In each role, he worked to strengthen unity, coordination and purposeful engagement on issues impacting officers and the banking industry.

AISBOF on behalf of all its members conveys its best wishes to Comrade Arun Kumar Bishoyi and his family for good health, peace and a fulfilling post-retirement life.■

Mandatory Learning & Certification Review of implementation challenges and request for extension of timeline for FY 2025–26

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

We respectfully invite your kind reference to our earlier communication vide Letter No. 6180/17/2025 dated 07.10.2025 on the captioned subject, wherein serious concerns relating to the design, infrastructure readiness and operational feasibility of the Mandatory Learning & Certification framework have been comprehensively articulated and placed before the Management.

At the outset, we wish to reiterate that officers of the Bank fully align with the objective of capability building, regulatory compliance and professional upskilling. Learning has always been embraced by our members with sincerity and commitment. However, the manner and timing of implementation, coupled with ground-level constraints, are now materially affecting both participation and the intended outcomes.

As per the current position, only around 10% of employees have been able to complete the prescribed Mandatory Learning modules. A closer examination reveals that:

Officers in back-office and administrative units have been relatively better placed to complete the modules; however, Branch-level and field functionaries, who form the backbone of customer service and business generation and delivery, are facing acute difficulties due to:

➢ Continuous operational pressure and staff shortages,

➢ Peak workload during Q3-Q4 and year-end periods,

➢ Withdrawal of structured and class room-based training.

➢ Delayed availability and stabilization of the technological and examination infrastructure, including AI-proctored assessments on SPARK.

It is also relevant to note that the policy framework with circular instructions itself was communicated only in September 2025, leaving a compressed and highly demanding window for completion. The cumulative effect of late roll-out, infrastructural issues and operational intensity has significantly constrained genuine and effective participation.
We have communicated on various occasions through different forums, raising our concern about the high-stake linkages - including forfeiture of allowances, CDS grading implications, and promotion eligibility. This risk, converting a developmental initiative into a punitive compliance exercise, particularly when readiness conditions are uneven across circles and roles which surely obliterates the spirits under which the mandatory learning had been conceptualised.

Under this backdrop and without seeking any dilution of learning objectives, we respectfully submit that an immediate review of timelines is both necessary and prudent to the extent of ensuring maximum and timely participation and at the same time protecting the pecuniary loss that our members are poised to suffer.

Accordingly, we earnestly request that, as a one-time measure for the current financial year (FY 2025–26), the stipulated time for completion of Mandatory Learning may kindly be extended up to 31st March 2026 instead of 31st January 2026, so as to protect our officers from forfeiture of 5-in-1 facilities being extended for performance of their official duties.

This limited extension will:

➢ Facilitate officers who are posted at branch and are engaged in field level assignments, a reasonable opportunity to complete learning,

➢ Improve learning quality and self-development, rather than engaging in forceful completion and thus defeating the purpose.

➢ Avoid undue stress, demotivation, and disruption of customer service as a cascading impact.

We firmly believe that learning flourishes when it is self-motivated, supported, enabling and realistically timed and not through disincentivizing. A rationalisation of timeline thus will reinforce trust, preserve individual morale augmenting industrial harmony, and align the implementation with the Bank's stated commitment to effective learning and development.

We trust that the above submission will receive your kind and empathetic consideration, ensuring that Mandatory Learning achieves its intended purpose in both letter and spirit.■

Individual Housing Loan Scheme for Scheduled Tribe Employees (IHLSSTE) and for SC/OBC Employees in CNT Areas

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

The Bank has introduced Individual Housing Loan Scheme for our Scheduled Tribe employees & SC/OBC employees in CNT areas to enable them acquire suitable accommodation in notified areas where there is restriction on transfer of land and charge through mortgage of the property cannot be created. Such specifically designed product came with certain stipulations understandably for non-feasibility of mortgaging the property purchased/built. However, there has been some genuine heartburn amongst the officers residing in such areas where the price escalation involving cost of construction and purchase of land has attained an unprecedented height which merits relook of the existing limit to actually pass on the benefit of the scheme to the deserving employees. As your good office will appreciate, everyone finds it convenient building a house, purchase landed properties at their own native places and do not usually intend to migrate to another place for various socio-economic and most importantly emotional attachments. However, the current limit ranging half of what is available under IHLS is literally delimiting the capacity of a section of officers/employees who want to own a property at their respective place of domiciles and procurement of construction materials which are predominantly transported from other places has nearly become impossible to manage with the loan amount they are eligible for.

Though the Bank has enhanced the loan limits under Individual Housing Loan Scheme for Scheduled Tribe (ST) employees and Individual Housing Loan Scheme for SC/OBC employees in CNT areas vide Circular No. CDO/P&HRD-IR/59/2023-24 dated 16.03.2024 with other terms and conditions remaining the same. However, the present limit is still not found adequate to acquire/construct properties on account of disproportionate price escalation and limited area of lands available at one's disposal in those restricted areas. As such, we impress upon your good office to further rationalize the loan limit so as to enable staff falling under such categories and are residing in such demarcated areas to acquire suitable accommodation. ■

MONEY MULE ACCOUNTS – IMPLEMENTATION SAFEGUARDS, CSP/BC CHANNEL CONTROLS, AND FAIR OFFICER-PROTECTION FRAMEWORK (IN LIGHT OF BANK SOP/EDD INSTRUCTIONS AND RBI DIRECTIONS)

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

We write to place on record our continuing and serious concern regarding the operational, reputational and personal-risk exposure being faced by branch functionaries in matters relating to "suspected money mule" accounts, particularly those sourced/opened through CSP/BC channels and subsequently observed to be used for cyber-enabled frauds and laundering of proceeds.

The Federation is fully aligned with the Bank's statutory and regulatory obligations on KYC/AML/CFT, fraud risk management, and timely reporting to FIU-IND/LEAs. We also note and welcome that the Bank has already issued an internal Policy/SOP on prevention, identification and restriction of money mules, along with a reiteration circular emphasising that EDD must be conducted meaningfully (not perfunctorily) and that customer profiling (purpose/occupation/income) and due diligence must be correctly recorded, failing which deviations will be viewed seriously.

In parallel, RBI directions emphasise (i) strengthening of early warning signals and monitoring for money mule accounts, (ii) robust KYC/ongoing due diligence and FIU-IND reporting governance, and (iii) the need for structured, system-led detection and response rather than ad-hoc, officer-centric determinations.

Notwithstanding the above frameworks, the implementation reality at field level is that branch officers, often not the owners of end-to-end controls (channel onboarding, CSP supervision, device controls, transaction monitoring thresholds, and system intelligence), are being put under pressure to "certify / label / confirm" mule status and to take restrictive actions without a uniformly documented authority matrix, maker-checker assurance, and recorded rationale.

This results in a practical paradox for the operating officer:

❋ service disruption, complaints, legal notices, and allegations of arbitrariness, frequently directed personally at the signing officer.

