



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. 46
TO ALL OUR AFFILIATES

DATE: 12.08.2025

CONCILIATION MEETING HELD ON 11.08.2025 BY CLC

We reproduce below the text of AIBOC Circular No. 2025/34, dated 11.08.2025 on the captioned subject, the contents of which are self-explanatory.

With Greetings,

#OurUnityLongLive

Yours Comradely,

(Rupam Roy)
General Secretary

Dear Comrades,

CONCILIATION MEETING HELD ON 11.08.2025 BY CLC

We reproduce the text of UFBU Circular no. 2025/12 dated 11.08.2025 for your information.

Dear Comrades,

Further to the last round of conciliation meeting held on 17-6-2025, another round of conciliation meeting was held today in the CLC office in Delhi. Preceding this, Bipartite discussions were held between IBA and UFBU on 10-8-2025.

Prior to this meeting, meeting of the representatives of UFBU was held to discuss and take a common view on the issues.

UFBU Meeting: In the UFBU meeting, all the Unions expressed their serious concern about the undue delay on the part of the Government on the important issue of 5-Days Banking and felt that strike action on this issue should be revived at the earliest. Regarding recruitment of clerical staff in the Banks, the meeting noted that the process has started even though the Indents placed by the Banks are not adequate. It was further decided that the issue of recruitment of substaff

in the Banks should be further pursued. On the issue of PLI, it was decided that the uniform formula provided in the bipartite Settlement/Joint Note should be honoured and Government's proposed formula for scale IV officers and above can be discussed, duly addressing issues like relativity with the other staff upto scale III and finetuning the formula on eligibility, applicability, cost outgo, etc.

Bipartite meeting with IBA: In this meeting, the IBA reported on the details of recruitment of clerks made by the Banks during 2024-25 and recruitment under process during the current year 2025-26. IBA also informed us that the issue of recruitment of substaff can be discussed further along with outsourcing some of the functions through bilateral negotiations. Regarding 5-day banking IBA informed that they are awaiting the approval of the Government. There were discussions on the issue of PLI as advised by the CLC and it was decided to continue the discussions to arrive at some acceptable suggestions to be submitted to the Government.

Conciliation meeting: The Conciliation Proceedings were held today. Besides IBA, representatives of all the PSBs and many private banks were present in the discussions. Representatives of DFS, Finance Ministry were also present. The following issues were discussed today during the course of conciliation:

1. **Increasing attacks on bank staff by unruly customers/public:** IBA informed that Secretary, DFS had addressed a letter to all the Chief Secretaries of the State Governments to extend all possible security arrangements to the Banks and thereafter, IBA has also sent its advisory to all the banks to ensure the safety and security of the bank staff and that the banks have been duly sensitized on this important issue. While thanking them for all these initiatives and measures, we pointed out that to prevent occurrence of attacks, Branches should be provided with permanent Armed Guards/Security Guards. We further pointed out that outsourced security staff will not serve the purpose.

After discussions, Dy. CLC advised the IBA and Banks to examine the suggestion of the Unions and take necessary decision on appointment of Armed Guards as provided in the Bipartite Settlement.

2. **Adequate recruitment of staff:** There were detailed discussions on this issue. IBA submitted the details of the vacancies that arose in PSBs in 2024-25 and 2025-26 on account of retirements, etc. and the number of CSAs indented from IBPS and actually reported.

Clerks/ CSAs	Reduction due to retirements, etc	Indent placed with IBPS	Reported
2024-25	14,066	22,927	17,647
2025-26	10,051	17,397	3,078 so far @
@ Figures as on date of collection, further recruitment/reporting process is still on.			

We pointed out that the above recruitment is not at all adequate as there is acute shortage of staff in Branches. IBA agreed that the issue can be further discussed and each Bank has to work out their manpower requirement. Regarding non-recruitment of substaff, we explained with figures as to how in all the Banks, not even the minimum of one sub-staff member is available.

We also pointed out that this is resulting in engagement of large number of temporary employees in the Branches including in cash department, currency chest, etc. We demanded that these vacancies should be filled through recruitment of permanent substaff in the Branches.

In response, IBA stated that IBA and the Banks are seized of the issue and are ready to discuss the issue further with us along with reaching bilateral understanding on outsourcing some of the functions which may not be undertaken by permanent substaff. We informed that such discussions should also include the issue of absorption of the temporary employees.

3. **Revised PLI as per Government formula:** IBA informed the Dy.CLC that the issue is under discussion with the Unions with a view to reach an amicable understanding. We also pointed out that we are open to discuss the issue while stating that the existing PLI scheme as per BPS/joint Note can be suitably modified addressing the issues of relativity, modality and cost-outgo. Dy. CLC advised the IBA and Unions to continue the discussions to arrive at an early understanding.
4. **5 Days Banking:** IBA informed the Dy. CLC that they are still awaiting the approval of the Government. Representative of the DFS informed that the matter is still under consideration and the Government is yet to take a final decision in that regard. We pointed out that the strike call in March, 2025 was deferred only to enable the Government to expedite the decision and also based on their assurance to do so. We expressed our deep disappointment and displeasure over the undue delay and informed that UFBU would be constrained to revive the strike call if there is further delay in the matter. Dy. CLC, after discussion informed that their communication to the DFS to expedite the issue would be followed up to ascertain the steps taken by the Government.
5. **Enhancement in Gratuity by amending the Act:** We brought to their attention that the ceiling under the Gratuity Act needs to be enhanced to Rs. 25 lacs similar to the scheme for Government employees. We were informed that the issue is being expedited and an early decision is expected.

6. **Non-filling up of Workman Director/Officer Director in the Banks:** The DFS representatives informed that already recommendations have been sent to the Appointments Committee of the Cabinet for 14 cases and their approval is still awaited.
7. **Wage revision in CSB Bank:** We pointed out that the Bank management in CSB Bank had agreed to negotiate and settle the issue on receipt of the charter of demands but so far the issue is being delayed even though Unions have submitted the demands. The Dy. CLC advised the representative from CSB Bank to start negotiations with the unions to resolve the same amicably.

The proceedings have been adjourned to 15-10-2025.

With greetings,

Comradely Yours,

Sd/-
Rupam Roy
General Secretary

At the Service of Members for more than 5 Decades

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