



# SBIOA *e*-BULLETIN

From

SBI OFFICERS' ASSOCIATION (CHENNAI CIRCLE)



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(For Internal Circulation only)

MAY - 2025

*The first responsibility of a leader is to define reality.  
The last is to say thank you. In between, the leader is a servant."*

*- Max DePree*

**Dear Comrades,**

I am deeply delighted to reach out to you all through this edition of our monthly e-Bulletin. As we are entering the transfer season, I understand that you are all hoping and waiting with lots of aspirations to take up new roles and positions in your career. Yet another Promotion year has passed by, wherein a lot of achievements and lot of misses were there. Congratulations to all those who have got their well-deserved elevation and to those who couldn't make up this time, our humble appeal is that, your turn will come and till then continue the good work you are doing at your respective places.

Due to the consistent efforts of our association the vacancy position was declared and when the Scale 2 to 3 vacancies were felt insufficient the association has represented it then and there and few increased vacancies were released. Though they are not sufficient to meet the aspirations of the young workforce of our circle, we are striving hard to do all possible things to take the desperation of the officers to the CMC and to the corporate center. I could feel the palpitation among many of you who are eagerly waiting for the ICT and IMT. We at our level, are following up regularly for the relieving of Officials who got their ICT and for initiation of the IMT exercise also. The New Transfer policy which got delayed a bit brought cheers to all us, when the Stay period was extended in some pockets and lot of changes have been brought in. Let's all hope that our wait for the IMT exercise will also end up in a positive note.

As you all know, our circle was continuously ranked Pan India No :1 in the months of July-March 2025 and it has supported the circle in promotions



of many top executives from our circle. No one can deny the role of our committed officers in this circle which has always given good results in banks business and the career growth of the executives.

In the organization front in the months of March and April 2025, we have witnessed lot of activities like Module Level Sports meet, Women's Day Celebration across various modules, Parliament Dharna, Executive Committee Meeting, Regional Negotiation Committee meetings at various Modules, Circle Negotiation Committee meeting, branch visits etc.

I extend my heartfelt gratitude to our comrades for their unwavering support and involvement in all the activities of our association. Looking ahead for a fruitful transfer season ahead. Let's work together to take this association to greater heights.

Comradely Yours,

**A. SENTHIL RAMESH**  
GENERAL SECRETARY





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## LEADERSHIP CORNER

### How to Recognize “Hidden Feedback”

*by Jeff Wetzler*

Source: <https://hbr.org/2025/04/how-to-recognize-hidden-feedback>

#### Summary.

The gap between the feedback leaders need and the feedback they actually hear represents one of the most significant yet addressable barriers to leadership effectiveness. By developing the skills to detect hidden feedback cues, create psychological safety for honest dialogue, listen with genuine curiosity, and reward candor, leaders can transform these seemingly ordinary exchanges into extraordinary growth opportunities. In business environments where adaptation is paramount, leaders who systematically uncover and leverage hidden feedback gain an unmatched competitive advantage: They see around corners others miss, repair cracks before they become chasms, and build the kind of trust-based cultures that withstand the most challenging circumstances.

When Maya\* became chief marketing officer at a consumer goods company, she soon found herself fielding her CEO's detailed questions about campaign timelines, with a frequency that struck her as unusual for someone of her seniority. What she initially dismissed as the CEO's micromanagement actually concealed his deeper—but unstated—concern about her ability to drive execution in agile and timely ways. Unbeknownst to Maya, the CEO was beginning to doubt he'd made the right decision to hire her.

Meanwhile, HR SVP Leon noticed his peers on the leadership team beginning to send representatives to his senior talent reviews, rather than attending themselves as they used to do. Leon grew increasingly frustrated with their lack of engagement but failed to realize that their behavior reflected their unstated perceptions that he wasn't using their time efficiently (and relatedly, that if this is how he runs meetings, his function must be bloated and ineffective).

These scenarios illustrate a common leadership challenge: recognizing when seemingly tactical interactions are actually masking deeper feedback. When leaders fail to pick up on “hidden feedback” signals, they miss the chance to understand and respond to critical information—about their business, their relationships, or their organization. This failure to detect feedback can hit leaders from every direction: upward from those they manage, downward from those they report to, laterally from peers, or externally

from investors, board members, clients, vendors, or strategic partners. No matter where the breakdown happens, the consequences—worse decisions, persistent errors, strained relationships, and stagnant growth—are costly.

#### Why Vital Feedback Stays Hidden

Despite countless books, articles, and trainings that encourage people to provide direct feedback, speak candidly, or “say the thing,” tremendously important feedback often remains unspoken, or at best gets delivered indirectly, masked within routine exchanges, questions, or seemingly minor suggestions. Why is this?

First, feedback providers often hesitate to deliver direct messages, particularly if they have any kind of fear about repercussions or when the culture, they're operating within discourages directness. Second, people sometimes incorrectly assume that they've given the feedback more explicitly than they really have. Finally, people with critiques or suggestions may not even consciously realize that they have important feedback to give. They may be rushing quickly between tasks, out of touch with their actual concerns, lacking the words to express their intuitions, or only vaguely aware of the broader message that would be important to convey.

Regardless of the cause, when feedback stays hidden, leaders are the ones left in the dark. Key concerns go unspoken, early warning signs get missed, and valuable insights never make it to them. By the time problems become impossible to ignore, leaders are left wondering: Why didn't anyone tell me sooner?

#### How to Detect and Learn from Hidden Feedback

Leaders can take practical steps to uncover hidden feedback and ensure they're hearing what truly matters. If you want to be certain you're getting the feedback you need, try these four strategies:

##### 1. Look for hidden feedback cues.

Like the ripples created by a current beneath still water, hidden feedback leaves subtle patterns—if you know how to spot them. By training your curiosity to recognize these signals, you can uncover unspoken concerns before they escalate. Here are three key indicators to watch for:

- ✓ Repeated questions or suggestions about seemingly small details. When stakeholders repeatedly return to ostensibly minor suggestions or questions, this may mask broader, unstated concerns about capability,



readiness, or performance. These micro-moments typically aggregate into unspoken feedback about perceptions of leadership blind spots or weaknesses.

- ✓ Increased involvement in tactical decisions. When people suddenly engage (or send in proxies to engage) in decisions that would not typically involve them, or when they request more reviews than usual, it can indicate eroding confidence.
- ✓ Unexpected decreases in engagement. When people decrease their involvement or participation without explaining why, it can be a signal that they either don't want to engage or have deprioritized the work—both of which may indicate growing concerns about leadership effectiveness or strategic alignment.

If you notice these patterns, don't ignore them—get curious. What's going unsaid? What concerns might be hiding beneath the surface? The sooner you look into the real message, the sooner you can address it.

Examples in action:

In addition to simply providing the timeline data her CEO kept requesting, CMO Maya began to wonder whether her boss had more concerns than he was stating. She started taking mental notes of the patterns of his requests, which led her to grow curious about the possible reasons why he frequently asked about execution timelines.

After SVP Leon got past his frustration at his peers' seeming disrespect of his meetings, he recognized that perhaps there was more to their decreased engagement. He asked himself what valid—or at least understandable—reasons might be behind their choice to send delegates rather than attend his meetings themselves.

## 2. Make it safe for others to tell you the truth.

Whether you realize it or not, people are always assessing the risk of telling you the full truth. The safer they feel, the more willing they'll be to share the feedback you need—and the less they'll need to work up the courage to do so.

One way to make them more comfortable sharing candidly is to normalize feedback by framing it as a natural part of your ongoing learning. This might sound like:

“As I look ahead, I'm trying to grow my leadership, and I value your perspective. What blind spots should I be aware of that I might not be seeing?”

“I'd value your perspective on how my message landed in today's meeting. What signals or reactions did you notice? And how did it land with you?”

“Given your role, you might see things I'm missing.

What patterns or concerns should I be aware of?”

Even when asked, however, sometimes others are reluctant to give direct feedback. In these instances, it can help to instead request strategic counsel and advice. This kind of reframing lowers barriers, taps into people's natural desire to be helpful, and often leads to richer insights about performance gaps and development opportunities. This could sound like:

“As part of my professional development, I'm always looking to improve. What's one thing you think I could be doing differently to raise my game?”

“Based on your experience and vantage point, how might you approach this challenge differently than I am?”

“If you were mentoring someone facing similar circumstances, what guidance would you offer?”

In some cases, you may need to articulate the pattern you're seeing and more explicitly ask if there might be something important you should be hearing. This direct acknowledgment often makes space for stakeholders to surface concerns they've been hesitant to address explicitly. This could sound like:

“I've noticed this topic coming up in several conversations. Is there a broader concern we should be discussing?”

“This seems to be a recurring theme in our interactions. What underlying issues could we be addressing?”

“I'm seeing a pattern here that might signal something important. Could you help me understand if there's more to explore?”

## Examples in action:

After Maya's curiosity was piqued, she directly said to her CEO, “I've noticed you're particularly interested in our timelines. Is there any broader concern about our execution speed, or anything else? If so, I'd love to understand it so we can step up and perform at our best.”