❋ post-incident scrutiny, "why not detected" allegations and retrospective disciplinary framing, again disproportionately focused on branch staff.

❋ where the branch is made accountable for outcomes while the decisive controls are dispersed across channel teams, analytics/monitoring, and central AML governance.

Accounts sourced through CSP/BC ecosystems require special handling because mule operators frequently exploit early-life high velocity transactions, sometimes before traditional branch behaviour patterns become observable. While RBI permits use of BCs for prescribed customer interactions, the responsibility for KYC compliance and risk decisioning remains with the Bank, and compliance decision-making cannot be outsourced.

Accordingly, where the Bank's governance places the onus of "mule" labelling or restrictive actions on field level officers without central/system-led risk intelligence and protected approvals, it creates inconsistent outcomes and unfair post-facto attribution of blame.

We request the Bank to issue an implementation clarification that money mule identification/tagging shall be system-led and AML-led, with branches providing EDD/verification inputs only, and not owning the "labelling" decision. Accordingly, any "Suspected Money Mule" status and consequential actions (freeze/stop/hold/partial restrictions) must be invoked only through a defined authority framework (AML/KYC/FCC/PRM, as designated) with maker–checker, recorded reasons/reason-codes, and a retrievable audit trail. To ensure uniformity across Circles and audit units, the Bank should mandate a standard documentation checklist and reason-code matrix for every tagging/de-tagging and restriction decision.

Equally, since the Bank's policy framework already imposes accountability and training expectations, it must also provide formal protection to bona fide staff acting in good faith. We therefore seek a written circular clarifying that no disciplinary/vigilance action will be initiated merely because an account later turns out to be a mule, unless mala fide intent, proven collusion, or gross negligence is established through due process and that once suspicion is escalated through the prescribed AML route (including One-Page STR/ escalation protocols), all regulatory reporting and external coordination must follow the designated governance chain (Principal Officer/AML-CFT), without forcing branch staff into informal disclosures. Further, where officers are summoned in LEA enquiries for actions performed in official capacity and in compliance with approved SOP, the Bank must provide panel legal support and institutional representation. Finally, for CSP/BC-sourced accounts, we request immediate channel hardening through whitelisting/ geo-fencing, device binding, agent analytics and exception reporting to branches/AML, with central triggers for red flags (spikes in openings, common contact details, abnormal early-life velocity, failed contactability, etc.); while making it explicit that CSP may source/assist, but risk decisions (EDD conclusion, restrictions, mule-tagging) consistent with the non-outsourcing principle must be under maker–checker concept and not shifting the entire burden to the individual branch functionaries.

Since RBI guidance also emphasises technology-enabled monitoring, we request confirmation of time-bound implementation and evidence-ready audit trails for the Bank's system linkages and dashboards (including use of telecom/DIP inputs like revoked mobile indicators, analytics-driven identification, and other ecosystem alerts integrated into Bank workflows). Branches must receive clear, actionable dashboards and standardized scripts rather than discretionary instructions.

We also seek that the Bank institutionalise:

1. Refresher training/certification for CSP supervisors and account-opening officials on mule typologies, EDD documentation discipline, and escalation etiquette.

2. Non-punitive post-incident reviews that examine root causes (channel controls, monitoring thresholds, contactability failures, ignored alerts, supervisory gaps) rather than default blame on the certifying officer.

In view of the above, we request your intervention to ensure that, within a defined and communicated timeline, the Bank issues:

- an implementation circular clearly demarcating (i) CSP/BC sourcing responsibility, (ii) branch verification/EDD responsibility, and (iii) AML/ FCC decision responsibility with maker-checker;

- a good-faith officer-protection instruction and bank-funded legal support protocol for actions taken under approved SOP; and

- measurable CSP/BC channel hardening controls supported by technology and audit-backed monitoring.

Money mule accounts are a real and growing risk to the Bank, and we reiterate that a centrally governed, documented and system-led approach is essential, both to ensure regulatory compliance and to prevent bonafide branch officials from being made victims of systemic/channel-control gaps. We therefore reiterate our request for a practicable framework be made operational so as to protect the bank, to ensure regulatory compliance, and at the same time safeguard bonafide officers who act in good faith under approved processes.■

Revisit of existing SOP for Currency Chest operations (including recovery of RBI-imposed penalties)

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

We draw your kind attention to our letter No. 6180/ 25/22 dated, 29.06.2022 addressed to your good office highlighting the instances on which penalties are being recovered from our officers without any attributable negligence and lacunae on their part.
We understand, Bank's currency chest operations are presently governed by an SOP and a series of operational instructions issued over time in response to RBI's progressively stringent penalty regime. The current framework places heightened emphasis not only on accuracy and timeliness of reporting and reconciliation, but also on continuous availability of security and surveillance infrastructure (including prescribed recording/ retention), functioning of alarms/hotlines and access controls, periodic chest verifications through trained officials, supervisory checks (including review of CCTV footage), and maintenance of strong room/

vault fitness and related compliances. These requirements are, by design, distributed across multiple control owners, controllers/monitoring cells for oversight and reconciliation, IT and connectivity support, security/facility functions and vendors for infrastructure uptime, audit/inspection for verification cadence and training/HR for competency and staffing alongside the joint custodians' custody and transaction responsibilities.

In this context, the prevailing practice of effecting recoveries from joint custodians as a default, even where penalty triggers demonstrably arise from infrastructure or vendor failures, systemic connectivity constraints, delayed supervisory visits/ verifications or gaps in training and staffing, requires an urgent review. The Bank has repeatedly underscored that every penalty instance must be suitably examined through a structured fact-finding/ SAE approach and that accountability and recovery, wherever warranted, must be aligned to the official(s) actually responsible, with due opportunity for representation and recourse available as per extant provisions. Field experience, however, indicates that recoveries are often initiated without a clear attribution exercise or a hearing, resulting in outcomes inconsistent with natural justice and with the Bank's own accountability framework, particularly where the officer's role is limited to reporting/escalation and interim mitigation rather than control over the root cause.

We, therefore, request that the SOP for currency chest operations be reviewed and revised to embed an explicit control-ownership and attribution framework mapped to each RBI compliance requirement, and to prescribe a uniform procedure for investigation, documentation, representation and decision before any recovery is initiated. The revised SOP should clearly distinguish wilful misconduct/ proven negligence in reporting or custody from shared/systemic deficiencies and from non-attributable lapses arising at third-party or institutional control points, with corresponding recovery rules and escalation to the appropriate function(controller/IT/security/vendor management/ audit). Such a revision will strengthen compliance, drive timely correction of root causes, reduce avoidable penalties, and ensure that individual accountability is fixed only where it is fair, evidenced, and within the officer's permissible control.■

Centralized Cyber Cell, Patna – Inadequate staff deployment and operational lacunae impacting foolproof service dispensation

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

The All-India State Bank Officers' Federation (AISBOF) places on record its appreciation for the Bank's initiative in establishing the Centralized Cyber Cell (CCC) at Patna as a specialized, national-level set-up. Conceived as a single point of contact for cyber-crime related complaints and coordination with law enforcement agencies, the CCC is a critical and time-sensitive unit and therefore requires commensurate staffing and support systems to ensure consistent, accurate, and fool-proof service delivery in line with its stated objectives.

