

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

The Chairman
Indian Banks' Association Mumbai
Dear Sir,

Date : 15.10.2022

Five-day Work Week - Our views

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Please refer to the discussions held on 1st July 2022 and 23rd September 2022 in respect of the above.

02. You will kindly recall that on both the days the 5-day work week was deliberated upon elaborately as we attach topmost priority in the implementation of the same at an early date. We had made it abundantly clear in the interest of the officers' fraternity, who are the driving force of the industry, an early implementation of 5-day work week will reinforce the officers' fraternity in taking forward the goals and objectives in a more effective manner and also that it was vitally essential to ensure that officers' remain healthy, motivated and focused.

03. We are pleased to note that IBA has responded in a positive manner on this sensitive issue and sought our suggestion to finalise the modalities. From the perspectives and dimensions discussed regarding the instant case, it is an accepted proposition that the reduced working hours on extending a five-day work week shall be compensated by enhancing the working hours on the remaining days.

04. Whereas, it is common knowledge that the officers are required or rather compelled to work extended hours till the day end activities are completed, and precisely in order we propose that the working hours may be enhanced by 30 minutes and wherefore the **present working hours shall be extended for 30 minutes in the evening.**

From this perspective we propose the following :

- a. That the present working hours shall be **increased by 30 minutes a day**, ergo revising the closure time of working hours by **extending it to further 30 minutes in the evening.**
- b. That Non cash transaction hours shall be extended by stretching 30 minutes in the evening.
- c. The cash transaction hours to be reduced by 1 hour to provide a fillip to alternate channel transactions and thereby allow the officers to focus on compliance .

To substantiate the case in point, we append a table indicating proposed revised timings:

	Ongoing	Proposed
Working Hours	9:45 AM to 4:45 PM <i>6½ hours (excluding lunch time)</i>	9.45 AM to 5.15 PM <i>7 hours (excluding lunch time)</i>
Cash Transaction Hours	10:00 AM to 2:00 PM 2:30 PM to 4:00 PM 5½ hours	10:00 AM to 1:30 PM 2:00 PM to 3:00 PM 4½ hours
Non cash transaction hours	4:00 PM to 4:45 PM <i>45 min</i>	3:00 PM to 5.15 PM <i>2 hours and 15 minutes</i>
Total customer service hours	10:00 AM to 2:00 PM 2:30 PM to 4:45 PM <i>6 hours and 15 minutes</i>	10AM to 1:30 PM 2.00 PM to 5.15 PM <i>6 hours and 45 minutes</i>

05. We are confident that Indian Banks' Association are fully seized of the fervent expectations of the officers' fraternity in introduction of the 5 day work week and therefore, initiate suitable measures for early implementation of the same.

With best regards

With greetings,

Sd/- (Soumya Datta) General Secretary AIBOC	Sd/- (S Nagarajan) General Secretary AIBOA	Sd/- (Prem Makker) General Secretary INBOC	Sd/- (Adarsh K N) General Secretary NOBO
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Mangaluru
15.10.2022


(Suresha Hegde S.)
GENERAL SECRETARY