Similarly, Leon approached his peers individually, saying, “I've noticed a pattern in attendance at my senior talent meetings. I'm curious if there's something about our process that isn't working for you, or if you have suggestions for how to make them better.”

## 3. Listen to learn.

Whichever question you end up asking, whether or not you uncover the hidden feedback depends fully on how well you listen. The kind of listening that matters is very different from the listening most of us do. It is not listening to prove a point, defend yourself, or look like you're



listening. Listening to learn means deeply and intentionally seeking to understand the most essential messages someone is conveying to you. Here's how to do it:

**Give it time.** When you ask someone for feedback who hasn't been giving it, it may catch them off guard. If they become quiet, don't rush to fill the silence—let them gather their thoughts. You may also need to return to the conversation when they're ready. You can even preempt this by previewing the question for them and letting them know that you'd like their thoughts on it the next time you get together. For example, "I'd love your perspective on \_\_\_\_\_. Can you give it some thought, and let's discuss when we meet next?"

**Pull the thread.** Once they start sharing, don't assume the first thing they say is the only or even the most important feedback they have for you. Especially if they're reluctant feedback-givers, they may dip their toe in the water with an insignificant suggestion or beat around the bush to see how you react. Once they begin to share something, encourage them to go deeper by pulling the thread with follow-up questions, such as, "That's interesting. Can you say more about that?" or "Very helpful. Can you share an example?" or "Great to know that. What else?"

**Tell back and test.** Finally, make sure you actually understand the feedback before you respond prematurely. To avoid this pitfall, paraphrase what you heard and check if you got it right. This is one of the most underutilized but impactful strategies that every leader should have in their toolbox. Not only does it significantly increase the chances you'll hear the other person accurately, but it also signals to them how much you value what they have to say, since you're taking the time to check if you've grasped their message.

#### **Examples in action:**

After Maya asked the question, her CEO admitted he was indeed worried about the company's ability to respond quickly to market changes. Maya asked him to say more, and he said that his concern applied to every function of the company. Maya then said, "But just to check, do you specifically feel concerned about marketing?" The CEO confirmed that he did worry about marketing's execution speed and shared some examples of what made him worried.

Leon discovered from his peers that his meetings were perceived as inefficient. This surprised him, since he always put a lot of time and effort into developing detailed agendas with structured opportunities for everyone to share their views. After he asked for examples, he found out that

his busy peers would have preferred to receive his updates and questions in advance and to only have meetings for controversial issues that require live engagement.

#### **4. Reward the risk they took.**

Once you've heard the feedback, it's essential that you provide positive reinforcement to the feedback-giver for being more direct with you than they have in the past. If they haven't consistently been giving you feedback up to this point, chances are they've felt some level of discomfort in speaking up. Acknowledge and reward their effort. Thank them for taking the time—and possibly the risk—to share their perspective.

It's worth noting that expressing appreciation doesn't mean you're automatically agreeing with the feedback or committing to take the actions they may want you to take. It simply signals that you value their input and are open to learning from them. More importantly, it's an investment in the relationship, because the way you respond to their feedback has everything to do with whether they'll continue to be open with you or whether future feedback will stay hidden.

It's now up to you to process their input and decide how you want to act on it. It often helps to enlist a friend, coach, or mentor to help you with this. Once you do, close the loop by following up. Share how you made sense of their feedback and what, if anything, you plan to do about it. Ask for their reactions and if there's anything else they think you should consider (again, you're not obligated to do what they say). This reconnection is essential if you want them to continue being direct with you, since you're showing them, they're not wasting their time or energy by doing so.

#### **Examples in action:**

While it stung initially, the honest conversation between Maya and her CEO led her to develop a more agile marketing approach with regular velocity metrics in her reports. She went back to the CEO and not only expressed gratitude for his input but also shared her new approach and asked how well it addressed his concerns. Not long after, the CEO commented that his confidence in the marketing team's campaigns had never been higher.

Although it felt uncomfortable at first, Leon revamped his meeting approach and thanked his peers for their candor. Within a few months, he realized that much of what he had been convening meetings to discuss was far more efficiently handled via emails, and when he did call meetings, executive attendance returned and cross-departmental collaboration significantly improved.



## WOMEN'S DAY CELEBRATIONS: 08<sup>TH</sup> MARCH 2025

International Women's Day is a global celebration of the social, economic, cultural and political achievements of women. SBIOA (Chennai Circle) celebrated the day to recognize and honor the remarkable contributions of women across all walks of life on 08.03.2025 at various modules. At Chennai the program began with a warm and insightful welcome address by Com. Muralidharan, Regional Secretary, Chennai South. Our President Com. Nithish AR Singh gave the Presidential address. The event was formally inaugurated with inspiring special addresses from our General Secretary, Com. Senthil Ramesh. As part of the celebrations, Rangoli and Cooking without Fire competitions were held, showcasing the remarkable talent and creativity of our lady comrades. The event witnessed participation from 10 teams in the Cooking without Fire event and 8 teams for Rangoli. All teams demonstrated exceptional dedication and delivered outstanding performances. The four-member committee evaluated the performances and declared the winners and runners.



A glimpse of the celebrations at Chennai held at our SBOA School and Junior College on 08.03.2025 is shared here.

## CELEBRATIONS AT TRICHY MODULE





## NEW BRANCH INAUGURATION

Manikandam branch was virtually inaugurated on 08.03.2025 by Smt. Nirmala Sitaraman, Honorable Finance minister in the esteemed presence of Shri. C. S Shetty, Chairman of SBI, Shri. AtulPriyadarshi, DGM (B&O), Trichy. Com. Gurunathan, Regional Secretary along with his team of office bearers attended the inauguration.



## REGIONAL NEGOTIATION COUNCIL MEETINGS

### CHENNAI II MODULE: MARCH 2025

The last RNC meeting for the FY 2024-25 was held on 18<sup>th</sup> March 2025 at AO South, Chennai. The meeting was presided over by Shri. Srikanth Gudivada, DGM (B&O), and was attended by the Regional Managers & HR Managers along with the Module office bearers headed by Com. Muralidharan M, Regional Secretary. The issues raised by the Regional secretaries were addressed and the DGM (B&O) has assured to resolve all the other residual issues as well.



### SALEM MODULE: MARCH 2025

The RNC meeting was held on 06<sup>th</sup> March 2025 at Pondicherry. The meeting was presided over by Smt. Kalpana Mudaliar, DGM (B&O), and attended by all the Regional Managers & the respective HR Managers. All the office bearers of the module under the leadership of Com. Vajravel, Regional Secretary participated in the meeting and deliberated on the issues concerning the members.





## ACTIVITIES AT THE CIRCLE LEVEL

### Parliament Dharna on 03.03.2025

UFBU Demonstration before Parliament: The Circle Association exhibited their militancy at the UFBU dharna held at Jantar Mantar, New Delhi on 03.03.2025.



**Leadership Development Program:** A Leadership development program was organized for the Office Bearers to sharpen leadership skills. The training program was conducted by the Association in co-ordination with AISBOF from 30.04.2025 to 02.05.2025 at SBOA Junior College, Chennai.



## MODULES IN ACTION

### Coimbatore Module: Area Meeting at Namakkal Branch

An area meeting at Namakkal Main branch was held on 4.3.2025. The Com.MVenkatesan, Chief Manager of the branch presided over the function. Members of the association from Namakkal and nearby branches participated enthusiastically in the meeting. Com.Gopi, Zonal Secretary of the region welcomed the gathering. Com. R Sathish, Deputy Regional Secretary spoke about the importance of Executive Health check-up Scheme made available by the Bank. He also emphasized the need of adhering to the social media policy of the bank. Various queries of the members regarding the five-day work week, recent issues over the perquisites tax, and impact of opt-out in promotions were clarified by Com. Murugesan M, Regional Secretary. He also appraised them about the recent developments in the bank. He stressed upon the importance of reaching office on time and leaving on time. He requested all the members to take active part in the agitational program of the association. All the module office bearers attended the meeting. Vote of thanks was delivered by Com.K S Ajithkumar.



### Salem Module: 5th Annual Sports Meet

The second leg of 5th Annual Sports Meet of Salem module took place at K7 Sports Studio, Pondicherry today (02.02.2025). We are extremely humbled by the huge turnout of our comrades along with their family, thereby creating an atmosphere of camaraderie, excitement & festivity. We thank each of the 165+ participants - our members, their family & especially the kids for being part of this Sports Meet & making the day a memorable one.



The third leg of 5th Annual Sports Meet of Salem module took place at PMC Engineering College, Shoolagiri, Hosur on 02.03.2025. The meet was inaugurated by Com. K. Shobha, Regional Manager (RBO Hosur) in the presence of Com. MuraliNaick, AGM, RASMECCHosur. The occasion was graced by all the module office bearers. More than 120 comrades had participated across various events like Cricket, Badminton, Volleyball, Chess, Carrom, Tennikoit, Kids Game etc.