It has been brought to our attention that, despite the passage of several months since commencement of operations, and with the Cell functioning 24x7 in shifts, the existing staff deployment is inadequate in view of the sharp rise in the volume, complexity, and time-criticality of work handled by the NCRP and LEA wings. The reported mismatch between workload and manpower is creating operational lacunae, resulting in preventable pendency build-up, hurried processing, elevated operational risk, and serious strain on officers posted at the Cell.

The CCC is reportedly dealing with very high daily transaction/complaint volumes on NCRP, with a substantial number remaining unattended each day due to constrained staffing availability across shifts and weekly offs. This, in turn, contributes to pendency accumulation and delays in time-bound actions, apart from creating an unnecessary and impending threat of disciplinary apprehension, future litigation, and avoidable harassment.

Similarly, the LEA wing is stated to be receiving an exceptionally high number of daily requests from government and law enforcement authorities. Pendency is reportedly building up repeatedly even after temporary support arrangements. The continuing gap between daily inflow and daily disposal underscores the need for structured and permanent strengthening of manpower.

It is further reported that targets assigned per officer, acknowledgements/transactions per day, do not sufficiently factor in the actual processing time and complexity, which vary significantly from case to case and often require multi-platform verification and detailed analysis. In such circumstances, a purely numeric target framework may compromise the quality and consistency of resolutions, which would be counter-productive for a sensitive cyber-fraud handling unit.

It is also represented that a comprehensive SOP covering manpower norms, resolution benchmarks linked to complaint types, infrastructure, technical support, and HR/shift practices is either not fully institutionalized or not adequately operationalized for a 24x7 set-up. The absence of standardized shift allocation practices, particularly for night shifts, may further aggravate stress levels and increase attrition risk in a high-pressure environment.

Continuous work pressure, difficulty in availing leave even in exigencies, prolonged system sittings, and insufficient support arrangements are reportedly impacting the morale and well-being of officers. For a unit of this importance, sustainable HR practices are essential to safeguard both service quality and employee welfare.

In view of the above, we request your kind intervention to ensure immediate review and corrective measures, including:

- ✸ Reassessment and augmentation of manpower in both NCRP and LEA wings, aligned to actual inflow trends and 24x7 shift requirements.
- ✸ Rationalization of performance expectations by adopting workload metrics linked to complexity, rather than uniform numeric targets.
- ✸ Issuance/strengthening of a detailed SOP and governance framework for CCC operations, including shift roster principles, night-shift frequency norms, and adequate relief arrangements.
- ✸ Strengthening of support infrastructure and HR practices to ensure continuity, accuracy, and timely handling of cyber-fraud complaints and LEA requirements.

Given the national importance and reputational sensitivity attached to cyber-crime complaint handling, it is imperative that the CCC is equipped with adequate staff deployment and enabling support systems so that the Cell can deliver foolproof service dispensation consistently and uphold the Bank's public commitment to prompt and reliable redressal.

We shall be glad to share additional field feedback/ details, should it required, to facilitate a prompt and early resolution of the issues flagged.■

MEMBERSHIP ENROLMENT AND DEDUCTION CONTROL UNDER CHECK-OFF FACILITY THROUGH ZINGHR

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

With reference to our communication vide letter No. 6571/11/25 dated 06.06.2025, we would like to reiterate our plea inviting your kind attention to the longstanding issue relating to membership enrolment and control over deductions under the check-off facility for Associations/Unions/ Cooperative Societies through ZingHR. It remains a matter of concern to see that the issue though attracted positive responses from your good office, yet at the operation level, the same remains unresolved resulting in continuing operational ambiguity and avoidable risk in the administration of membership enrolment and deductions.

The process of membership enrolment, modification, discontinuation and restoration of deductions under the check-off facility as we feel must be governed through a uniform, transparent and duly authorised mechanism, consistent with the prescribed checks and balances applicable to recognised Circle Associations. In order to ensure proper governance, accountability, and integrity of records, it is essential that the entire process is administered exclusively by the Circle HR/HRMS teams, who are appropriately positioned to ensure compliance with extant instructions, maintain audit trails, and prevent deviations from the approved control framework.

We also wish to place on record our serious concern regarding the continued availability of the Maker–Checker functionality at the branch/office level for such transactions. The continuation of this functionality at the operating-unit level poses a significant control vulnerability, as it enables actions that may lead to unauthorised enrolment, alteration, stoppage or restoration of membership deductions, or conversely, deprivation of membership, without any mandate, concurrence or authorisation from the competent administrative structure of the concerned recognised Circle Association. Such an arrangement is inconsistent with the intended control architecture and is liable to result in misuse, disputes, avoidable grievances, and administrative complications.

In view of the above, it is requested that the Maker–Checker facility at the branch/office level, insofar as it relates to membership enrolment and deduction under the check-off facility, may be withdrawn/scrapped forthwith, and the control may be restored and vested solely with the Circle HR/HRMS teams to ensure uniformity, transparency, and adherence to the approved control framework in ZingHR.

We therefore request that the matter may be examined on priority and necessary instructions issued immediately to all concerned for implementation, so as to restore the intended controls and avoid further complication. ■

DEPOSIT ACCOUNTS OF ASSOCIATION

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

We wish to bring to your kind notice an anomaly observed in the interest being accrued on certain Association/Society deposit accounts maintained with the Bank.

As per the Bank's prevailing instructions vide e-Circular No. NBG/PBU/LIMA-TD/25/2024-25 dated 14.11.2024 and e-Circular No. NBG/PBU/LIMA-SBI/13/2025-26 dated 03.07.2025, deposits of Societies/Associations formed exclusively by members of the Bank's staff are eligible to receive interest at the rate applicable to bank staff. This benefit is, however, subject to the Society/Association submitting a declaration at yearly intervals, on 1st April of each year confirming that the money deposited and those that may be deposited from time to time belong to the members of the Society/Association who are also the staff of the Bank.

Despite the above provision, it is observed that several existing Association accounts, being non-personal in nature are presently being paid interest at public rate. On examination, it appears that this is happening due to the non-availability / non-mapping of the appropriate Product Code and Segment Code in the system for such eligible Association accounts. As a result, the staff-rate benefit, which is otherwise admissible under the Bank's guidelines, is not being extended to these accounts even where the Association fulfils the prescribed criteria and is ready to submit the required declaration on time to time as per the Bank's requirement.

