

Shri S K Kakkar
Sr. Advisor (HR&IR)
Indian Banks Association
Mumbai – 400005

Dear Sir,

11th Bipartite Negotiation : Non-financial Issues

In continuation of our earlier communiqué dated 08.10.2020 addressed to the Chairman, Working Group for Officers' and the discussion we had with you on this subject, we request your good office to convene a meeting of sub group of officers to discuss various non-financial issues simultaneously with the meeting of working group for officers, as those issues are going to be an integral part of the Joint Note to be signed between IBA and officers' organisations. The pending non-financial issues are appended.

1. Introduction of 5 day Banking: Core Group meeting held in the month of December 2018, IBA had agreed in principle to take forward the issue to Government of India and RBI for implementation.

2. Updation of Pension : It was categorically expressed by IBA in the meeting in Dec'18 that impact analysis is required to understand the load factor in the individual Banks. Hence, appointment two actuaries, as was done in 2009, should be carried out within a defined time frame.

3. Discipline & Appeal Regulations ; a) Effects of Punishment – SBI Circular can be taken on record for discussion and its implementation in individual banks.

b) As per government circular of 2006, retired personnel can extend assistance in departmental enquiries up to 7 cases. (Detailed Note Submitted)

4. Accountability Policy : The detailed document was submitted to IBA. The views of member banks can be collected and based on the same an advisory may be issued by the IBA. (Detailed Note Submitted)

5. Double jeopardy: As one-time measure, those who had been denied of PQP, FPP and stagnation increments on account of their inability to accept the promotion due to certain circumstances beyond their control be considered for financial relief. (Detailed Note Submitted)

6. Payment of Boarding & Lodging to Defence Assistants. (Issue rose during discussions and was to be referred to IBA HR committee)

7. Grid Holiday : Officers who are working in grids are eligible to get 6 or 7 National holidays as against the national declared holidays of 21 to 23 days on an average available to the officers working in braches. The difference in the leave should be credited to their ordinary leave account and the overall ceiling should not be made applicable to these officers. (Detailed Note Submitted)

8. Release of Increments on 1st January and 1st July ; A note was submitted and in the course of the discussion, it was agreed to consider the same. (Detailed Note Submitted)

9. Improvement in special area allowance and special compensatory allowance for NE, Jammu. Himachal, Sikkim, Sunderban and terrorist infested areas. (Detailed Note Submitted)

10. Improvement in L.F.C and monetisation of LFC- Mode of travel for all officers should be by Air, for senior executives- executive class travel and restoration of foreign travel within the domestic entitlement (Detailed Note Submitted)

11. Definitions of family should include the parents, father-in-law and mother-in-law, brothers and sisters, divorced or deserted to be treated as members of the family for purpose of LFC. HTC and medical facilities (No age bar for divorced daughter). The income criteria for dependent to be increased substantially.

12. Issues regarding lady employees including Child care leave: The Hon'ble Minister for State for Finance and Corporate Affairs had declared in the floor of Parliament that the facility of childcare leave will be also available to all female staff in Public Sector Undertakings. This issue along with lady employee related issues should be incorporated in the Joint Note under leave rules (Detailed note submitted).

13. Gratuity as per Act: An officer who has put in more than 30 years of service, 45 days of wages should be taken into account, as many ALC decisions are already there on records.

In this regard, we also append the status of the non-financial issues raised by us in tabular form for your convenience.

S.NO OF THE ISSUE RAISED	DEMANDS RAISED BY 4 OFFICERS' ORGANISATIONS	STATUS	OUT COME OF THE DISCUSSION	ACTION TAKEN
6.	Date of Sanction of annual increments should be 1 st of January and 1 st of July	For NC discussion	UFBU will submit detailed note on this and will be discussed in the next meeting.	4 officers' organisations submitted a brief note on this score to IBA.
7.	The present embargo in regard to the sanction of stagnation increment. Automatic movement and PQP in respect of those officers who have opted out of promotion should be removed	closed	UFBU will submit detailed note on this and if required HR committee can examine the matter and guide accordingly.	We have submitted the note "Double Jeopardy", the ground for reconsidering the same.
12.	Improvement in transportation charges at the time of transfer and two months' salary to compensate incidental expenses in transfer	Closed	Benchmarks should be changed (not railways). For packaging, loading unloading and Insurance charges examination, we can take quotation from transport vendors and IBA can make a broad frame work so Bank can take decision at their level.	It is part of OSR and hence needs to be discussed- Hill to plain and also Andaman to Kolkata/Chennai.
14.	Review and rationalisation of halting/boarding/travelling expenses/Hill area allowances etc.	For NC discussion.	Hotel charges will be decided by Individual Bank. Other allowances may be considered at the time of increase in agreed allocation of payslip component corpus. Defence representative case can be submitted to HR	