### **SALEM Module: Inter Region Cricket Tournament**



In continuation to the 5<sup>th</sup> Annual Sports meet, Salem module conducted an Inter region Cricket tournament at the Govt. Engineering College, Salem on 18.04.2025. The Tournament was inaugurated by Shri. Saravanan, Regional Manager, Salem in the presence of Shri. Velmurugan B, AGM (D&VAS), AO Salem. Teams from 5 regions participated with full vigour and enthusiasm showcasing their talent and cricketing skills. Team Region-I Salem emerged as Winners, followed up by Region-III Pondicherry.

### **Chennai Module - I & II : Annual Sports meet for FY 2024-25**

Chennai Module I & II had successfully completed their 32nd Annual Sports Meet for Men, Women and Children. The day shall echo in history with one filled with fantastic sporting action. The event resonates power and precision of the Shotput, the focused intensity of hitting the Stumps, the Cricket Ball Throw, and the strategic skill of the Slow Bike Race. More than 100 athletes poured their hearts out at the meet and registered their truly remarkable performances. The day witnessed the active participation of our vibrant General Secretary Com. Senthil Ramesh, Treasurer Com. Prakash, DGS Com. Praveen and Deputy Treasurer, Com. Vimala Devi. The spirit of competition and camaraderie shone brightly to demonstrate exceptional enthusiasm and sportsmanship, embodying the very essence of the meet. We congratulate all the participants for their dedication and outstanding performance.



**CHENNAI II MODULE: 5<sup>TH</sup> SPORTS MEET**

The module had successfully conducted the 5th Sports Meet at Tiruvannamalai on 20.04.2025. The meet was inaugurated by Com. M Muralidharan, Regional Secretary and was presided by Com. Rudhramoorthy, Chief Manager of Tiruvannamalai Town branch.

**Trichy Module:** The module office bearers extended a heartfelt welcome to our beloved Managing Director Shri. Rama Mohan Rao Amara on his maiden visit to Trichy Module on 20.03.2025, as part of the “The Next Leap” initiative.



**Coimbatore Module:** As part of the “The Next Leap” initiative, our beloved and respected Shri. C. S. Shetty, Chairman of the Bank made a visit to AO Coimbatore on 04.04.2025. He was welcomed by the Shri. Murugesan M, Regional Secretary along with his office bearers.





## AIBOC

Demonstration on 07.03.2025: Demonstration held at various centres of the circle as part of the UFBC call for strike.

Demonstration on 11.03.2025: Massive Demonstration held at various centres of the circle as part of the UFBC call for strike. The thundering speech of Shri. Senthil Ramesh, General Secretary at ValluvarKottai will resonate for years to come. His content and precise speech was well received by the leaders across the affiliates as well as with Members.



Press Meet at Chennai on 17.03.2025:

Com. Senthil Ramesh, General Secretary of our Association has been coopted as the Joint General Secretary of the All India Bank Officers Confederation (AIBOC) in the EC meeting held at Bangalore on 30.03.2025.





## WEDDING BELLS

Com. T.M. Sumaiya, Branch Manager, Gopalapuram branch (Coimbatore) married Com. Mohamed Iqbal S, Polanur, Coimbatore on 20.04.2025.

Com. RikeshNandha, Assistant Manager, SME OB Tirupur married Com. Pragathi at Dindigul on 09.03.2025.

Com. Aswini M, Circle Based Officer, Perur branch married Com. N. Vignesh at Coimbatore on 16.04.2025.

## RETIREMENTS MARCH - APRIL - 2025

MARCH 2025		
Name of the Comrade	Designation	Branch/ Establishment
Ganesan N V	Assistant General Manager	Trade Finance CPC
Sathiamoorthy Manoharan	Assistant General Manager	LHO Chennai
Suresh B	Assistant General Manager	SAMB Chennai
Kandappan M	Assistant General Manager	LHO Chennai
Swaminathan J	Chief Manager	LHO Chennai
Anusuya Subramaniam	Chief Manager	RBO-1, Trichy
Kalamaheswari Vadivel	Manager	LHO Chennai
Jayabala S D	Manager	Clearing CPC, Chennai
Varalakshmi Mahalingam	Deputy Manager	RACPC Tirunelveli
ThirupathirajaSathiaperumal	Deputy Manager	RACPC Tambaram
APRIL 2025		
Name	Designation	Branch
Murali Sampath	Assistant General Manager	LHO Chennai
Chandramouleeswaran Ranganathan	Chief Manager	LHO Chennai
Uma V Venkitapathy	Chief Manager	AO Coimbatore
Rohini V	Manager	RBO-2, Villupuram
Ganesh Parthasarathy	Deputy Manager	LHO Chennai

## BEREAVEMENT

Mr. K S Sudhakar Aged 41, Posted as Assistant Manager at Pinnalur branch has passed away on 12.03.2025 at Cuddalore after a brief illness.

Com. G.M. Shoba, Deputy Manager, AO Coimbatore had lost her SPOUSE, Shri. Senthil Kumar on 09.04.2025 at Coimbatore





## COMMUNICATION FROM OUR END

ORG/15/2025

17.03.2025

**The General Secretary****All India State Bank Officers' Federation****O/o. SBIOA (North East Circle), SBI LHO Dispur Guwahati, Assam – 781006**

Dear Comrade,

**Scheme For Purchase of BP Apparatus**

According to a study High blood pressure (BP) is ranked as the third most important risk factor for attributable burden of disease in south Asia. Hypertension (HTN) exerts a substantial public health burden on cardiovascular health status and healthcare systems in India. HTN is directly responsible for 57% of all stroke deaths and 24% of all coronary heart disease (CHD) deaths in India.

2. The incidence of Hyper tension among our Bank Officials is on the rise and this requires a regular follow-up to monitor blood pressure levels. BP Apparatus is a crucial medical device for measuring and monitoring Blood pressure. It not only saves time but also proves cost-effective compared to lab tests or visit to Hospitals/Clinic.

3. In the recent years our officials are working under extreme pressure and require regular monitoring of blood pressure to maintain good health. We had a recent incident in our circle, wherein an officer aged 31 Years succumbed to death due to high blood pressure. If the blood pressure is monitored and controlled, these kinds of incidents can be avoided and valuable lives can be saved.

4. Considering the urgent necessity of the above, we urge upon the leadership to take up with our Corporate Centre to introduce a scheme for purchase of BP apparatus under the Medical Reimbursement Scheme for Officers, similar to reimbursement of cost of Glucometer.

5. We look forward your early action in this regard for the Member's interest.

Thanking You

Yours Comradely,

S/d

**A.Senthil Ramesh**  
**General Secretary**

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ORG/17/2025

19.03.2025

**The General Secretary****All India State Bank Officers' Federation****O/o. SBIOA (North East Circle), SBI LHO Dispur Guwahati, Assam – 781006**

Dear Comrade,

**Executive Health Check-up Scheme**

The Executive Check-up Scheme in vogue in the Bank Facilitates Officers of MMGS-III and above and MMGS-II Officers who are above 35 to undergo annual health check-ups at **tie-up hospitals** situated in specific identified centers across the Circle.

The increasing health risks, our Officers carry and the increasing number of unfortunate loss of life are reasons enough to review the Executive Health Check-up Scheme of the Bank.

1. To ensure that all the eligible Officers avail of the Scheme, we request you to take up with the corporate center to permit officers to avail the facility in hospitals of **their choice at centers convenient** to them. This will not involve any additional cost to the bank as the number of tests to be taken and the amount for the check-up is already fixed.

2. In today's banking scenario, irrespective of grade, all the Officers undergo a lot of stress and other health problems due to the nature of their work. In addition to the above the majority of the workforce in our bank is aged less than 35 years. In the recent bipartite settlement, all award staff have been provided the above facility. Scale 1 & 2 officers below the age of 35 years are the only ones left out of this scheme. Under these circumstances, as an ideal employer, the Bank should extend the facility to all the Officers irrespective of grade.

We, therefore request you to kindly arrange to review the Scheme and consider the changes suggested for the better health of the Officers serving the Bank which ultimately will lead to a healthy Bank.

Thanking You

Yours Comradely,

**A.Senthil Ramesh**  
**General Secretary**

ORG/20/2025

05-04-2025

To

The Chief General Manager,

State Bank of India,

Local Head Office, Chennai.

Dear Sir,

**PROMOTION YEAR 2025-26: DECLARED VACANCIES  
 FOR PROMOTION TO MMGS- III (GENERAL CADRE)**

With reference to the above, it is disappointing to know that the number of vacancies declared for promotion to MMGS III is abysmally low. Out of the short listed 1239 Candidates 872 Officers have passed the written examination and only 64 vacancies are declared. The ratio of 1:14 as against the accepted norm of 1:3 will be the source of widespread discontent and frustration among the Officers Community and this will not be good for the growth of the Bank. The disgruntlement gets amplified especially when batch mates in other Circles seamlessly get promoted due to large number of vacancies there.

Chennai Circle has been one of the top performers in all parameters year after year. The performance of the Officers too is top notch and yet promotion opportunities to Officers of the Circle has been shrinking year after year comparing to other Circles. Last year too, the number of vacancies were very low. A detailed study into the reasons for Chennai Circle getting fewer vacancies than other circles is necessary and required corrections carried out in categorization of branches etc. to get over the problem in the coming year.