This has caused unnecessary difficulty for the Associations and has also led to a shortfall in interest credit as well income leakage vis-à-vis what is due as per extant instructions.

In view of the above, we request your good office to kindly arrange for allocation/mapping of the appropriate Product and Segment Codes for eligible Society / Officers' Association deposit accounts so as to easing out the genuine income generation in those accounts. This in turn will enable the system to apply the correct staff interest rate, once the prescribed conditions are met and the annual declaration is submitted on 1st April every year.

We shall be obliged for an early resolution in the matter, so that eligible Associations may receive the benefit strictly in accordance with the Bank's extant guidelines in force.■

UNIFORM TRANSFER POLICY: REQUEST FOR MODALITIES MEETING

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

We have the reference of our earlier communication addressed to your good office, vide our letter No. 8106/9/25 dated 07.05.2025 as well, our discussions in various formal and informal forums on the above-mentioned issue. The matter since still remains pending for a fruitful materialisation, once again we reiterate our concern and request for kind arrangement of a modality meeting involving the stake holders to bring the issue to its logical closure.

It has been a well-established and time-tested practice of the Bank to formulate the Model Transfer Policy at the Bank level in consultation with AISBOF and thereafter to frame the Circle-specific Circle Transfer Policy (CTP) in consultation with the respective recognised Circle Officers' Associations through structured modalities meetings. This consultative process has consistently enabled the

Bank to factor in Circle-specific geographical realities, operational requirements, and manpower constraints, thereby ensuring smoother implementation and better acceptance of the policy. Given the significant diversity in operating conditions across Circles, we firmly believe that a uniform application of policy, without appropriate local standardization, may not always achieve the intended outcomes resulting eruption of pain points at different levels of operations.

In this context, we would like to place on record that during the last transfer exercise, the implementation of the Uniform Transfer Policy without meaningful modalities meetings at the Circle level reportedly resulted in considerable hardship to officers, leading to unnecessary inconvenience, dissatisfaction, and operational strain. Notably, during the previous year, administrative transfers were done before the compassionate/request transfer considerations and in the process the centres with conveniences were filled up and the priority consideration on genuine and compassionate grounds faced a backlash. Further, classification of centres as “Difficult”, “Most Difficult”, “Normal Centres” were done in haste presumably due to stringent follow up from the DFS which defeated the very purpose and practicality in terms of categorisation. In our considered view, a substantial portion of these difficulties could have been anticipated and mitigated through timely conduct of modalities meetings in accordance with the established and best of practices as had been done hitherto.

We further observe that the current policy design conferring the authority for posting of MMGS-III officers at the module level to DGM (B&O) with the authority for inter module transfer of MMGS-III remaining with the Network (GMs) is laden with anomalies and making the entire process cumbersome and imbalanced. We therefore request your good office to consider restoration of earlier authoritative structure in terms of MMGS-III transfer/ posting in order to restore synergy in the process. We have already raised these concerns at the CNC meetings for a timely redressal. However, considering the seriousness of the issues and their adverse impact on morale as well as operational efficiency, we once again request that the Corporate Centre issue clear and appropriate instructions to all Circles to conduct structured and meaningful modalities meetings with the recognised Officers’ Associations well in advance from the commencement of the transfer exercises for the ensuing financial year. Such consultations would facilitate the early identification and resolution of Circle-specific constraints within the overall framework of the Uniform Transfer Policy. Wherever any Circle-level deviations or local calibrations are found necessary, the same may be formally placed before the Corporate Centre for information and approval, as per extant practice.

We are confident that the Bank will appreciate the importance of this consultative approach to ensure fairness, transparency, and smooth implementation of the policy, while balancing organisational requirements with officers’ welfare. We, therefore, request your good office to issue suitable instructions to all Circles to conduct these modalities meetings in advance, so that the transfer exercise can be implemented on time and completed smoothly, without preventable difficulties.■

NON-DISCLOSURE OF VACANCY POSITION FOR PROMOTION EXAMINATIONS

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

We wish to draw your kind attention to a matter of concern relating to the promotion examinations based on feedbacks received from circles.

Promotion examinations for various scales have commenced from 28.12.2025. However, the circles are yet to disclose the vacancy position in advance for promotion up to MMGS-III.

We submit that promotion is a critical career milestone for officers and information on the availability of vacancies is an essential prerequisite for enabling an informed choice and instilling confidence in the promotion process. This assumes greater significance because the option in/opt out choices are sought from officers across scales, and the availability of vacancies is intrinsically linked to an officer’s decision-making with respect to participation.

We further submit that disclosure of vacancy positions prior to, or at least contemporaneously with, the option in/opt out exercise is a reasonable expectation of officers. Non-disclosure of such crucial information at this stage leads to avoidable uncertainty, speculation and dissatisfaction, which can be prevented through timely transparency.

In view of the above, we urge your good office to impress upon the circles to immediately place on record and circulate the circle-wise vacancy position for JMGS-I, MMGS-II and MMGS-III for the current promotion exercise.

We also request that this practice be institutionalised going forward so that vacancy positions are invariably disclosed well in advance of promotion examinations, thereby ensuring fairness, transparency and credibility of the process.

We trust the Management will appreciate the genuineness of the concern and take expeditious corrective action in the larger interest of fairness and transparency.■

REVISED SCHEME FOR COMPASSIONATE APPOINTMENT

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

This communication is submitted for your kind consideration highlighting a matter of serious concern raised by our affiliates regarding the Revised Scheme for Compassionate Appointment, circulated vide e-Circular No. CDO/P&HRD-PM/90/ 2020-21 dated 16.03.2021.

As per the extant provisions of the Scheme, compassionate appointment is subject, inter alia, to the fulfilment of the financial condition criterion, whereby the monthly income of the family has been stipulated to be less than 75% of the last drawn gross salary of the deceased employee. For the purpose of such assessment, the Scheme also imputes a notional monthly interest calculated at the Bank's maximum term deposit rate applicable to public on 80% amount of the net corpus, inclusive of investment under LIC and other insurance policy proceeds.

We acknowledge and appreciate the Bank's established welfare-oriented approach, and recognise that the Revised Scheme is a benevolent initiative aimed at providing timely support to the dependents of employees who die in harness or are forced to take premature retirement on medical grounds due to incapacitation before attaining the age of 55 years. The underlying objective of the Scheme, to assist families in coping with the sudden financial crisis arising out of the loss of the sole bread earner of the family, is both laudable and necessary. However, it is our considered view that the present methodology adopted for assessing the financial condition, particularly the treatment of investment proceeds and notional interest computation, has unintentionally undermined the humanitarian intent of the Scheme. Insurance proceeds do not represent a windfall gain nor are they an indicator of financial affluence. Rather, they are risk-mitigation instruments consciously funded by employees through regular contributions from their hard-earned salaries. Such decent financial discipline on the part of the Employee therefore should not result as a disincentive in acute state of compassion.

