



ALL INDIA BANK OFFICERS' ASSOCIATION

CENTRAL OFFICE

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Circular 6/IX/2026

22.08.2026

TO

ALL STATE COMMITTEES / AFFILIATED UNITS

COMRADES,

IT IS A BOLT FROM THE BLUE
GOVERNMENT GUIDELINES ON PLI IMPLEMENTED
NEED FOR COLLECTIVE PROTEST AGAINST DISCRIMINATORY TREATMENT

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The attempt made by the IBA, at the instance of the **CLC (Central)**, to find an amicable solution to the long-pending and contentious issue of **Profit/Performance Linked Incentive (PLI)** has been seriously undermined by the sudden action of releasing PLI to Executives above **Scale IV up to Board-level appointees**, reportedly in accordance with the Government guidelines.

2. We have received confirmed information that **one of the Public Sector Banks headquartered at New Delhi has, yesterday, implemented the Government guidelines providing for individual performance-based PLI instead of Institutional Performance-based PLI.**

This development is a matter of serious concern. It effectively discriminates against nearly **90% of the officers** and undermines the system of collective bargaining that has been followed for decades. Such unilateral action, at a time when efforts were underway to find an amicable solution, is both **provocative and unacceptable.**

3. In order to register our strong protest against this discriminatory approach and to protect the principle of **collective bargaining and equitable treatment of officers**, all affiliated units are advised to observe the following **programmes of action with immediate effect:**
 - **Exercise the Right to Disconnect:** Officers shall not attend official calls from the authorities between **6.00 P.M. and 9.00 A.M.**
 - **Not to implement oral instructions:** Officers shall not act upon or implement any **oral instructions** issued by higher authorities. All instructions should be obtained through the proper official channel in writing.

- **Strict adherence to working hours:** Officers shall leave the office **immediately after the prescribed working hours**, without exception.
- **VCs during working hours:** Officers shall not attend **video conferences (VCs) during office hours from the office**, wherever such VCs interfere with or disrupt routine banking operations and assigned work.
- **No meetings on holidays:** Officers shall **strictly refrain from attending meetings convened on holidays**.

4. We advise all **State Committees** to closely monitor and facilitate the implementation of the above programmes by the affiliated units. The affiliated units are also advised to **coordinate with other Officers' Organisations** and extend solidarity so as to make the programme effective and meaningful.

The issue concerns not merely the PLI, but the fundamental principle of **fair and non-discriminatory treatment of officers and the sanctity of collective bargaining**. We therefore call upon all units to implement the above programme with unity, discipline and determination.

Our protest is collective. Our resolve is firm.

Yours comradely,



(S.NAGARAJAN)
GENERAL SECRETARY

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

Mangaluru
22.08.2026



(SURESH HEGDE S)
GENERAL SECRETARY

ALL INDIA BANK OFFICERS' ASSOCIATION	...	...	...	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION	...	...	...	ZINDABAD
OFFICERS - WORKMEN UNITY	...	...	...	ZINDABAD