Meanwhile, we sincerely urge upon you to urgently look into the matter with an empathetic view to do justice to the promotion aspirations of well deserving MMGS-II Officers by reviewing the number of vacancies declared and upwardly revising the same significantly, so that at least 1 in every 3 candidate gets promoted.

Yours Faithfully

S/d

**A. SENTHIL RAMESH**  
**General Secretary**  
**SBIOA(CC)**

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ORG/25/2025

23.04.2025

**The General Secretary****All India State Bank Officers' Federation,****O/o. SBIOA (North East Circle)****SBI LHO Dispur Guwahati,****Assam – 781006**

Dear Comrade,

**PAYMENT OF OUT-OF-POCKET EXPENSES FOR  
 WORKING ON 31.03.2025**

Please refer our earlier letter Nos: ORG/24/2021 dated 17.04.2021, ORG/18/2021 dated 30.03.2021 and ORG/3/2025 dated 03.01.2025 regarding the captioned subject. As you know the last working day of financial year 2024-25 was a holiday on account of "RAMZAN" which was celebrated across the country. Our officers were called to work on this holiday as per the instructions of RBI to keep the bank branches open to conduct Government Transactions. Considering the loss of a hard-earned holiday which is supposed to be spent for his rest and rejuvenation and to maintain work life balance, the official has to be adequately compensated. Last year the officers were paid a compensation of Rs.4000.00 for working on 31.03.2024 as per the instructions of our corporate center.

02. In light of the above, we urge upon the leadership to take up the issue with the top management and sensitise them for payment of Out-of-Pocket Expenses of Rs.6000.00 for working on 31.03.2025 which fell on a holiday. We look forward your early action in this regard for our member's welfare.

Thanking You

Yours Comradely

Sd/-

**A. SENTHIL RAMESH**  
**General Secretary**



## COMMUNICATION FROM THE FEDERATION

**CIRCULAR NO. 14**  
**TO ALL OUR AFFILIATES**

**DATE: 03.03.2025**

**SUBMISSION OF MEMORANDUM TO THE SECRETARY, DEPARTMENT OF FINANCIAL SERVICES BY UFBU**

We reproduce below the text of AIBOC Circular No. 2025/08, dated 03.03.2025 on the captioned subject, the contents of which are self-explanatory.

**Our Unity Long Live**

With Greetings,  
Yours Comradely,  
Sd/-  
(Rupam Roy)  
General Secretary

Dear Comrades,

**SUBMISSION OF MEMORANDUM TO THE SECRETARY, DEPARTMENT OF FINANCIAL SERVICES BY UFBU**



We reproduce the text of the memorandum submitted to the Secretary, Department of Financial Services by the representatives of the United Forum of Bank Unions detailing each of the agenda items of our strike:

**Date : 3-3-2025**

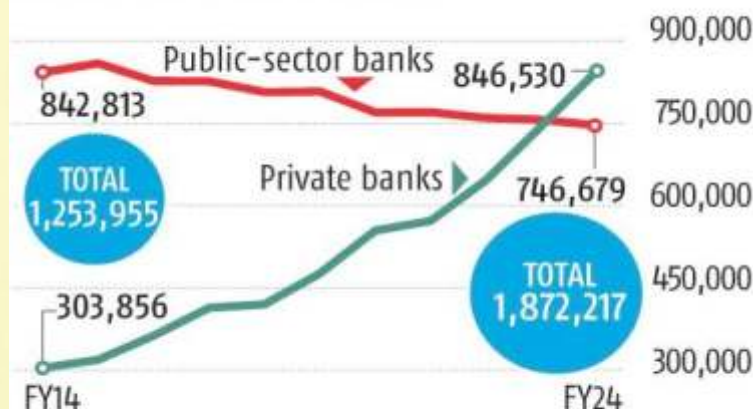
To  
**Shri. M. Nagaraju Secretary**  
**Dept. of Financial Services, Ministry of Finance**  
**Govt of India, New Delhi**  
Dear Sir,

On behalf of the United Forum of Bank Unions, we the representatives of the 9 constituent Unions, wish to submit the following representation to you with a request to consider the same for favourable perusal and outcome.

**1. Need for adequate recruitments:** The public sector banking system in India forms the backbone of the country's financial infrastructure, ensuring the effective implementation of government schemes, financial outreach programs, and inclusive economic growth. However, over the years, the workforce in public sector banks (PSBs) has dwindled significantly, creating an unsustainable work environment and compromising the efficiency and reach of these institutions. Over the last decade, the employee count in public sector banks has seen a steady decline due to retirements, voluntary exits, and inadequate recruitment drives. Similar is the problem in the old

private Banks, Regional Rural Banks and Co-op. Banks. But in contrast, new private sector banks have rapidly increased their workforce, leveraging aggressive recruitment strategies to enhance their operational efficiency and customer service. Since 2013, employees in the clerical category of state-owned banks have gone down from 3,98,801 to 246,965 and the number of sub-staff went down from 1,53,628 to 94,348 for the same period. In contrast, employees in the private banks have gone up from 225,805 in FY2014 to 796,809 in FY2024.

### HEADCOUNT SURGE



\* Total includes employees of public-sector banks, private banks, foreign banks, regional rural banks, small finance banks, and payment banks  
Source: RBI

Despite having a larger market share and wider reach, public sector banks are significantly understaffed compared to their private sector counterparts. Public sector banks account for over 60% of the total market share, with a network of approximately 90,000 branches across the country. Private sector banks, with less than 40% market share, operate fewer branches yet employ a greater number of personnel, highlighting the disparity in workforce allocation.

In public sector banks, the average customer-to-employee ratio goes upto 2000:1, far surpassing the average of 300:1 in the new private banks. This disparity burdens public sector employees with excessive workloads, resulting in delays, errors, and deteriorating customer service. Public sector bank employees report high levels of stress and burnout due to overwork, inadequate staffing, and increasing administrative responsibilities. Reports have surfaced of mental health crises among employees, with incidents of suicides, depression, and toxic work environments becoming alarmingly frequent.

Public sector banks handle a disproportionate share of government-directed financial inclusion initiatives, such as Pradhan Mantri Jan Dhan Yojana, Mudra Loan Scheme, PM Kisan Samman Nidhi etc. PSBs execute over 80% of these programs, despite their limited workforce, while private sector banks largely abstain, citing lower profitability and higher operational costs. Due to inadequate staff, the ability of PSBs to reach underserved populations is compromised, affecting the broader economic goals of the government.

The lack of permanent subordinate staff has led branches to rely on temporary housekeeping personnel for essential, sensitive tasks, such as handling documents and managing restricted areas like currency chests. This dependency creates significant security risks, as temporary staff may inadvertently access sensitive information, increasing the potential for fraud and breaches. The high customer-to-employee ratio intensifies pressure on officers, leading to burnout and affecting both their mental and physical health.

The continued neglect of the banks to address the requirement of adequate staff and officers for effectively running the banking operations smoothly and effectively and for preventing fraud and cyber crimes has given rise to the urgent need for recruitment of regular employees in PSBs.

**Regularise temporary employees:** In the absence of adequate recruitments in the Banks and virtual bank on recruitment of substaff and housekeeping staff, in almost all the Branches, employees are engaged on temporary basis. These temporary





employees are working in the branches for years together. But they are permanently temporary. The very fact that Banks and Branches are employing these temporary employees explains the shortage of staff in branches and the need for recruitment of permanent employees. While doing so, these temporary employees need to be regularized.

**2. Implementation of 5 Days Working Per Week :** Bipartite Settlement/ Joint Note was signed by the Indian Banks' Association with the Employees Unions and Officers Organisations in the Banks on 8-3-2024 covering revision of wages and improvements in other service conditions for the period from 1-11-2022 to 31-10-2027 and

In every round of negotiations, the unions/ associations unequivocally demanded that IBA should ensure that 5-day work week would be implemented before the signing of the final settlement and

A Memorandum of Understanding was signed between the unions/ associations and the Indian Banks' Association on 7-12-2023, where it was written that the recommendation for declaring all Saturdays as holidays under the NI Act for Banking Industry in line with earlier negotiations with unions/ associations had already been sent to the Govt. The unions/ associations urged for implementation of the same before signing of the final bipartite Agreement/ Joint Note.

It was agreed in the Settlement/Joint Note dated 8.3.2024 that in terms of understanding dated 7<sup>th</sup> December, 2023, reached between IBA and Unions/ Associations for declaration of all Saturdays as holidays under Negotiable Instrument Act for Banking Industry, IBA has accordingly recommended to the Government and the due changes in the working hours will be effective after approval by the Government of India and necessary clearances from Government/Reserve Bank of India.

It is more than an year that the IBA has recommended to the Government and till date the approval has not been received. Hence we seek your intervention to approve and introduce the same at the earliest.

**3. Violation of bilateral agreement :** The Performance Linked Incentive (PLI) scheme was introduced in the Banks under the last Settlement signed between IBA and Unions/Associations in 2020. The Scheme covered all workmen employees and all Officers from Scale I to Scale VII. This PLI Scheme has been introduced after detailed discussions between the parties based on mandates provided by member Banks' Boards. During the year 2024, the PLI scheme has been modified improved upon by further mutual discussions and minutised between the parties.