As bankers, we actively advocate financial prudence, insurance coverage and long-term investments to our customers through our cross-selling and upselling initiatives. It would therefore be incongruous if employees themselves are effectively penalised for having followed the very principles of financial discipline that the Bank promotes. Such investments are typically intended to meet essential long-term obligations such as children's education, housing stability, and medical exigencies. Treating a one-time insurance or investment receipt as a recurring source of monthly income results in the exclusion of families who are otherwise in genuine financial distress, solely because the deceased employee had responsibly maintained adequate insurance cover or investments. In effect, families are being deprived for the financial foresight and discipline exercised by the deceased employee.

In this context, we also draw reference to the Scheme for Compassionate Appointment under the Central Government, wherein the Department of Personnel & Training (DoPT) has consistently emphasised that compassionate appointment is meant to alleviate financial destitution and help families overcome sudden emergencies. The DoPT guidelines caution against rejection of cases merely on the ground that the family has received benefits under welfare schemes, and instead advocate a balanced and objective assessment that takes into account factors such as assets and liabilities, family size, ages of dependent children, essential needs, and the presence or absence of any earning member.

In view of the foregoing, we respectfully urge the Bank to revisit and rationalise the "financial condition" clause, particularly with regard to the treatment of Investment proceeds and the imputation of notional interest thereon. Incorporating a more humane, realistic, and discretionary framework would enable the appointing authorities to grant compassionate appointments in genuinely deserving cases and prevent the inadvertent exclusion of bereaved families who are in real need of support.

We trust that the Bank will give due consideration to this representation in the spirit of fairness, empathy, and the welfare-oriented ethos that it has consistently upheld.■

REVIEW OF MAKER-CHECKER PROVISION IN TAB BANKING DIGITAL ACCOUNT OPENING- SOP

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

The TAB Banking initiative of the Bank for an end-to-end digital journey in opening Savings and Salary Package accounts, as we understand, is a progressive and welcome initiative launched by the Bank. The digitisation of the onboarding process, including digital capture of the Account Opening Form, uploading of KYC documents, maker-checker verification, and real-time generation of CIF and account number, improve turnaround time, strengthen transparency and audit trails apart from enhancing customer convenience.

However, it has been observed that access to the TAB Banking application, particularly the Maker function for capturing customer details and uploading KYC, has been restricted exclusively to officers. Under the traditional account opening process, the Maker role was performed by clerical staff or officers depending on branch manpower availability, customer flow, and operational requirements, with the necessary supervision and checks. The present arrangement, by limiting the Maker role only to officers, has created unnecessary bottlenecks resulting in overburdening the officers who are already bogged down with multitasking. Again, when only officers are permitted to perform Maker activities, customer onboarding becomes dependent on officer's availability, and queues and waiting time can increase even where trained clerical staff are available to support the process.
This restriction also risks concentrating workload and compliance exposure on officers in a manner that is neither operationally efficient nor consistent with balanced branch functioning leaving aside the provisions of various incentives available for workman staff against additional work load as agreed upon under Bipartite Settlements on time to time. It may be noted that the role of data entry as well as authorization in systems of details of Account Opening forms are part of the agreed duties and responsibilities of Award Staff as agreed upon in various Memorandum of Settlements and communicated vide e-Circular No. CDO/P&HR-IR/29/2025-25 Dated, 15 Jul 2025 post 12th Bipartite Settlement. Officers are already required to handle multiple concurrent responsibilities such as supervision, compliance oversight, customer service, operational control, marketing and business development, and other time-bound duties. Compelling officers to additionally perform routine Maker-level data capture and document uploading, tasks that are high-volume and time-intensive, can lead to multitasking under pressure, increasing the chance of inadvertent data entry mistakes, imperfect document uploads, or product mapping errors. In a fully digital environment where logs and trails are permanent and easily scrutinised, such errors may later translate into audit objections, customer grievances, thereby undermining the very efficiency gains the digital initiative aims to achieve.

From an accountability perspective, officer-only Maker access also distorts responsibility allocation by placing the originating stage of the process, typically the most error-prone, entirely on officers, even in branches where clerical staff are otherwise equipped and capable of performing Maker functions under appropriate controls. This results in disproportionate personal exposure for officers in the event of inadvertent lapses, particularly when such lapses are driven not by negligence but by workload concentration and process design. It also weakens the team-based operational model of a branch, because it prevents optimal utilisation of available manpower and reduces clerical staff participation in a core branch activity that they have traditionally performed with due diligence and under supervision.

Our concern therefore, is not with digitisation itself; we remain fully supportive of the Bank's digital transformation and modernisation agenda. The issue lies with the manner in which work is redistributed through technology without a corresponding review of staffing, role design, training, and workload norms. Digitisation should improve service delivery, not silently shift a substantial portion of routine operational workload to officers, normalise role dilution, extend working hours, and heighten compliance vulnerability. If officer-only Maker access becomes the default architecture, it sets an unhealthy precedent where technology becomes a means to concentrate work and liability on a narrower section, rather than enabling efficient, balanced distribution of tasks with clear accountability road map.

In view of the above, we request your good office to reconsider and revise the existing access arrangement by extending appropriate Maker access in TAB Banking to eligible clerical staff, while retaining the necessary checks and controls through officer-level Checker authorisation and prescribed audit safeguards. Such a revision would bring into line the digital account opening journey with established branch workflows, reduce bottlenecks, improve customer experience, distribute workload more equitably, and strengthen operational resilience without compromising on compliance or control.

We are confident that our request to that extent will be examined positively in the larger interest of efficient service delivery, risk containment and optimal utilisation of resources.■

REVISION OF PERSONAL ALLOWANCE AND RECTIFICATION OF FITMENT ANOMALIES IN PAY FIXATION FOR PROMOTIONS W.E.F. 01.11.2022

Text of AISBOF Letter addressed to The Deputy Managing Director (HR) & CDO,State Bank of India,Corporate Centre,Mumbai-400021.

We have the reference to the Bank's Circular No. CDO/P&HRD-IR/22/2024-25 dated 18.06.2024 on salary revision for officers, and subsequent circulars on fitment formula on promotion effective for promotions on or after 01.11.2022, including Circular No. CDO/P&HRD-IR/45/2024-25 dated 01.10.2024 (clerical to officers' cadre) and Circular No. CDO/P&HRD-PM/43/2024-25 dated 01.10.2024 (fitment on promotions to Scale V, Scale VI and Scale VII).

We submit that certain critical aspects, particularly relating to ***Personal Allowance and fitment anomalies,*** remain unaddressed, resulting in unnecessary inter-se disparities, denial/delay of legitimate pay protection and dissatisfaction amongst officers promoted on or after 01.11.2022. We are constrained to bring the matter to your kind attention for immediate corrective action, as the issues are recurring and are being widely represented from Circles.

