



ALL INDIA BANK OFFICERS' ASSOCIATION

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Circular No.10/VIII/2025

14.03.2025.

TO

ALL STATE COMMITTEES/ AFFILIATED UNITS:

Comrades,

DISCUSSION ON RESIDUAL ISSUES HELD BY IBA

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In terms of the understandings arrived at on **08.03.2024** at Mumbai, while concluding the 9th Joint Note on Officers' Wage revision, that the residual issues would be sorted out within a **maximum period Six months**.

2. On **26th August 2024**, there was a meeting held at Bengaluru, wherein the minutes of PLI was signed and other issues were taken for discussion, without any conclusion, except exchanging a note on the '**Introduction of Leave Bank**', provided by the IBA.

3. Yesterday, at Mumbai, the discussions on the residual issues, was held at IBA Office. Mr. A.K. Goel, who assumed the office of the Chief Executive IBA on 11.03.2025 attended and initiated the discussions with his approach and priorities. The eleven constituent unions' representatives responded referring to his communication in a positive way. The interaction lasted for 50 minutes with him.

4. Subsequently, the discussion on the Residual issues was initiated by Shri. Gopal Murli Bhagat Dy. CEO IBA and Shri. Brijeshwar Sharma Senior Advisor, HR&IR.IBA. CGMS and GM of **SBI, BOB, BOI, UBI and CBI** were also participated in the interactive exercise.

5. The listed issues were bifurcated as officers and workmen issues. There were common issues: [1]. Payment of Gratuity at the rate of one month Pay for each year of Service without any restrictions: [2]. Option for NPS optees to join OPS [3]. Extending ex-gratia to private banks [4.] Adequate Recruitments in Banks [5]. D.A. Scheme for all pensioners at the uniform index of 8088 index points [6]. Inclusion of special allowance for superannuation benefits [7]. North East incentive on the lines of RBI / LIC [8]. Modifications in Compassionate Appointment scheme. [9]. Premium of medical insurance policy to be borne by the banks [10]. Improvement in Group Medical Insurance Policy. [11]. Updation of pension for past retirees [12]. Improvements in Pension Scheme.

6. **INTRODUCTION OF LEAVE BANK:** It was shared about the efforts made by them with the Earnest and Young Consultants to have a clear idea on the tax implications to be met by the beneficiaries. Exchange of views were made to arrive at a solution at an early date. The suggestions are to be submitted to **IBA by 31.03.2025**, by the unions.

7. **REVIEW OF EX-GRATIA TO PENSIONERS:** It will be undertaken in the ensuing financial year April 2025.

8. **INCORPORATINGS CERTAIN PROVISIONS OF PENSION REGULATIONS:** Central Government has revised the minimum qualifying service to avail **Pension, facility to dependent disabled persons, as per DOPT circular, and need to revise quantum of Minimum Pension for the pension optees of 1986 etc.** It was agreed to incorporate the same.

9. **MONETISATION OF LTC/LFC:** The discussions held a day prior to signing the 9th Joint Note was inconclusive and expressed to be followed up in due course.

10. **DISCIPLINARY ACTION AND PROCEDURES:** IBA representatives informed that there were forward movement in the matter of finalization D&A procedures for officers. The Standard Operating Procedures (SOP) are in the concluding stage for circulation to the banks. From our organization, we insisted that the effects of punishments should also clearly spelt out in the document. **IBA should have held a meeting within three months from date of signing the 9th Joint note on officers' Wage revision as per 9th Joint Note on Officers' Wage revision, which was not held so far.**

11. **UNIFORM CASH HOURS AND BUSINESS HOURS:** As there are conflicting stand between the individual banks and also the SLBC operating in the States, steps should be taken by IBA to streamline the timings, which was consented, subject to the feedback they receive.

12. **D.A SCHEME FOR PENSIONERS AT 8088 POINTS:** The issue was kept open for having the details pertaining to introduction of uniform index to Pensioners at 8088 points.

13. **RECRUITMENTS:** Except SBI, where the staff ratio is 1:1, rest of the Banks the situation is precarious. Officers are to do multiple jobs with skeleton staff at the Branches. The Statement **made in the temple of democracy - Parliament was also shared i.e., 95% vacancies have been filled,** by a responsible people's representative. The Government should be informed by you about the precarious situation at ground level faced by the workforce.

14. **Special Allowance to NER on the lines of RBI / LIC:** It was requested that the ceiling of Special allowance should be increased.


15. **GRID HOLIDAYS:** The issue is hanging on fire from last 8th Joint Note on officers' wage revision. It was informed that a separate note will be submitted to IBA, though, earlier we had given the details by four officers organizations and discussion was held on 30.01.2023 by IBA team headed by **Shri. A.K. Goel** the then Chairman IBA and **Shri. M.V. Rao**, the then negotiating Chairman IBA with four organizations.

The entire exercise which lasted for 130 minutes was focusing around the principles
"cure some; relieve most but comfort all".

Please exercise the "RIGHT TO DISCONNECT" between 8.00 pm to 9.00 am to secure much vexed issue of Regulated working hours and also connected issues.

WITH GREETINGS OF HOLI FESTIVAL,

Yours Comradely,



**/S.NAGARAJAN/
GENERAL SECRETARY**

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**Mangaluru
14.03.2025**



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