Whereas the DFS Notification No. eF No. 15/6/2024-BO.I dated 19.11.2024 violates the accepted principle of equity and undermines this well-established framework, violating the sanctity of collective bargaining and the bilateral settlements and introduced a selective approach to incentivise only officers from Scale IV to VIII (counting less than 5% of the total workforce), while excluding over 95% of employees who primarily drive business at the field level. It risks fragmentation of the workforce and impairing the collective growth and harmony, which is paramount and essential for any organizational growth and sustainable success.

Besides the DFS directive which amounts to violate the collectively bargain PLI scheme uniformly applicable to entire workforce from part time sweepers to General Managers of the Banks with uniform rate of incentive for all, it also will result in huge inequity and differentiation in the incentive by extend a highly disproportionate incentive model for a small section of the workforce. Uniformity of the incentive will be the casualty. If the scheme needs any review, UFBU is ready to re-negotiate the same but unilateral and discriminatory change in the scheme is unfair and unacceptable.

**4. Efficiency Review:** DFS has sent a directive to all Banks on 26-9-2024 asking them to review the efficiency of all employees and officers on reaching the age of 55/57/58 and submit the report of the review report to the Government every month.

This policy not only infringes upon the operational autonomy of banks but also undermines the morale and job security of dedicated Bank employees and Officers across the country. We stand firm against any initiative that jeopardizes the career stability of bank staff. We are for efficiency workforce and there are adequate safeguards and rules evolved through bilateral agreements to ensure the same. Government directive is nothing but intimidation of the employees and officers.

The PSBs are already facing severe staff shortages, exacerbated by the lack of recruitment in clerical and sub-staff cadres, this DFS directive threatens the very sustainability of the industry. Adding further stress to an overstretched workforce, the policy requires banks to undertake monthly reviews and submit reports detailing the number of employees reviewed and retired prematurely, a step that will severely detract the attention from core banking operations.

The directive also undermines established mechanisms, including the Bipartite Settlements and Officers' Service Regulations, which provide comprehensive provisions

to address performance-related concerns without resorting to arbitrary dismissals, under the new mandate, officers face premature retirement with a three-month notice period (or pay in lieu), while clerks and sub-staff receive only a two-month notice. Such unilateral measures are both provocative and intimidating, disregarding existing processes for handling employee performance fairly.

Such directive from the Department of Financial Services has undermined the sanctity of the bilateral provisions of service conditions and tantamount to interference in the internal autonomy of the Bank Boards and such arbitrary action of the Government is one of the reasons for the unrest amongst the bank staff.

**5. Increasing assaults on Bank Managers/officers/other staff:** Bank employees are increasingly facing verbal and physical assaults while performing their duties, often at the hands of unruly elements, sometimes even backed by political forces, and these incidents not only compromise their safety but also disrupt essential banking services. Reports of physical attacks on bankers have been on the rise, with staff frequently threatened while on duty which is being further exacerbated by the reduced workforce.

Despite the advisories from the Department of Financial Services, Government of India, urging strong action against such behavior, these incidents persist nationwide. In several cases, officers are coerced into avoiding recovery actions or sanctioning loans without the required compliance from borrowers. Recent violent episodes in Maharashtra, Uttar Pradesh, Chhattisgarh, Punjab, Gujarat, Bihar and other states have escalated, leaving bank Managers, officers and other staff feeling helpless and demotivated, severely impacting their ability to fulfil their duties.

In the light of these grave concerns, an enactment of a stringent legal framework is required and there should be dedicated Act safeguarding bankers from physical harm and undue pressure related to their professional duties encompassing the coverage of the provisions under Bhartiya Nyaya Sanhita (BNS) that protects Public Servants from similar abuse and threats, as listed below:

BNS Section 332 - Voluntarily causing hurt to deter public servant from his duty.

BNS Section 121(2) - Assault While Performing Official Duty.

BNS Section 132 - Assault or criminal force to deter a public servant from discharging their duty.

BNS Section 219 - Obstructing sale of property offered by authority of public servant for sale.

BNS Section 221 - Obstructing public servant in discharge of public functions, Interrupting Government Work by Insult or Misbehaviour

BNS Section 224 - Threat of injury to public servant

Our demand for protective measures for bank staff against assaults and enactment of legal provisions for our safety in Branches is another important.

**6. Fill up the posts of Workman/Officer Directors in PSBs:** The appointments of Workmen Employee/Officer Employee Directors to the Boards of Banks remain pending for a decade, despite clear legal mandates, judicial directives. The provisions of The State Bank of India Act, 1955, and the Banking Companies (Acquisition and Transfer of Undertakings) Act of 1970/1980 mandate the inclusion of one Workman Director and one Officer Director on the Boards of SBI and all nationalized banks. This provision is further reinforced in the Nationalized Banks (Management and Miscellaneous Provisions) Scheme, 1970.

The Department of Financial Services (DFS) has been repeatedly approached to expedite the appointment process to ensure adherence to statutory and legal provisions, promoting an inclusive governance structure across public sector banks. Unfortunately, even then, the posts of Workman Employee/Officer Employee Directors in all the 12 PSBs remain unfilled. This is yet another important demand

**7. Convert all employees/covered by NPS to OPS :** Pension is not merely a retirement benefit; it is essentially a social security measure designed to provide financial stability and dignity in post-retirement years, whereas the NPS, being a market-driven scheme, has shown inconsistent returns subject to market fluctuations, leading to unpredictability and financial vulnerability for retirees. Further it is also a contributory scheme. With inflation and living costs continuing to rise unabated, a pension scheme unlinked to D.A. neutralization will severely impact the quality of life for retired bank employees covered under NPS, who deserve stability and security in their retirement.

These issues have been raised before the Government and IBA/Managements for an umpteen number of times, and the failure of the IBA and the Government of India to address the justified demand and restore the Defined Benefit Pension Scheme for post-2010 bank employees/officers, has given rise to unrest amongst the employees and we urge upon the Government to consider the same positively.



**8. Updation of Pension for existing pensioners:** We have been demanding periodical updating of pension along with wage revision settlement and it was agreed that without prejudice to the Court cases in various litigations relating to pension scheme including the demand for updating of pension, for pensioners up to 31.10.2022 an ex-gratia shall be paid which would be due for review in April 2024. It was also agreed that there shall be annual review of the ex-gratia amount as may be mutually agreed between IBA and the union/association. Now, there is no discussion initiated by IBA either for review of ex-gratia amount or for developing a framework of periodical pension updating as demanded without prejudice to the Court cases. Hence it is very important issue that required the immediate attention of the Government

**9. Improvement in Gratuity under the Act and exemption from Income Tax :** Gratuity is a statutory retirement benefit provided to employees as a token of appreciation for their service and loyalty to the organization. Over the years, the Government of India has periodically revised the gratuity ceiling, the latest being Rs. 20 lakhs under the Payment of Gratuity (Amendment) Act, 2018. However, this ceiling remains lower compared to the benefits provided to government employees under the Central Civil Services (Pension) Rules, where gratuity is capped at Rs. 25 lakhs, along with a full exemption from income tax.

Government employees enjoy a higher gratuity ceiling of Rs. 25 lakhs with no income tax liability. The banking sector has consistently contributed to the nation's progress, implementing government schemes, expanding financial inclusion, and delivering critical services even in challenging conditions. The sector's employees and officers deserve recognition through better retirement benefits. With the increasing cost of living and inflation, the current ceiling of Rs. 20 lakhs does not adequately compensate employees upon retirement. Raising the limit to Rs. 25 lakhs would provide greater financial security in post-retirement life.

Gratuity is a one-time benefit earned over decades of service. Subjecting it to income tax is inequitable and diminishes the value of the benefit. Government employees already enjoy tax exemption, and this principle should extend to all employees, including bank officers and award staff. The absence of appropriate amendments to the Gratuity Act has caused widespread dissatisfaction among bank employees.

We have been demanding the appropriate amendments to the Payment of Gratuity Act **increasing the ceiling on Gratuity from Rs. 20 lakhs to Rs. 25 lakhs and exempt the entire gratuity amount from income tax** to ensure employees receive the full benefit of their service. Hence it is an important issue confronting the bank employees and officers.

**10. Need to exempt staff welfare oriented benefits from the purview of perquisite and consequent Tax:** Whereas, every profession offers specific benefits tailored to its nature. Across sectors, such perks are legitimate, remain untaxed, and form an integral part of employment packages. These benefits not only attract India's brightest minds but also help organizations hire the best talent. In the financial sector, the liability of income tax on perquisites borne by the bank is a motivating factor for employees, encouraging them to contribute more effectively to the organization.

It is important to note that many employers provide in-house products or services either free of cost or at subsidized rates to their employees like in railways, airlines, telecom companies, schools, hospitals, etc., where the staff get certain concessional benefits which are not treated as perks and hence not taxed. These are ways of how employers extend such benefits to their workforce. Given that the banking sector deals primarily with financial products, it is only reasonable that similar privileges, such as concessional loans, are extended to us.