At the outset, we wish to highlight that while implementing salary revision w.e.f. 01.11.2022, the Bank has not enhanced the ***Personal Allowance*** correspondingly while issuing the salary revision circular dated 18.06.2024. Consequently, the Personal Allowance continues at pre-revision levels even after 01.11.2022, which defeats the very purpose of pay protection and anomaly neutralisation that Personal Allowance is intended to serve, as recognised in past instructions/circular letters on Personal Allowance and pay protection.

Further, the Circular No. CDO/P&HRD-IR/45/2024-25 dated 01.10.2024 on fitment formula for promotions from clerical cadre to officers' cadre (for promotions on or after 01.11.2022) does not mention the ***revised Personal Allowance*** amount or the post-revision methodology for its computation/continuation. While the said circular acknowledges the requirement of sanction/approval for payment of Adjusting Pay and Personal Allowance in individual cases, the absence of revised Personal Allowance parameters is resulting in inconsistent interpretations at Circles/Controllers and denial/deferment of Personal Allowance benefits to eligible officers.

We also invite your attention to the change in fitment approach reflected in the recent fitment instructions for clerical-to-JMGS-I promotions, wherein the earlier "status-quo" approach which provided appropriate stage benefit for service beyond one year in the clerical scale has been altered, leading to diminished promotional advantage and inter-se anomaly in certain cases. Additionally, instances have been reported where officers promoted to higher grades before they would "notionally" reach the maximum stage in the clerical scale are being deprived of Personal Allowance, even though the protective intent of Personal Allowance is to avoid such inter-se disparities.

Apart from the above, the fitment formula for promotions to ***Scale V, Scale VI and Scale VII*** as per Circular No. CDO/P&HRD-PM/43/2024-25 dated 01.10.2024 has thrown up clear anomalies where officers promoted prior to 01.11.2022 (but covered for fitment as on 01.11.2022) end up drawing ***lower***

Basic Pay than officers who remained in the lower scale and earned stagnation increments under the 9th Joint Note provisions. Such outcomes are neither equitable nor in consonance with the settled principle that promotion should not place an officer at a disadvantage vis-à-vis a non-promoted peer.

We illustrate below a few representative cases where the anomaly persists and therefore warrants amendment in the fitment formula:

A) PROMOTION FROM SCALE-IV TO SCALE-V
Example 1 (Without JAIIB/CAIIB):

Officers A and B had reached the maximum stage of Scale IV on 01.05.2012 without JAIIB/CAIIB. Officer A did not get promotion and as on 01.11.2022 his/her Basic Pay would be ***₹139020 with 5 stagnation increments*** of SMGS IV as per provisions of 9th Joint Note. Officer B got promotion to Scale V on 25.04.2022 and was fitted as under:

25.04.2022: Scale IV ₹ 95120 (2nd S.I.) Scale V ₹ 100350 (Max stage)

01.11.2022 (9th Joint Note): Scale V ₹ 135020 (Max stage).

Thus, the promoted officer (B) is placed at ₹ 135020, which is lower than the non-promoted officer (A) at ?139020, resulting in an avoidable inter-se anomaly.

Example 2 (With JAIIB only):
Officers A and B had reached the maximum stage of Scale IV on 01.05.2012 with JAIIB only. Officer A did not get promotion and as on 01.11.2022 his/her Basic Pay would be ₹ 139020 + PQP1 with 5 stagnation increments of SMGS IV as per provisions of 9th Joint Note.Officer B got promotion to Scale V on 25.04.2022 and was fitted as under:

25.04.2022: Scale IV ₹ 95120 (2nd S.I.) Scale V ₹ 100350 + PQP1 (Max stage)

01.11.2022 (9th Joint Note): Scale V ₹ 135020 + PQP1 (Max stage)

Here also, the promoted officer is placed below the non-promoted peer, despite identical stagnation history and qualification pay component.

B) PROMOTION FROM SCALE V TO SCALE VI
Example (Without JAIIB/CAIIB):

Officers C and D had reached the maximum stage of Scale V on 01.05.2014 without JAIIB/CAIIB. Officer C did not get promotion and as on 01.11.2022 his/her Basic Pay would be ₹ 151020 with 4 stagnation increments as per provisions of 9th Joint Note. Officer D got promotion to Scale VI on 25.04.2022 and was fitted as under:

25.04.2022: Scale V ₹ 103320 (1st S.I.) Scale VI ₹110180 (3rd stage)

01.11.2022 (9th Joint Note): Scale VI ₹ 148500 (3rd stage).

Thus, the promoted officer (D) is placed at₹ ?148500, which is lower than the non-promoted officer (C) at ₹ 151020.

C) PROMOTION FROM SCALE VI TO SCALE VII
Example (Without JAIIB/CAIIB):

Officers E and F had reached the maximum stage of Scale VI on 01.05.2016 without JAIIB/CAIIB. Officer E did not get promotion and as on 01.11.2022 his/her Basic Pay would be ₹ 168840 with 3 stagnation increments as per provisions of 9th Joint Note. Officer F got promotion to Scale VII on 25.04.2022 and was fitted as under:

25.04.2022: Scale VI ₹ 116120 (Max stage) Scale VII ₹ 22560 (3rd stage)

01.11.2022 (9th Joint Note): Scale VII ₹ 165180 (3rd stage)

Thus, the promoted officer (F) is placed at ₹ 165180, which is lower than the non-promoted officer (E) at ₹ 168840.

We submit that such outcomes are fundamentally inconsistent with the principle of promotional benefit and pay protection. These anomalies become even more acute when the un-revised Personal Allowance component is also considered, as eligible officers are doubly impacted—first by disadvantageous fitment and next by absence/uncertainty of revised Personal Allowance post 01.11.2022.

In view of the foregoing, we request your good office to kindly consider the following corrective measures, in a time-bound manner:

1. Revision of Personal Allowance w.e.f. 01.11.2022: To issue an amendment/clarification to the salary revision circular dated 18.06.2024, clearly enhancing the Personal Allowance w.e.f. 01.11.2022 in

alignment with the revised pay structure, and to provide for arrears payment wherever applicable.

2. Explicit incorporation of revised Personal Allowance in fitment circulars:

To issue a clarification/amendment to Circular No. CDO/P&HRD-IR/45/2024-25 dated 01.10.2024 (clerical to officers' cadre) clearly specifying the revised Personal Allowance and the operational methodology, so that Circles/Controllers uniformly implement the same without denial/delay.

3. Rectification of fitment anomalies in promotions to Scale V, Scale VI and Scale VII:

To amend Circular No. CDO/P&HRD-PM/43/2024-25 dated 01.10.2024 so that in cases of promotion where the officer was at/near maximum stage with stagnation increments, the fitment ensures that the promoted officer's Basic Pay as on 01.11.2022 is not lower than what he/she would have drawn in the lower scale (including eligible stagnation increments and qualification pay components), and that a reasonable promotional benefit is preserved.

