



# ALL INDIA BANK OFFICERS' ASSOCIATION

CENTRAL OFFICE

2<sup>nd</sup> Floor, 109/10, Angappa Naicken Street,  
CHENNAI - 600 001



Ph: 25265511/Mobile: 98406 45081 Fax: 044-25249081 / E-mail: aiboa.hq@gmail.com Website: www.aiboa.org

Circular No.20/VIII/2026

15.05.2026.

**TO: ALL STATE COMMITTEES / AFFILIATED UNITS:**

Comrades,

## NEXT WAGE REVISION DUE ON 1.11.2027

\* \* \* \* \*

Government of India, Ministry of Finance, Department of Financial Services, vide its communication dated 20<sup>th</sup> April 2026 addressed to Chairman SBI and MDs & CEOs of all Nationalised banks on the captioned subject and **advised to commence and conclude the wage revision exercise within 12 months** as also to complete all amendments to the relevant regulations to **give effect from 1.11.2027**. The copy of the communication is annexed herewith.

2. As you aware that that there **are issues pending at Government and also with IBA level** ie; [A.] PLI to the workforce in a graded manner contrary to the government approach to consider annualized salary to Scale IV and above up-to the whole time directors of the Banks Board [B] 5 day working week [C] Review of the ex-gratia to the retirees [D] Non-consideration of the Ex-gratia to the retirees in Private sector Banks. [E] Finalisation of the provisions of Discipline and Appeal Regulations for officers [F] Monestisation of LFC as available to SBI officers, [G] Introduction of Grade Pay [H] Updation of Pension on RBI lines [I] Grid Holidays [J] Child care leave [K] Non-Payment of special allowance to officers in Jammu etc.

3. The current situation prevailing in and around the workforce in our industry are; The 8TH Pay commission recommendations are awaited. (1.01.2026). **Already LIC** workforce, drawing more Dearness Allowance compensation for the **past two settlements** for every 4 points rise @ **108.10%**. There are every possibility to create division between officers up-to Scale III vis-à- vis Scale IV and above, **as in the past**. Securing the mandates for all officers in Public and Private banks for a meaningful conclusion of the discussion within the time stipulated and also in the background of the Public Sector Banks have earned around Rs1.96 lacs Crs profit for the financial year ended 31.03.2026. The threat looming large in our Industry is that **the next round of Bank Mergers** reducing the number of Public Sector Banks to 4 or 5.

4. Keeping the above listed issues and circumstances in mind, we call upon the officers of the Affiliated units as well as the State Committees to ponder over the issues to be taken for the negotiation in the next round of wage negotiation.

We seek the response from the officers' fraternity.

Yours Comradely,

**S. NAGARAJAN.**  
**GENERAL SECRETARY**

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

Mangaluru  
19.05.2026

**(SURESH HEGDE S)**  
**GENERAL SECRETARY**

eF. No. 4/2/1/2026-IR  
Government of India/ भारत सरकार  
Ministry of Finance/ वित्त मंत्रालय  
Department of Financial Services/ वित्तीय सेवाएं विभाग

3<sup>rd</sup> Floor, Jeevan Deep Building,  
Parliament Street, New Delhi-110001  
20<sup>th</sup> April, 2026

To:

1. Chairman, State Bank of India
2. MD & CEOs of all Nationalised Banks

**Subject: Wage revision in Public Sector Banks**

Sir,

This is with reference to the 13<sup>th</sup> Bi-partite Settlement / 10<sup>th</sup> Joint Note for wage revision of employees of the Public Sector Banks, which is scheduled to take effect from 01.11.2027. It is noteworthy that the last settlement (i.e., the 12<sup>th</sup> Bi-partite Settlement / 9<sup>th</sup> Joint Note) was concluded in a much shorter period of 14 months, compared with the average of around two and a half years for previous settlements.

2. As the timely conclusion of the Settlements is essential for maintaining industrial harmony, Public Sector Banks are advised to initiate the necessary measures to commence negotiations for the impending wage revision. Considering the timeframe taken for the previous wage settlement, Public Sector Banks are hereby advised to complete the negotiation processes **within a maximum period of twelve months**.

3. Furthermore, it has been observed that, on previous occasions, consequential amendments to the pertinent Regulations have been effected after a considerable delay following the settlements. As negotiations for the upcoming settlement are now being initiated in a timely manner, it is underscored that the consequential amendments to the relevant Regulations should also be completed prior to the scheduled date of the next wage settlement. The process of implementing consequential amendments to the regulations typically takes approximately three to four months. Therefore, it is advised that, immediately upon the conclusion of negotiations, the banks may initiate the process of amending the relevant Regulations so that the amendment processes are completed well before the scheduled date of commencement of the next wage settlement (i.e.) 01.11.2027.

4. It is reiterated that Public Sector Banks are advised to initiate and conclude negotiations for the upcoming wage settlement within 12 months and complete all necessary amendments to the relevant regulations to give effect to the wage revisions from 01.11.2027.

5. This is issued with the approval of the Competent Authority.

Yours faithfully,

  
(Vijay Shankar Tiwari)

Under Secretary to the Government of India

Tel: 011- 23747118

Email: ir@nic.in

Copy to:

**The Chief Executive, Indian Banks' Association, Mumbai** – for necessary action, with an advise to keep this Department apprised of the developments at regular intervals, preferably on a monthly basis.