It is pertinent to highlight that the cost of delivery for staff loans is minimal since these loans require no publicity or marketing and are fully secured through mechanisms like a lien on superannuation benefits or insurance coverage. Furthermore, these loans entail no recovery costs, as repayment is directly deducted from employees' salaries.

Among the limited benefits enjoyed by bank employees, concessional staff loans play a critical role in ensuring financial stability, especially given the high-stress conditions of their work environment. Taxing this singular benefit, while similar perks in other sectors remain untaxed, is both arbitrary and unjust. These benefits are not handouts but rather a part of the crop harvested by employees, provided to them on concessional terms.

We, therefore, demand that such concessional staff loans and staff welfare related benefits be exempted from the ambit of perquisite taxation.

**11. DO NOT privatise IDBI Bank – Maintain minimum of 51% of capital with Government:** IDBI was made a specialised Bank to deal with long term needs of the industries and has done yeoman services. Later, this has been converted as IDBI Bank as a regular commercial Bank. It has been assured on the floor of the Parliament that at any point of time, the Government shall maintain a minimum of 51% of the capital of the Bank with itself. Today Government and LIC put together has the capital upto 95%. There are repeated reports that the Governments wants to disinvest in this Bank and more than

51% of the shares would be divested. This would obviously mean privatisation of IDB Bank and would be against the assurances made on the floor of the Parliament by the then Finance minister. We seek your attention to this important issue.

**12. Micromanagement of PSBs on IR related issues :** We express our deep concern and misgivings over the increasing intervention by the Department of Financial Services (DFS) in the routine affairs of Public Sector Banks, leading to excessive micromanagement.

During the Gyan Sangam held at Pune on 2nd and 3rd January 2015 the Hon'ble Prime Minister of the country had said that "Banks would be run professionally, and there would be no interference". It was also decided that the Bank's Board should be given full autonomy on HR decisions such as on recruitment, Consequence management and Compensation. This was extensively covered by the Print and electronic media and the decision was welcomed across the board. The department of financial services vide its office memorandum no F.No.4/9/11/2014-IR (Pt.) dated 13th January 2015 has also emphasised on the same and the brief extract of the communication says

"The undersigned is directed to refer to the subject cited above and to say that Gyan Sangam was recently held on 2-3 January, 2015 at Pune where the Hon'ble Prime Minister interacted with the Chief Executives of Public Sector Banks and Financial Institutions (PSBs/ Fis). During the discussion, it was conveyed from the highest level in very clear terms that the Government will not interfere in the working of the Banks/ FIs."

The current directive, which prescribes how senior officers should perform and prioritize their work to earn incentives, surely infringes upon the autonomy of public sector banks. The directive to periodic performance review upon attaining certain age disregards the governance structures of banks' Boards and imposes centralized control, which could stifle strategic decision-making aligned with individual banks' unique challenges.

Such micro-management by the Government sets a negative precedence, undermining the independence of functions of the boards of the public sector banks. Particularly, when the directives or instructions from the DFS infringes policies or schemes evolved by collective bargaining and bilateral agreements concerning the employees and officers, it becomes an industrial dispute and hence avoidable.

We have also come across instructions from DFS which amounts to declining the trade unions available to employees and officers to join the trade union of their choice and curbing the same would amount to unfair labour practice. For example, the directive from DFS discouraging and barring senior management employees (SMGS-IV and above) from being part of Associations with other officers is a blatant infringement of Article 19(1)(c) of the Constitution of India, which guarantees every citizen the fundamental right to form and participate in associations or unions. Trade Unions Act, 1926 also enables the same right. Hence this is also an important issue in the strike notice.

The DFS directive to alter the protection granted to office bearers of recognised trade unions on promotion is a clear case of interference in the autonomy of unions and associations. Such actions amount to unfair labour practices as defined under the Industrial Disputes Act and the Industrial Relations Code. These protections are not privileges but safeguards essential to ensure free and fair functioning of trade unions, enabling them to represent the workforce effectively. The directives issued by the DFS not only challenge the rights of employees but also aim to dilute the collective bargaining of unions and associations. These actions are contrary to the principles of industrial harmony and undermine the relationship between management and employees.

**13. Stop outsourcing regular jobs in Banks:** In the absence of recruitment and employment of permanent employees in the Banks, the management of the Banks are attempting to out source these regular jobs on contractual basis. There are subsisting regular jobs and hence have to be filled up by recruitment of permanent employees. Recruitment of employees is part of the service conditions in the Banks under the Awards and Bipartite Settlements. Without reaching a mutually acceptable norms and practices, outsourcing the regular and perennial jobs in the Banks is violation of these provisions. Further, outsourcing the bank jobs is also wrought with serious implications. Hence the current attempts to out source the regular jobs in the banks should be stopped and the vacancies should be filled up through recruitment of staff.

Thanking you,

Sd/-

**General Secretaries of the UFBU Constituents**  
Members are advised to take note of the same.

With regards,  
Yours sincerely,  
Sd.-  
**Rupam Roy**  
General Secretary



CIRCULAR NO. 15

DATE: 04.03.2025

TO ALL OUR AFFILIATES

**SUBMISSION OF MEMORANDUM TO THE SECRETARY, DEPARTMENT OF FINANCIAL SERVICES BY UFBU**

We reproduce below the text of AIBOC Circular No. 2025/09, dated 03.03.2025 on the captioned subject, the contents of which are self-explanatory.

With Greetings,  
Yours Comradely,  
Sd/-

(Rupam Roy)  
General Secretary

Dear Comrades,

**AFTER THE SUCCESSFUL DHARNA TODAY AT JANTAR MANTAR GET READY FOR ALL INDIA BANK STRIKE ON 24/25.03.2025**

We reproduce the text of the circular no. 2025/02 dated 03.03.2025 issued by UFBU on the captioned subject. On this occasion, from AIBOC, we congratulate each affiliate and the adjacent state units for their remarkable gathering. The enchanting slogans, the strength, unity and solidarity shown by our Comrades was praiseworthy. We also place on record our sincere gratitude to the Comrades of Delhi State Unit, who have taken the pain in making all the arrangements for its grand success. Few photographs of today's dharna are also added in the circular.

**Text of the Circular no. 2025/02 dated 03.03.2025**

Dear Comrades,



Thanks to the mobilization by all our Unions, our Dharna before Parliament held today in Delhi was a massive success. The participation by our unions and members was encouraging and enthusiastic. Right from the morning, the participants were raising slogans on our various demands and their anger and protest was quite visible. Leaders of our Unions explained the demands of our agitation and greeted the participants. From the Central Trade Unions, Com Girish Arya, BMS, Com Giri, AITUC, Com. Tapan Sen,



CITU and Com. Santosh Roy, AICTU came and greeted our Dharna and extended their support.

Our representatives met Mr. Nagaraju, Secretary, Dept. of Financial Services, Ministry of Finance, Government of India and submitted our memorandum on



the demands of our agitation. He heard our submissions receptively.

We thank all our unions and members for their participation and co-operation in making today's Dharna programme a successful one.

As already decided, we shall be serving the strike notice to the IBA on 5-3-2025. We give below the further programmes to be observed by all our constituents.

Since strike notice is being served by UFBU, individual Unions need not serve any separate notice either on the IBA or on individual Banks.

5-3-2025	Serving strike notice on IBA, DFS and CLC
7-3-2025	Evening time demonstration at centres
11-3-2025	Demonstration at all Corporate/ Head Office/ Zonal/Regional offices by respective affiliates
17-3-2025	Press Conference at all State Headquarters
21-3-2025	Rally at evening time at all centres
22-3-2025	Social Media Campaign including X handle
24/25-3-2025	TWO DAYS STRIKE FOR CONTINUOUS 48 HOURS



Comrades, the importance of the issues and demands are well-known to all our unions and members.

Every effort should be taken to mobilise all our members for the strike action.

We urge upon all our unions to move together and implement the programmes successfully.

With greetings,  
Yours Comradely,

Sd/-

General Secretaries of the UFBU Constituents



**UFBU leaders submitting our Memorandum to Secretary, DFS, Finance Ministry, Govt of India**

Members are advised to take note of the same.

With regards,  
Yours sincerely,  
Sd.-

Rupam Roy  
General Secretary





CIRCULAR NO. 16  
TO ALL OUR AFFILIATES

DATE: 05.03.2025

**STRIKE NOTICE SERVED FOR 48 HOURS CONTINUOUS STRIKE ON  
24/25.03.2025**

We reproduce below the text of AIBOC Circular No. 2025/10, dated 05.03.2025 on the captioned subject, the contents of which are self-explanatory.

**Our Unity Long Live**

With Greetings,  
Yours Comradely,  
Sd/-  
(Rupam Roy)  
General Secretary

Dear Comrades,

**STRIKE NOTICE SERVED FOR 48 HOURS CONTINUOUS STRIKE ON  
24/25.03.2025**

We reproduce the text of the strike notice served today by UFBU to the IBA and DFS for the 48 hours' continuous strike from the midnight of 23<sup>rd</sup> March, 2025 to the midnight of 25<sup>th</sup> March, 2025. We urge all our affiliates and state units to observe all the programmes with full enthusiasm and conviction.

