

**ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)  
ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)  
INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)  
NATIONAL ORGANIZATION OF BANK OFFICERS (NOBO)**

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Camp : Mumbai  
Date : 04.01.2021

To All Affiliates of AIBOC/AIBOA/INBOC/NOBO

Dear Comrades,

**Re :: 8<sup>th</sup> Joint Note  
Discussion on Residual Issues**

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We convey warm New Year greetings to all our Affiliates and members.

In pursuance of the consistent approach of the Officers' Organisations to arrive at an understanding on the above subject, IBA convened a meeting today at Mumbai. IBA team headed by Shri Rajkiran Rai G, Chairman IBA; Shri Alok Choudhary Dy. Managing Director, SBI and Chairman, Working group of officers; Shri Rakesh Sharma MD & CEO, IDBI Bank; Shri A.K. Goel, MD & CEO UCO Bank(on VC), Shri Shyam Srinivasan, MD & CEO Federal Bank (on VC) Shri Sunil Mehta CEO, IBA; Shri Gopal Murli Bhagat, Dy CEO, IBA, Shri S.K. Kakkar, Sr. Advisor along with IBA HR team, participated in the meeting. From our side the undersigned five representatives of officers' organizations participated in this very meaningful and significant exercise.

**02.** IBA chairman while welcoming the representatives of organisations informed that the Family pension and NPS details are being compiled for onwards submission to DFS for necessary clearance and approval.

During the course of the meeting, our team of representatives from Officers' Organisations, made certain observations and sought clarifications on some key issues of the 8<sup>th</sup> Joint Note signed on 11<sup>th</sup> November 2020. It was agreed by IBA to provide clarifications to member banks in due course. On residual demands including many non financial demands, deliberations were held and its minutes were drawn. A copy of the minutes is appended.

We placed on record our appreciation to the entire IBA HR Team for their positive role in successful conclusion of the 8<sup>th</sup> Joint Note on officers' wage revision and also for having an open mind on all residual issues discussed today.

With greetings,

Yours sincerely,

Sd/- (Sunil Kumar) President AIBOC	Sd/- (Soumya Datta) General Secretary AIBOC	Sd/- (Nagarajan S) General Secretary AIBOA	Sd/- (Prem Kumar Makker) General Secretary INBOC	Sd/- (Viraj Tikekar) General Secretary NOBO
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**AIBOC Enclo : As referred above.**

**Supplementary Minutes of Discussions on certain issues between Indian Banks' Association and Officers Associations dated 4<sup>th</sup> January, 2021**

Arising out of the Charter of Demands submitted by the Officers Associations to the Indian Banks' Association on revision of wages and service conditions, while the issues and demands raised by the Unions have been mutually discussed, resolved and entered into an agreement vide Joint Note signed on the 11<sup>th</sup> November, 2020, certain issues need further discussions besides approval from appropriate authorities, etc., and it is felt expedient by the parties to minutise the same as under for the purpose of further discussions, follow-up and possible resolution.

Sl No.	Non-financial issues of Officers	IBA Comments
1.	<b>Introduction of 5 day Banking:</b> 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.	Matter will continue to be deliberated with all the stake holders i.e. Govt./RBI etc.
2.	<b>Updation of Pension :</b> 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 of two actuaries, as was done in 2009, should be carried out within a defined time frame	IBA is actively evaluating the issue as demanded by the Associations, for which an actuary is appointed.
3	<b>Discipline &amp; Appeal Regulations ;</b> 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)	A Committee has been formed under the chairmanship of Shri Matam Venkata Rao; Executive Director, Canara Bank to examine all issues related to staff accountability and after having inputs from Officers Associations, give recommendations for adoption by the banks
4.	<b>Accountability Policy :</b> 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.	<b>Double jeopardy:</b> As one-time measure, those who had been denied of PQP, FPP and stagnation increments on account of their inability to appear for or accept promotion due to certain circumstances beyond their control be considered for financial relief. (Detailed Note Submitted)	HR Committee to examine the views expressed afresh.



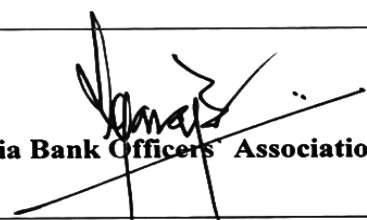

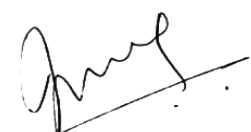
*[Handwritten signatures and initials]*

**Supplementary Minutes of Discussions on certain issues between Indian Banks' Association and Officers Associations dated 4<sup>th</sup> January, 2021**

6.	<b>Payment of Boarding &amp; Lodging to Defence Assistants. (Issue rose during discussions and was to be referred to IBA HR committee)</b>	IBA agreed.
7.	<b>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)</b>	HR committee to examine and suitable advisory to be sent by IBA to member banks.
8.	<p>Adhoc Temporary Incentive for officers posted in North East (Special Duty allowance for central Government employees) should be made available to Local officers as being made available to Central Government Employees and other Public Sector Enterprises. The rate will be revised from 20% to 10% without any ceiling.</p> <p>Since the Bank officers are paid either of the Hill &amp; Fuel allowance or Special Area Allowance and both are not paid in case of payment of Adhoc Temporary Incentive for officers posted in North East ( popularly known as North East Allowance) whereas in Central Government Special Compensatory/Remote Locality allowance which is known as Special Area Allowance in banks is paid in addition to special duty allowance (Adhoc Temporary Incentive for officers posted in North East in our case). The other anomalies in allowances with central Government for <b>Jammu, Himachal, Sikkim, Leh, Ladakh, Sunderban and terrorist infested areas be suitably revised.</b> (Detailed Note Submitted)</p>	This is as per government guidelines issued from time to time. Anomalies, if any, will be addressed.
9.	<b>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.</b>	Person who is dependent should be included for Medical and LFC. Definition of family can be considered on the basis of a declaration given by an officer as necessitated. Agreed for increase of income criteria of dependent

*[Handwritten signatures and initials]*

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		family member from Rs. 10000 to Rs. 12000. INTERPRETATION ON THE ISSUE OF "DEPENDENT" CLAUSE TO BE CLARIFIED BY IBA TO MAKE IT UNAMBIGUOUS.
10.	<b>Issues regarding lady officer employees including Child care leave:</b> 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).	As per GOI regulations. Creche facilities are being introduced by banks where ever feasible. Placement and postings are decided by individual banks. The issue of child care leave with salary as applicable in Central government will be examined by the HR Committee.
<p align="center"><b>For Indian Banks' Association</b></p> 		 <b>For All India Bank Officers' Confederation (AIBOC)</b>
		 <b>For All India Bank Officers' Association (AIBOA)</b>
		 <b>For Indian National Bank Officers' Congress (INBOC)</b>
		 <b>For National Organization of Bank Officers (NOBO)</b>

REPRODUCED BY KARNATAKA BANK OFFICERS' ORGANISATION (REGD.) MANGALURU-575 003

Mangaluru  
05.01.2021

  
**(Suresha Hegde S.)  
GENERAL SECRETARY**