



# ALL INDIA BANK OFFICERS' ASSOCIATION

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Circular No.17/VIII/2025

24.04.2025

TO

**ALL STATE COMMITTEES / AFFILIATED UNITS:**

Comrades,

## **IBA HELD DISCUSSIONS WITH UNIONS AT MUMBAI- 23.04.2025**

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IBA convened a meeting of the representatives of eleven organisations at Mumbai, as a follow - up exercise, after the Conciliation meetings held at Delhi on 18<sup>th</sup> and 21<sup>st</sup> March 2025 in the background of preparations to observe two days' All India Stay out strike on 24<sup>th</sup> and 25<sup>th</sup> March 2025.

2. Team IBA was led by Shri.Rajneesh Karnatak, Chairman, Negotiating Committee, IBA, Shri. R. K. Sharma, MD & CEO, IDBI, Shri. Binod Kumar, MD &CEO Indian Bank, Shri. A.K. Goel, CE, IBA, Shri. Gopal Murli Bhagat, Dy.C.E. IBA, Shri. Brajeshwar Sharma Senior Advisor (HR&IR), and Shri. Mahesh Pandey, DGM SBI.

3. After an introductory welcome by Dy. C.E. IBA, Negotiating Committee Chairman IBA, shared the information about the performance of Public Sector Banks for the financial year ended 31.03.2025, reduction of Repo rate by RBI and its reflection on Net Interest Margin, Geo-political developments on account of tariffs war, and IMF forecast on reduction of GDP. He concluded that the negotiations are held by Dy.C.E and Senior Advisor (HR&IR) with the unions. Shri. R.K. Sharma MD & CEO IDBI complimented for the role played by the unions in the Industry, his confirmation about the pressure on the margins which can be tackled by the teamwork of the employees. Shri. Binod Kumar, MD&CEO Indian Bank, while welcoming the participating unions in the meeting, due to the co-ordination between the Managements and Unions, broader issues have been addressed.

4. The response from the Team IBA on the following issues are:

- **Recruitments:** While the initial indent was **around 6000**, subsequent to the meeting held with the HR heads of the Banks, the same revised to **11,800**. This indent is besides the recruitment indent of **14181** in SBI. **The four banks** viz. UCO, BOM, BOB and IB have placed the revised intent of 400, 500, 1200 and 1600 respectively.
- **PLI:** IBA has taken up the matter with Government of India for a review.
- **OUTSOURCING:** The banks have been advised to maintain status quo based on the advice of the Conciliation proceedings held on 24.11.2023. As there was no proposal to address the issue from the unions, the banks have indicated that they should be relieved from the commitments. The stipulated timeline by the bank is up-to 30.06.2025.

- **SAFETY AND SECURITY OF THE WORKFORCE IN THE BRANCHES:** While IBA is open for the suggestion that the Branch head should be permitted to file the FIR against the miscreants for their unruly behaviour, reiterated that an advisory from DFS, MOF, GOI to all State Governments would be more appropriate to arrest the repeated occurrence of the incidences, in various parts of the country.
- **REVIEW OF THE PERFORMANCE OF THE WORKFORCE IN THE BANKS:** As there is a provision to review the performance of an officer after attaining the age 55 years / 58 years in OSR, IBA has reiterated to put in a policy for the rest of the workforce, in response to Government insistence.
- **WELFARE MEASURES -IMPLEMENTATION OF MATERNITY ACT:** IBA proposed to adopt the provisions of the maternity benefits stipulated in the Act, adopted by the Parliament, which was not discussed exclusively, in the Officers' Wage Revision.
- **Ex-Gratia to Pensioners:** The Ex-gratia to pensioners will be provided for one more year.
- **TAX ON PERQUISITES:** It is left to the individual banks to extend the facilities.
- **LEAVE BANK:** The modalities need to be discussed further to take it forward.
- **HOSPITALISATION SCHEME - DISTRIBUTION OF BUFFER:** IBA stated the buffer available to last Rupee was disbursed to seven Banks, as per the scheme.

The meeting lasted for 100 minutes in all.

Yours Comradely,



**/S.NAGARAJAN/  
GENERAL SECRETARY**

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

Mangaluru  
24.04.2025

  

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

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KARNATAKA BANK OFFICERS' ORGANISATION	...	...	...	ZINDABAD
OFFICERS - WORKMEN UNITY	...	...	...	ZINDABAD