			Committee.	
15.	Introduction of incentive for rural and other sensitive/difficult area	For NC discussion	UFBU will submit detailed note on this and will be discussed in next meeting.	
16.	Improvement in special area allowance and special compensatory allowance for NE, Jammu, Himachal and terrorist infested areas.	closed	This is as per Government guidelines issued from time to time. If any anomaly will take up the matter. Officers on promotion posted from one State to another with NER, they are entitled to higher allowances. Whereas if he/she is retained they are not eligible for this allowance.	RBI and State Government employees are being paid the allowance .The employees promoted and retained at the same State in these institutions. Why not for Bank officers.
18.	Improvement in L.F.C and monetisation of LFC- Mode of travel for officers should be by Air, for senior executives', executive class travel and restoration of foreign travel within the domestic entitlement.	For NC Discussion	UFBU will submit detailed note on this with the study of Airfare and an ideal situation for LFC monetisation.	A detailed note has already been submitted by the 4 officers' organisations.
20.	Introduction of 5 day Banking	Agreed in Principle	May be discussed by articulating with GOI and RBI	On 23 rd Sept, 2019, Secretary DFS Mr. Rajeev Kumar assured to work out a via media. On his assurance, two days' strike got deferred. When RBI, Stock and Money Markets, government offices can have 5 day week, why it is denied to bank

				employees.
21.	Working hours for officers should be defined and regulated in terms of ILO Norms.	closed	IBA can bring the Work life Balance note to HR Committee and MC. An advisory can be issued to banks.	
22.	Definitions of family should include the parents, father-in-law and mother-in-law, brothers and sisters, divorced or deserted to be treated as members of the family for purpose of LFC, HTC and medical facilities. The income criteria for dependent to be increased substantially.	Agreed in Principle	Person who is dependent should be included for both medical and LFC purposes. Definition of family can be considered on the basis of irrevocable declaration given by concerned officer and accepted by the bank. Agreed for income criteria of dependent family from 10000/ to 12000/	
26.	Record note of 25.05.2015 should be implemented in toto. Revision of Pension, Family Pension @30% of last drawn pay and the principle of one rank one Pension	For NC discussion	Revision in Pension and family pension need to be examined the cost factor and affordability of banks. Impact analysis is required by the banks to understand the load factor. Capacity to pay by banks can be presented to Government.	Family pension verbally assured by the Chairman IBA on 22.07.2020 on the date of signing the MOU
30	Review of loans and advances to staff. The Road tax on vehicles should be paid by the banks on inter-state transfers.	Closed.	Individual Banks will take a view for loans and advances to staff. ROAD TAX: Matter pertains to concern State as per vehicle Tax. Wherever person has to change the	

			registration no of his vehicle, amount will be reimbursed by the respective Banks. This matter can be put up to HR committee.	
31.	Review of the disciplinary Rules procedures. Risk allowance should be introduced to provide cover all the leading risks to all sanctioning authorities at all grades.	For NC discussion	Meetings were held on 21.11.2017 and 18.12.2017. Decisions are yet to submit by the sub group.	
32.	Present ceiling of 3% of net profit for welfare to be increased to 3% of gross profit without any ceiling for staff welfare activities.	Closed.	IBA can write to Government-if bank is in profit, 3.5% of the net profit without ceiling and if bank is in loss it can take as per the last year.	

We once again request you to arrange the meeting to discuss the above issues simultaneously with the meeting of formulating pay slip components and related issues, which has already been scheduled on 12.10.2020.

Stay safe stay healthy.

With regards,

Yours sincerely,


General Secretary
AIBOC


General Secretary
AIBOA


General Secretary
INBOC


General Secretary
NOBO