



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)
Central Office: State Bank Buildings, St. Mark's Road, Bangalore-560 001
Registered Office: 22, Rajaji Salai, Chennai- 600 001

CIRCULAR NO. 27

DATE: 26.04.2025

TO ALL OUR AFFILIATES

DISCUSSIONS WITH IBA ON RESIDUAL ISSUES

We reproduce below the text of AIBOC Circular No. 2025/19, dated 25.04.2025 on the captioned subject, the contents of which are self-explanatory.

#OurUnityLongLive

With Greetings,

Yours Comradely,

(Rupam Roy)
General Secretary

Dear Comrades,

DISCUSSIONS WITH IBA ON RESIDUAL ISSUES

We reproduce the text of UFBU Circular no. 2025/06 dated 25.04.2025 for your information.

Dear Comrades,

Discussions with IBA on 23-4-2025

Further to the conciliation meeting held by the CLC on 21-3-2025 when it was decided to postpone the strike, the IBA called for one round of discussions with UFBU on 23-4-2025 at IBA office in Mumbai.

IBA was represented by the Chairman of the Negotiating Committee Shri Rajneesh Karnatak (MD/CEO of Bank of India), Shri Atul Kumar Goel, Chief Executive, IBA and other Executives and officials. We were represented by AIBEA, AIBOC, NCBE, BEFI, INBEF, INBOC, NOBW and NOBO.

The brief summary of the discussions is as under:

1. **5 Days Banking** : We informed IBA that while the DFS informed us during the conciliation that the issue is engaging their serious attention, various news reports are appearing in the media quoting DFS that this issue is not being considered favourably. We informed IBA that in the event if these reports are true, UFBU may have to revive the strike call. IBA informed that they are following up the issue with the DFS.

2. **Revised PLI scheme for Scale IV officers and above:** The IBA has informed us that the matter has already been taken up with the Department of Financial Services (DFS), and a response is currently awaited. We emphasized that the Chief Labour Commissioner (CLC) has already conveyed to the IBA that, in view of the ongoing conciliation proceedings, the IBA may advise banks to defer the implementation of the revised Performance Linked Incentive (PLI) scheme and the new appraisal format. We further highlighted the recent changes in the appraisal system for officers in SMGS-IV, already introduced in the State Bank of India. These changes have significantly altered the existing performance distribution, reducing the proportion of officers in the top two performance brackets from 80% to 40%, while increasing the share in the bottom two brackets from 4% to 40%. Such a drastic shift has severely demoralized the senior management cadre, who are instrumental in mentoring teams and driving the Bank's growth. This will undoubtedly have a detrimental impact on the morale and motivation of senior officials across the banking sector. It is also pertinent to note that the DFS appears to be pushing for the adoption of a performance appraisal system that is widely considered outdated.

Globally, leading organizations have moved away from the bell curve model, recognizing its limitations and the negative impact of forced rankings. Even major private sector banks like ICICI Bank discontinued the bell curve system in 2022, opting instead for team-based incentive models. In light of these developments, we urged the IBA to actively pursue the matter with the DFS and impress upon them the need to put the current process on hold. We also reiterated the importance of revisiting and revising the appraisal framework through mutual discussion and consensus.

3. **Recruitment:** IBA informed that already Banks have started increasing their Indents with IBPS and for the current financial year 2025-26, the Indents for recruitment of clerks/CSA by Nationalised Banks have gone up from 6128 to 11,830 and further in SBI, there will be recruitment of 14,191 clerical staff. IBA

informed that in some of the Banks as against zero Indent, there will be additional recruitments this year (Indian Bank, zero to 1580, BOB, zero to 1200, Bank of Maharashtra, zero to 499, UCO Bank, zero to 384). Similarly, in some Banks, the original Indents have been revised upwards (Canara Bank from 1250 to 2000, Bank of India from 331 to 1618). IBA informed that Banks are positive on this issue and there would be further recruitments in the days to come in the banks but the number of staff to be recruited can be decided by each Bank's Board only. We informed that the issue needs further discussion at IBA level so that in the banks there would be adequate recruitments.

On the issue of recruitment of substaff and part time employees, we pointed out that no Bank is filling up the vacancies through recruitments and large number of temporary and casual staff are being employed by the Banks and that there are also attempts to outsource these jobs on contract basis. IBA informed that before resorting to recruitment of substaff and part time staff, the issue of outsourcing is to be resolved. In view of the minutes signed before CLC, Banks are maintaining status quo but they would like to resolve the issue amicably through mutual discussions and hence asked for the views of the Unions latest before 30th June, 2025.

4. Updation of Pension/Revision in Ex-gratia for pensioners: IBA informed that the issue of updation of pension is subjudice and hence cannot be discussed. We took up the issue of revision in ex-gratia for pensioners. IBA informed that they would like to continue the same amount. On our plea and insistence, they agreed to discuss the issue in their MC meeting.

5. Uniform DA formula for pensioners at 8088 points: IBA informed that the issue can be discussed if it is cost-neutral and would not involve in additional outgo. They asked the Unions to submit their suggestions so that the same can be examined for taking a decision.

6. NPS to OPS : We pointed out that in the Government, they have introduced a new scheme and hence in our case also, we can discuss the issue of restoring old pension scheme for the employees now covered by the NPS. Issue will be discussed further.

7. Leave Bank : Further to discussions held in the last round of meeting, we suggested that donation of leave by the employees can be one scheme and sanction of salary in case of loss of pay due to extreme medical reasons can be a

standalone scheme and hence tax burden may not be invited. IBA said the issue can be examined from tax liability angle after which a decision will be taken.

8. **Disciplinary Action – modifications:** IBA agreed that the suggestions agreed upon in the Small Committee for Workmen will be studied and thereafter the same will be incorporated in the relevant provisions. For officers, the discussion held so far will be further carried forward.

9. **Review of efficiency of workmen at the age of 57/58:** IBA suggested that a clear provision can be added to measure efficiency so that there is no misuse or arbitrary action and to avoid any subjective decision at any level. We have asked the IBA to outline their suggestions in this regard.

10. **Safety of employees and officers against increasing assaults and attacks:** We suggested that permanent Security staff should be provided to Branches to prevent physical assault on bank staff. We also suggested that DFS should issue an Advisory to Banks to enable Branch Managers to immediately file FIR against any assaulter and also close down the accounts of such offenders. IBA said that our well-intended suggestions would be examined.

11. **Income tax on perquisites :** We demanded that the tax liability on perquisite value be borne by the Banks. IBA informed that this decision can be taken only at individual bank level and not by the IBA.

12. **Maternity Benefits:** IBA suggested that since there are certain positive provisions in the Maternity Benefit Act, we may adopt the same in lieu of the existing provisions under BPS/OSR. We informed that we will compare the provisions and submit our views in the next meeting.

With greetings

Comradely Yours,

Sd/-

Rupam Roy
General Secretary

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General Secretary: +91-9957563825, SBIOA (N.E. Circle) 6901256554

Camp Office – State Bank of India, Local Head Office, Dispur, Guwahati, Assam- 781 006

Bengaluru: (Dir) 080 2221 1006

General: 080 25943132

Email: aisbofbangalore@gmail.com

Web: www.aisbof.org