



# ALL INDIA BANK OFFICERS' ASSOCIATION

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To:

ALL UNITS / STATE COMMITTEES

Dear comrades,

- ❖ **Don't throw stones from the glass house**
- ❖ **Is Pay commission beneficial to all?**
- ❖ **Facts are stranger than the fiction**

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It is always a cry from the roof top that the Central Pay Commission is better than Bipartite settlement right from 19.10.1966 till date for workmen and for officers from August 1985. While signing the first Joint Note for Bank officers in August 1985 AIBOA was the only apex level organisation of officers. As good number of "Gennext" has come into Banking fraternity, the need has arisen to place the facts before them.

Government of India appoints a pay commission once in ten years in which learned persons are the members. The 7<sup>th</sup> Central Pay Commission was appointed on 28<sup>th</sup> February, 2014 and it had submitted the report on 19<sup>th</sup> November 2015.

The comparisons are as under:

S.No.	Issues/items	Pay Commission	Bipartite / Joint Note Exercise
1	Tenure of the settlement	Once in 10 years	Once in 5 years
2	Can Unions negotiate	No. The Joint consultant machinery [National Council] staff side normally appear before the committee, submits a memorandum	Yes. 5 Unions for Award staff and 4 Unions of Officers do participate in the negotiation exercise
3	Basic Pay	RS.18000-Rs.250000	Yet to commence the meaningful exercise
4	Dearness Allowance	Once in 6 months based on last 12 months payable on 1 <sup>st</sup> January and 1 <sup>st</sup> July- every year. Cabinet has to clear the proposal	Every <b>three months</b> , based on the data collected, the DA is payable to employees and officers, without any reference to Government.

5	CCA	Not available based on the population	Available in Area I/II,
6	HRA	24%, 16% and 8%	9%, 8% and 7%/ capital cost HRA is payable
7	Increment	Uniformly 3% of basic pay	It starts with more than 4% and gradually slide back
8	Release of Increment	Minimum "very good" in performance appraisal to be secured	As on date, no stings attached
9	Allowances	52 allowances have been abolished. 36 allowances have been added with identical one	Existing allowances are continuing

Against the sanctioned strength of **40,48,707** as on **01.01.2014**, unfilled vacancies are **7,47,171**. **Outsourcings of permanent jobs are being undertaken by the Government.** After the introduction of Pay Commission, it is claimed that Government has reduced the expenditure. How this can happen?

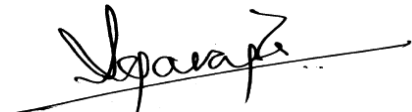
During the 3<sup>rd</sup> Joint Note exercise, our organisation along with INBOC led by Com.K.K.Nair launched the joint struggle for initial pay parity of Bank officers with that of Central Government class I officers. But, it was the then AIBOC leader late Mr.R.N.Godbole stonewalled the introduction of Rs.2200/- as the starting pay for Scale I officers. Having lost the step for advancement in the past [ie;] 20 years back, because of rigidity exhibited, it is too difficult to correct the derailment in the scales of pay.

Our appeal to the leader, who is triggering discontentment should know, that the approach is incorrect and unwarranted. Unity alone can fetch the result

We appeal to the **Gennext** to remain united to achieve the demands raised by us.

A word of caution – **"All glitters are not gold"**.

Yours comradely,



**/S.NAGARAJAN/  
GENERAL SECRETARY**

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**Mangaluru  
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Sd/-  
**(K. RAGHAVA)  
GENERAL SECRETARY**