Date : 5-3-2025

FORM – L

**NOTICE OF STRIKE**

**NAME OF UNIONS :**

1. ALL INDIA BANK EMPLOYEES' ASSOCIATION – AIBEA
2. ALL INDIA BANK OFFICERS CONFEDERATION – AIBOC
3. NATIONAL CONFEDERATION OF BANK EMPLOYEES - NCBE
4. ALL INDIA BANK OFFICERS ASSOCIATION – AIBOA
5. BANK EMPLOYEES FEDERATION OF INDIA – BEFI
6. INDIAN NATIONAL BANK EMPLOYEES FEDERATION – INBEF
7. INDIAN NATIONAL BANK OFFICERS CONGRESS – INBOC
8. NATIONAL ORGANISATION OF BANK WORKERS – NOBW
9. NATIONAL ORGANISATION OF BANK OFFICERS – NOBO

**NAMES OF ELECTED REPRESENTATIVES**

1. C.H. VENKATACHALAM
2. RUPAM ROY
3. L. CHANDRASEKHAR
4. SANJAY KUMAR KHAN
5. DEBASISH BASU CHAUDHURY
6. O.P. SHARMA
7. PREM KUMAR MAKKER
8. MANMOHAN DAS
9. K N AADARSH

Dated the 5<sup>th</sup> March, 2025

The Chairman, Indian Banks' Association, Complex, World Trade Centre 6 <sup>th</sup> Floor, Centre 1 Building, Cuffe Parade,	Chief Labour Commissioner ( C ), Ministry of Labour, Office of the CLC, Shram Sakthi Bhavan Mumbai. 400 005 New Delhi
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Dear Sir,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Dispute Act 1947, we hereby give you notice that the members of the 9 constituent unions of United Forum of Bank Unions propose to go on **48 hours CONTINUOUS STRIKE** from the midnight of 23<sup>rd</sup> March, 2025 to the midnight of 25<sup>th</sup> March on the following issue:

**DEMANDING**

1. Adequate recruitment in all cadres, regularise all temporary employees
2. Implementation of 5 Day work week in Banking Industry
3. Immediate withdrawal of the recent DFS directives on performance review and PLI, which threaten job security, create division and discrimination amongst employees and officers, violate the 8<sup>th</sup> Joint Note, and undermine PSB's autonomy
4. Safety of Bank Officers/ Staff against the assault/ abuses by unruly banking public.
5. Fill up the post of Workmen/ Officer Directors in PSBs.
6. Resolution of residual issues pending with IBA
7. Amend Gratuity Act to increase the ceiling to Rs 25 lacs on the lines of Scheme for government employees along with exemption from income tax
8. Do not recover income tax on staff welfare benefits given to employees and officers on concessional terms. Managements to bear the same.
9. Maintain a minimum of 51% of Equity Capital in IDBI Bank by Government

**OPPOSING:**

10. Micro management of PSBs by DFS on policy matters affecting service conditions of employees and officers and undermining bilateralism.
11. Outsourcing permanent jobs in Banks
12. Unfair Labour Practices in Banking Industry.

The details of the programs are given hereunder:

**Agitational programme**

5-3-2025	Serving strike notice on IBA, DFS and CLC
7-3-2025	Evening time demonstration at centres
11-3-2025	Demonstration at all Corporate/ Head Office/ Zonal/ Regional offices by respective affiliates
17-3-2025	Press Conference at all State Headquarters
21-3-2025	Rally at evening time at all centres
22-3-2025	Social Media Campaign including X handle
24/25-3-2025	<b>TWO DAYS STRIKE FOR CONTINUOUS 48 HOURS</b>

The details of the issues and Statement of the case is annexed herein.

Yours sincerely,

Sd/-

**General Secretaries of the UFBU Constituents**

**Our Unity Zindabad.**

Sd/-

**Rupam Roy**

**General Secretary**

**Encl: Statement of the Case**

**Copy to:**

1. Secretary, Dept. of Financial Services, MoF, Govt. of India
2. Chairman/MD/CEOs of All Banks
3. Chief Executive, IBA, Mumbai





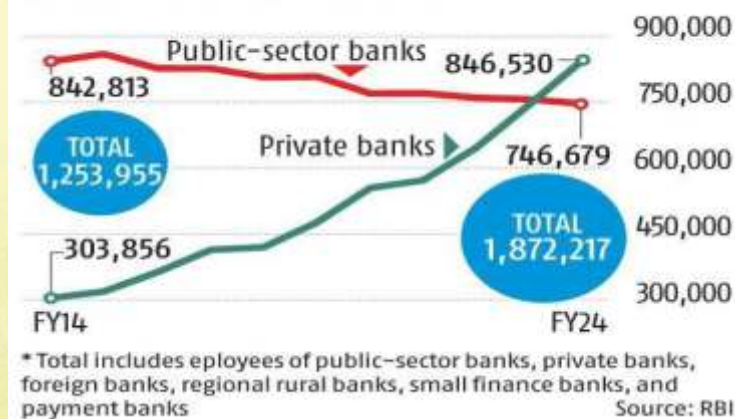
## Annexure

## STATEMENT OF THE CASE

## 1. Need for adequate recruitments:

The public sector banking system in India forms the backbone of the country's financial infrastructure, ensuring the effective implementation of government schemes, financial outreach programs, and inclusive economic growth. However, over the years, the workforce in public sector banks (PSBs) has dwindled significantly, creating an unsustainable work environment and compromising the efficiency and reach of these institutions. Over the last decade, the employee count in public sector banks has seen a steady decline due to retirements, voluntary exits, and inadequate recruitment drives. Similar is the problem in the old private Banks, Regional Rural Banks and Co-op. Banks. But in contrast, new private sector banks have rapidly increased their workforce, leveraging aggressive recruitment strategies to enhance their operational efficiency and customer service. Since 2013, employees in the clerical category of state-owned banks have gone down from 3,98,801 to 246,965 and the number of sub-staff went down from 1,53,628 to 94,348 for the same period. In contrast, employees in the private banks have gone up from 225,805 in FY2014 to 796,809 in FY2024.

## HEADCOUNT SURGE



Despite having a larger market share and wider reach, public sector banks are significantly understaffed compared to their private sector counterparts. Public sector banks account for over 60% of the total market share, with a network of approximately 90,000 branches across the country. Private sector banks, with less than 40% market share, operate fewer branches yet employ a greater number of personnel, highlighting the disparity in workforce allocation.

In public sector banks, the average customer-to-employee ratio goes up to 2000:1, far surpassing the average of 300:1 in the new private banks. This disparity burdens public sector employees with excessive workloads, resulting in delays, errors, and deteriorating customer service. Public sector bank employees report high levels of stress and burnout due to overwork, inadequate staffing, and increasing administrative responsibilities. Reports have surfaced of mental health crises among employees, with incidents of suicides, depression, and toxic work environments becoming alarmingly frequent.

Public sector banks handle a disproportionate share of government-directed financial inclusion initiatives, such as, Pradhan Mantri Jan Dhan Yojana, Mudra Loan Scheme, PM Kisan Samman Nidhi etc. PSBs execute over 80% of these programs, despite their limited workforce, while private sector banks largely abstain, citing lower profitability and higher operational costs. Due to inadequate staff, the ability of PSBs to reach underserved populations is compromised, affecting the broader economic goals of the government.

The lack of permanent subordinate staff has led branches to rely on temporary housekeeping personnel for essential, sensitive tasks, such as handling documents and managing restricted areas like currency chests. This dependency creates significant security risks, as temporary staff may inadvertently access sensitive information, increasing the potential for fraud and breaches. The high customer-to-employee ratio intensifies pressure on officers', leading to burnout and affecting both their mental and physical health.

The continued neglect of the banks to address the requirement of adequate staff and officers for effectively running the banking operations smoothly and effectively and for preventing fraud and cyber crimes has given rise to the urgent need for recruitment of regular employees in PSBs for which this strike notice is being served.

**Regularise temporary employees:** In the absence of adequate recruitments in the Banks and virtual bank on recruitment of substaff and housekeeping staff, in almost all the Branches, employees are engaged on temporary basis. These temporary employees are working the branches for years together. But they are permanently temporary. The very fact that Banks and Branches are employing these temporary employees explains the shortage of staff in branches and the need for recruitment of permanent employees. While doing so, these temporary employees need to be regularized.

## 2. Implementation of 5 Days Working Per Week : Bipartite Settlement/ Joint

Note was signed by the Indian Banks' Association with the Employees Unions and Officers Organisations in the Banks on 8-3-2024 covering revision of wages and improvements in other service conditions for the period from 1-11-2022 to 31-10-2027 and

In every round of negotiations, the unions/ associations unequivocally demanded that IBA should ensure that 5-day work week would be implemented before the signing of the final settlement and

A Memorandum of Understanding was signed between the unions/ associations and the Indian Banks' Association on 7-12-2023, where it was written that the recommendation for declaring all Saturdays as holidays under the NI Act for Banking Industry in line with earlier negotiations with unions/ associations had already been sent to the Govt. The unions/ associations urged for implementation of the same before signing of the final bipartite Agreement/ Joint Note.