4. Uniform protection through Adjusting Pay/Personal Allowance wherever required:

To provide a uniform mechanism (through Adjusting Pay/Personal Allowance, as applicable) so that no promoted officer is placed at a disadvantage vis-à-vis a non-promoted peer due to fitment formula, and to ensure that such protection is processed seamlessly through prescribed approvals without discretionary delays.

We are confident that your good office will appreciate the seriousness of these anomalies and the need for immediate corrective action to uphold fairness, transparency and uniformity in pay fixation, thereby maintaining morale and trust of officers in the system.■

STRIKE NOTICE SERVED BY UFBU FOR ALL INDIA BANK STRIKE ON 27.01.2026

Text of AIBOC Circular No. 2026/03, dated 08.01.2026, reproduced the text of Strike Notice (Form – L) dated 08.01.2026 submitted by UFBU. Addressed to Chairman/MD/CEOs of All Banks Chief Executive, IBA

Dear Comrades, Date : 8-1-2026

FORM – L

NOTICE OF STRIKE

NAME OF UNIONS

1. ALL INDIA BANK EMPLOYEES' ASSOCIATION – AIBEA
2. ALL INDIA BANK OFFICERS CONFEDERATION – AIBOC
3. NATIONAL CONFEDERATION OF BANK EMPLOYEES - NCBE
4. ALL INDIA BANK OFFICERS ASSOCIATION – AIBOA
5. BANK EMPLOYEES FEDERATION OF INDIA – BEFI
6. INDIAN NATIONAL BANK EMPLOYEES FEDERATION – INBEF
7. INDIAN NATIONAL BANK OFFICERS CONGRESS – INBOC
8. NATIONAL ORGANISATION OF BANK WORKERS – NOBW
9. NATIONAL ORGANISATION OF BANK OFFICERS – NOBO

NAMES OF REPRESENTATIVES

1. Shri. C.H. VENKATACHALAM	Gen. Sec.	AIBEA	chv.aibea@gmail.com
2. Shri. RUPAM ROY	Gen. Sec.	AIBOC	rupamsmailbox@gmail.com
3. Shri. L. CHANDRASEKHAR	Gen. Sec.	NCBE	ncbe.ama@gmail.com
4. Shri. SANJAY KUMAR KHAN	Gen. Sec.	AIBOA	aiboa1981@gmail.com
5. Shri. DEBASISH BASU CHAUDHURY	Gen. Sec.	BEFI	dbc24239@gmail.com
6. Shri. O.P. SHARMA	Gen. Sec.	INBEF	opsharmacbsu@gmail.com
7. Shri. PREM KUMAR MAKKER	Gen. Sec.	INBOC	premmakker@gmail.com
8. Shri. MANMOHAN DAS	Gen. Sec.	NOBW	gsnobw22@gmail.com
9. Shri. K N AADARSH	Gen. Sec.	NOBO	gsnobo1977@gmail.com

Dated the 8th January, 2026

The Chairman, Indian Banks' Association, World Trade Centre Complex, 6th Floor, Centre 1 Building, Cuffe Parade, Mumbai. 400 005	Chief Labour Commissioner (C), Ministry of Labour, Office of the CLC, Shramev Jayate Bhavan G-4, Sector-10, Dwarka, New Delhi-110075
Secretary, Department of Financial Services, Ministry of Finance, Govt. of India, Jeevan Deep Building, Parliament Street, New Delhi- 110001	

Dear Sirs,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Dispute Act 1947, we hereby give you notice that the members of the 9 constituent unions of United Forum of Bank Unions propose to go on STRIKE from the midnight of 26th January, 2026 to the midnight of 27th January, 2026 on the following issue:

DEMANDING

* Approval of the Government for implementation of 5 Day work week in Banking Industry and declaring the remaining Saturdays as Bank Holidays as recommended by the Indian Banks' Association based on the Memorandum of Understandings signed between IBA and UFBU on 7-12-2023 and as further provided in the Settlement /Joint Note dated 8-3-2024.

AGITATIONAL PROGRAMME

8-1-2026	Serving strike notice on IBA, DFS and CLC
9 TO 26-1-2026	Meetings to mobilise and prepare members for the strike action
18-1-2026	Social Media Campaign including twitter / X handle
20-1-2026	Badge Wearing
22-1-2026	Press Conference at all State Headquarters
22-1-2026	Rally at evening time at all centres
27-1-2026	**ALL INDIA STRIKE**

The details of the issues and Statement of the case is annexed herein.

Annexure

STATEMENT OF THE CASE

BACKGROUND :

In 2015 : From the United Forum of Bank Unions, we have been demanding the introduction of 5 working days per week in the banking sector. In the 10th Bipartite Settlement / 7th Joint Note signed in 2015, it was agreed by IBA and Government and accordingly, the 2nd and 4th Saturdays of every month are being declared as holidays while the other Saturdays are full working days instead of half a day working.

At that time, it was assured that our demand for declaring all the remaining Saturdays as holiday would be considered in due course.

In 2020 : In the negotiations for the 11th Bipartite Settlement/ 8th Joint Note signed in 2020, we pursued this demand for declaring the remaining Saturdays also as holidays. But it could not be materialized at that time, as our settlement was signed during the covid pandemic period when the people's priorities were different.

Call for Strike on 27-6-2022: But since the issue was not being considered even after the pandemic was over, UFBU gave the call for strike on 27-6-2022. In the conciliation meeting held on 21-6-2022 and 23-6-2022, the DFS stated that the IBA and the UFBU should discuss this issue bilaterally and submit their recommendations to the DFS for their consideration.

Extract from the Minutes before CLC dated 21-6-2022: The representatives from DFS also submitted that both IBA and the union/ associations should have a bilateral discussions and the recommendations should forwarded to DFS for taking further action in the matter and further the representative from DFS requested the unions/ association to not to go to the strike as the issues can be resolve through dialogue.

IBA also assured to discuss the issue with the UFBU. On the basis of this understanding between UFBU, IBA and DFS, the call for strike on 27-6-2022 was deferred.

Discussions with IBA on 1-7-2022: As advised by the CLC, IBA called for negotiations on 1-7-2022. During this meeting, UFBU discussed the issue of 5 Days Banking. We explained and reiterated our demand for introduction of 5 days banking i.e. declaring the remaining Saturdays as Bank holidays. The impact of this introduction on cash transaction hours, banking hours and total working hours were discussed. After deliberations, IBA opined and felt that further justifications should be built up on the issue so that IBA can escalate the issue to the higher authorities and various stake-holders.

Discussions on 23-9-2022 : After this meeting, another round of negotiations between IBA and our Unions took place on 23-9-2022. IBA stated that if the customer service hours and working hours per day are properly compensated, re- distributed and re-adjusted due to declaring remaining Saturdays as holidays, they may be inclined to consider the demand. We informed that business hours and working hours may be revised by half an hour per day and accordingly the commencement of the working hours may be preponed. It was agreed to discuss the issue further.

