



ALL INDIA BANK OFFICERS' ASSOCIATION

Central Office : "A.K. Nayak Bhavan", IInd Floor,
14, Second Line Beach, Chennai - 600 001

Phone: 25265511 / M 9840645081 / FAX: 044-25249081 / e mail: aiboa.hq@gmail.com / www.aiboa.org

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

Date: 15th February, 2017

To,
The Chairman
Indian Banks' Association
MUMBAI

Dear Sir,

OFFICERS WAGE REVISION – 01.11.2017

As you are aware the 8th Joint Note needs to be arrived at w.e.f 1.11.2017, as the current one will come to an end on 31st of October, 2017.

2. We understand that the Government has conveyed their intention to complete the process of negotiations by November, 2017. We also understand, that majority of the Banks are yet to give their mandates to the IBA.
3. We are herewith submitting broad summary of the Charter of Demands to be discussed. The comprehensive charter of demands will be submitted in due course.
4. We hereby request the IBA to initiate the process of obtaining mandates from all Banks and commence the process of negotiations so as to conclude the settlement at an early date, as the previous bipartites have been settled after undue delay of more than two years, causing frustration and hardship to the officers
5. Please acknowledge the communication and inform us of further developments in this regard.

Thanking you,

Yours faithfully,

Sd/- (Y. Sudershan) President (AIBOC)	Sd/- (Harvinder Singh) Gen. Secretary (AIBOC)	Sd/- (S. Nagarajan) Gen. Secretary (AIBOA)	Sd/- (K.K. Nair) Gen. Secretary (INBOC)	Sd/- (Dr. S.U. Desphande) Gen. Secretary (NOBO)
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BROAD SUMMARY OF CHARTER OF DEMAND FOR OFFICERS WAGE REVISION

1. Wage revision should take into account risk, responsibility, accountability and transferability of officers. Revised Basic Pay at par with Central Government Officers on the same principles of 7th Pay Commission.
2. Revision of improvement in pay scales by merger of DA upto 31.10.2017.
3. Special Allowance, with DA as on 31.10.2017, to be merged with the existing Basic Pay.
4. Revised DA formula with provision for automatic merger and improvement in Compensation against price rise.
5. An allowance equal to amount of last drawn Increment should be granted every year after reaching maximum in the scale.
6. Date of sanction of annual increments should be on 1st January and 1st July every year.
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.
8. Upward revision of HRA commensurate with market rent.
9. Substantial increase of CCA for all centres.
10. Post Allowance should be introduced.
11. Closing allowance to be enhanced and paid once in 3 months, for every quarter.
12. Improvement in transportation of charges at the time of transfer and two months' salary to compensate incidental expenses on transfer.
13. Payment of lumpsum amount on transfer to meet the education expenses of children on account of transfer.
14. Review and rationalization of halting/boarding/travelling expenses/Hill area allowance etc.
15. Introduction of incentive for rural and other sensitive/difficult areas.
16. Improvement in special area allowance and special compensatory allowance for N.E, Jammu, Himachal and terrorist infected areas.
17. Introduction of Commercial Banking allowance as prevailing in the Reserve Bank of India.

18. Improvement in Leave Fare Concession and monetization of LFC – The entitlement of mode of travel should be made as air travel to all the officers, and executive class for senior executives and restoration of LFC abroad within domestic entitlement.
19. Special Provision for Women Employees with regards to placement and postings, provision of crèche facility/flexi timings/work from home, child care leave with salary as applicable in Central Government etc.
20. Introduction of 5 days Banking.
21. Working hours for officers should be defined and regulated, in terms of ILO Norms.
22. Definition 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 family for the purpose of LFC, HTC and Medical facilities. The income criteria for dependents to be increased.
23. The Provident Fund should be at the rate of 12% of the total salary and allowances.
24. The Gratuity should be paid at the rate of one month salary and allowance without any ceiling.
25. Roll back to the existing pension scheme to all those who are in NPS.
26. Record note of 25.5.2015 should be implemented in Toto. Revision in Pension, Family Pension at 30% of last drawn pay and the Principle of One Rank One Pension
27. Encashment of entire leave at credit should be permitted on resignation.
28. Improvement in all leave facilities/introduction of the concept of leave Bank etc.
29. Roll back of Mediclaim Insurance for serving officers and retirees, removal of anomalies etc.
30. Review of loans and advances to staff. The Road Tax on vehicles should be paid by the Banks on inter-state transfers.
31. Review of Disciplinary Rules Procedure. Risk allowance should be introduced to provide cover to all the lending risks to all sanctioning authorities at all grades.
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.
33. Categorization of Branches to be done uniformly for all Banks by IBA & RBI.
34. Massive recruitment of Officers, assistants and subordinate staff required.

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

Mangaluru
28.02.2017

Sd/-
(K. RAGHAVA)
GENERAL SECRETARY