Call for Strike on 30/31-1-2023

Since there was no positive development in the issue, UFBU gave the call for 2 days strike on 30 and 31 January, 2023.

Discussions on 24th and 31st January, 2023 : Due to this strike notice, Dy. CLC, Mumbai held conciliation meeting on 24-1-2023 in which IBA agreed to hold a meeting on 27-1-2023.

During this meeting on 27-1-2023, IBA informed that the suggestion for extra working hours by 30 minutes as proposed by UFBU needs to be further discussed with UFBU before they can consider and proceed in the matter. After discussion, it was agreed that the mutually worked out modality/extra working hours will be processed within a month after taking the views of other stakeholders.

Again, another round of discussion was held on 31-1-2023. IBA was represented by Shri M.V. Rao, the then Chairman of the IBA's HR Committee along with ED/CGM/GMs of various Banks who are also members of the Committee.

In this meeting, IBA proposed that the working hours be increased by 45 minutes per day for implementing 5 day work week. IBA requested us to submit our revised suggestions on working hours and business hours for cash and non-cash transactions.

Discussions with IBA on 28-2-2023 : Another round of bilateral discussions took place between our Unions and IBA on 28-02-2023 in Mumbai. During this meeting, after a lot of discussions, it emerged that the total working hours can be increased by 40 minutes per day with cash transactions from 10 am to 4 pm and non-cash transactions upto 4-30 pm. IBA assured that they would take up the matter with higher authorities and concerned stake-holders to take the issue further forward.

Discussions with IBA on 21-6-2023 : In this round of discussion with IBA, UFBU informed the IBA there seems to be no development with regard to our demand for introduction of 5 banking days per week after the mutual discussions held on 28-2-2023 and there is growing anxiety amongst the rank and file over the delay in resolving this important issue. IBA assured that the matter is receiving their best attention and the same is very much in process. We conveyed our dissatisfaction over the delay and that it is difficult to keep further patience in this regard.

Discussions with IBA on 19-7-2023 : In this round of discussions, we further emphasized our demand to which IBA informed that the issue is under active consideration of the various stake-holders and the same is being pursued.

Discussions with IBA on 31-8-2023 : UFBU took up the issue of introduction of 5 Banking Days per week during the discussions and IBA informed that the issue is under serious consideration of higher authorities and stake- holders. We insisted upon the IBA to follow up the issue and expedite the same.

Discussions with IBA on 29-9-2023 : In this discussion also, UFBU reminded IBA to expedite the issue and IBA informed that the issue is under serious consideration.

Discussions with IBA on 9-11-2023 : During this round of discussion we again took up with IBA, the issue of introduction of 5 Day's Banking per week and its early implementation. IBA informed that they are fully seized of the matter and assured to follow up the matter with the concerned authorities.

MOU signed on 7-12-2023: After a lot of discussion, broad understandings were reached with the IBA and an MOU was signed. IBA agreed as under in the MOU.

- Regarding introduction of 5 Day Banking, while IBA has already recommended the same to the Government, IBA agreed to pursue the matter with the Government so that the same is cleared without further delay. We have emphasized and urged that in any case it should be introduced before our final settlement.

Settlement dated 8-3-2024 : In the final settlement/Joint Note signed on 8-3- 2024, the following clause was agreed upon and provided:

- **Weekly off :** In terms of understanding dated 7th December, 2023, reached between IBA and Workmen Unions for declaration of all Saturdays as holidays under Negotiable Instrument Act for Banking industry, IBA has accordingly recommended to the Government. The due changes in the working hours, will be effective after approval by the Government of India and necessary clearances from Government / Reserve Bank of India.

Call for strike on 24 & 25-3-2025: Despite the unambiguous understanding and recommendation by the IBA to the Government, since there was no response from the Government, UFBU gave the call for 2 days' strike on 24th and 25th March, 2025.

Conciliation meeting on 21-3-2025: In the conciliation meeting held by the CLC on 21-3-2025, IBA replied that as per the Settlement / Joint Note, they have already recommended the matter to the Government and they are awaiting their approval. DFS representative stated that the issue is under consideration but cannot commit any timeline. Hence there was virtual stalemate on this issue.

Hence, the Chief Labour Commissioner wanted some senior officials from the DFS to participate in the conciliation meeting to know the stand of the Government to end the stalemate. A senior Joint Secretary of the DFS participated in the meeting via video conference and clarified that the matter is receiving the serious attention of the Government.

We conveyed our disappointment over the undue delay in the matter and wanted the Government to expedite the process.

He assured that the matter was already receiving the serious attention of the Government including at the level of Finance Minister and hence requested the UFBU to reconsider our call for strike so that customers are not put to any inconvenience.

In the fact and circumstances mentioned above, The Chief Labour Commissioner(C) requested us to consider the request of withdrawal of strike.
It was also assured by the CLC(C) that if the strike is withdrawn by the Unions, he shall also take up with the IBA and DFS to consider 5 day working as agreed in the 12th Bipartite Settlement/ 9th Joint Note.

The CLC(C) also assured that he would monitor the development at periodical intervals so that matter may be resolved at an early date.

On the basis of the above clear assurances of the DFS and CLC, the proposed strike in March, 2025 was deferred.

But in the last more than nine months, the assurance given during the conciliation meeting remains only an assurance but with no positive result or outcome.

Thus, the issue has been recommended to the Government for approval as per the understanding reached between IBA and UFBU. Government is also aware that this is one of the important demands of the UFBU.

Government is equally aware that due to multiple reasons, bank staff are working under undue physical and mental stress. Due to inadequate staff, employees, officers and Managers are working under extreme pressure of work.

Hence our demand for declaring the remaining Saturdays as holidays is most reasonable and justified.

It is pertinent to note that the Unions have agreed for increase of working hours by 40 minutes in lieu of declaring holidays on remaining Saturdays. Hence there would be no reduction in working hours per week.

In the financial sector, already in RBI, LIC and GIC, this has been implemented. In Central Government and State Government, all their offices work only from Monday to Friday. Stock Exchanges function from Monday to Friday. Money market, foreign exchange transactions, etc. are closed on Saturdays and Sundays.

Hence bank employees and officers are aggrieved that they alone are being discriminated while it is stressful to work in the Banks.

Hence in the last UFBU meeting it was decided to manifest our protest against this undue delay in considering our demand despite the IBA's recommendation of the understandings as reached on 7-12-2023 and further reiterated in the Settlement in March, 2024.■

REGISTERED NEWS PAPER

LICENSED TO POST WITHOUT PREPAYMENT

To:

IF UNDELIVERED, PLEASE RETURN TO
All India State Bank Officers' Federation
State Bank Building, St.Mark's Road,
Bangaluru - 560 001. Karnataka

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