It was agreed in the Settlement/Joint Note dated 8.3.2024 that in terms of understanding dated 7<sup>th</sup> December, 2023, reached between IBA and Unions/ Associations for declaration of all Saturdays as holidays under Negotiable Instrument Act for Banking Industry, IBA has accordingly recommended to the Government and the due changes in the working hours will be effective after approval by the Government of India and necessary clearances from Government/Reserve Bank of India.

It is more than an year that the IBA has recommended to the Government and till date the approval has not been received. Hence due to the inordinate delay in implementation of the 5-days work-week, this strike notice is being served.

**3. Violation of bilateral agreement :** The Performance Linked Incentive (PLI) scheme was introduced in the Banks under the last Settlement signed between IBA and Unions/Associations in 2020. The Scheme covered all workmen employees and all Officers from Scale I to Scale VII. This PLI Scheme has been introduced after detailed discussions between the parties based on mandates provided by member Banks' Boards. During the year 2024, the PLI scheme has been modified improved upon by further mutual discussions and minutised between the parties.

Whereas the DFS Notification No. eF No. 15/6/2024-BO.I dated 19.11.2024 violates the accepted principle of equity and undermines this well-established framework, violating the sanctity of collective bargaining and the bilateral settlements and introduced a selective approach to incentivise only officers from Scale IV to VIII (counting less than 5% of the total workforce), while excluding over 95% of employees who primarily drive business at the field level. It risks fragmentation of the workforce and impairing the collective growth and harmony, which is paramount and essential for any organizational growth and sustainable success.

Besides the DFS directive which amounts to violate the collectively bargain PLI scheme uniformly applicable to entire workforce from part time sweepers to General Managers of the Banks with uniform rate of incentive for all, it also will result in huge inequity and differentiation in the incentive by extend a highly disproportionate incentive model for a small section of the workforce. Uniformity of the incentive will be the casualty. If the scheme needs any review, UFBU is ready to re-negotiate the same but unilateral and discriminatory change in the scheme is unfair and unacceptable.

**4. Efficiency Review:** DFS has sent a directive to all Banks on 26-9-2024 asking them to review the efficiency of all employees and officers on reaching the age of 55/57/58 and submit the report of the review report to the Government every month.

**5.** This policy not only infringes upon the operational autonomy of banks but also undermines the morale and job security of dedicated Bank employees and Officers across the country. We stand firm against any initiative that jeopardizes the career stability of bank staff. We are for efficiency workforce and there are adequate safeguards





and rules evolved through bilateral agreements to ensure the same. Government directive is nothing but intimidation of the employees and officers.

The PSBs are already facing severe staff shortages, exacerbated by the lack of recruitment in clerical and sub-staff cadres, this DFS directive threatens the very sustainability of the industry. Adding further stress to an overstretched workforce, the policy requires banks to undertake monthly reviews and submit reports detailing the number of employees reviewed and retired prematurely, a step that will severely detract the attention from core banking operations.

The directive also undermines established mechanisms, including the Bipartite Settlements and Officers' Service Regulations, which provide comprehensive provisions to address performance-related concerns without resorting to arbitrary dismissals, under the new mandate, officers face premature retirement with a three-month notice period (or pay in lieu), while clerks and sub-staff receive only a two-month notice. Such unilateral measures are both provocative and intimidating, disregarding existing processes for handling employee performance fairly.

Such directive from the Department of Financial Services has undermined the sanctity of the bilateral provisions of service conditions and tantamount to interference in the internal autonomy of the Bank Boards and such arbitrary action of the Government is one of the reasons for the strike notice.

**5. Increasing assaults on Bank Managers/officers/other staff:** Bank employees are increasingly facing verbal and physical assaults while performing their duties, often at the hands of unruly elements, sometimes even backed by political forces, and these incidents not only compromise their safety but also disrupt essential banking services. Reports of physical attacks on bankers have been on the rise, with staff frequently threatened while on duty which is being further exacerbated by the reduced workforce.

Despite the advisories from the Department of Financial Services, Government of India, urging strong action against such behavior, these incidents persist nationwide. In several cases, officers are coerced into avoiding recovery actions or sanctioning loans without the required compliance from borrowers. Recent violent episodes in Maharashtra, Uttar Pradesh, Chhattisgarh, Punjab, Gujarat, Bihar and other states have escalated, leaving bank Managers, officers and other staff feeling helpless and demotivated, severely impacting their ability to fulfill their duties.

In the light of these grave concerns, an enactment of a stringent legal framework is required and there should be dedicated Act safeguarding bankers from physical harm and undue pressure related to their professional duties encompassing the coverage of the provisions under Bhartiya Nyaya Sanhita (BNS) that protects Public Servants from similar abuse and threats, as listed below:

- BNS Section 332 - Voluntarily causing hurt to deter public servant from his duty.
- BNS Section 121(2) - Assault While Performing Official Duty.
- BNS Section 132 - Assault or criminal force to deter a public servant from discharging their duty.
- BNS Section 219 - Obstructing sale of property offered by authority of public servant for sale.
- BNS Section 221 - Obstructing public servant in discharge of public functions, Interrupting Government Work by Insult or Misbehaviour
- BNS Section 224 - Threat of injury to public servant

Our demand for protective measures for bank staff against assaults and enactment of legal provisions for our safety in Branches is another important cause for the proposed strike action.

**6. Fill up the posts of Workman/Officer Directors in PSBs:** The appointments of Workmen Employee/Officer Employee Directors to the Boards of Banks remain pending for a decade, despite clear legal mandates, judicial directives. The provisions of The State Bank of India Act, 1955, and the Banking Companies (Acquisition and Transfer of Undertakings) Act of 1970/1980 mandate the inclusion of one Workman Director and one Officer Director on the Boards of SBI and all nationalized banks. This provision is further reinforced in the Nationalized Banks (Management and Miscellaneous Provisions) Scheme, 1970.

The Department of Financial Services (DFS) has been repeatedly approached to expedite the appointment process to ensure adherence to statutory and legal provisions, promoting an inclusive governance structure across public sector banks. Unfortunately, even then, the posts of Workman Employee/Officer Employee Directors in all the 12 PSBs remain unfilled. This is yet another important demand on which the proposed strike

is envisaged.

**7. Convert all employees/covered by NPS to OPS :** Pension is not merely a retirement benefit; it is essentially a social security measure designed to provide financial stability and dignity in post-retirement years, whereas the NPS, being a market-driven scheme, has shown inconsistent returns subject to market fluctuations, leading to unpredictability and financial vulnerability for retirees. Further it is also a contributory scheme. With inflation and living costs continuing to rise unabated, a pension scheme unlinked to D.A. neutralization will severely impact the quality of life for retired bank employees covered under NPS, who deserve stability and security in their retirement.

These issues have been raised before the Government and IBA/Managements for an umpteen number of times, and the failure of the IBA and the Government of India to address the justified demand and restore the Defined Benefit Pension Scheme for post-2010 bank employees/officers, has given rise to the proposed industrial action for which this strike notice is being served.

**8. Updation of Pension for existing pensioners:** We have been demanding periodical updating of pension along with wage revision settlement and it was agreed that without prejudice to the Court cases in various litigations relating to pension scheme including the demand for updating of pension, for pensioners up to 31.10.2022 an ex-gratia shall be paid which would be due for review in April 2024. It was also agreed that there shall be annual review of the ex-gratia amount as may be mutually agreed between IBA and the union/association. Now, there is no discussion initiated by IBA either for review of ex-gratia amount or for developing a framework of periodical pension updating as demanded without prejudice to the Court cases. Hence it is very important issue in this strike notice.

**9. Improvement in Gratuity under the Act and exemption from Income Tax :** Gratuity is a statutory retirement benefit provided to employees as a token of appreciation for their service and loyalty to the organization. Over the years, the Government of India has periodically revised the gratuity ceiling, the latest being Rs. 20 lakhs under the Payment of Gratuity (Amendment) Act, 2018. However, this ceiling remains lower compared to the benefits provided to government employees under the Central Civil Services (Pension) Rules, where gratuity is capped at Rs. 25 lakhs, along with a full exemption from income tax.

Government employees enjoy a higher gratuity ceiling of Rs. 25 lakhs with no income tax liability. The banking sector has consistently contributed to the nation's progress, implementing government schemes, expanding financial inclusion, and delivering critical services even in challenging conditions. The sector's employees and officers deserve recognition through better retirement benefits. With the increasing cost of living and inflation, the current ceiling of Rs. 20 lakhs does not adequately compensate employees upon retirement. Raising the limit to Rs. 25 lakhs would provide greater financial security in post-retirement life.

Gratuity is a one-time benefit earned over decades of service. Subjecting it to income tax is inequitable and diminishes the value of the benefit. Government employees already enjoy tax exemption, and this principle should extend to all employees, including bank officers and award staff. The absence of appropriate amendments to the Gratuity Act has caused widespread dissatisfaction among bank employees.

We have been demanding the appropriate amendments to the Payment of Gratuity Act increasing the ceiling on Gratuity from Rs. 20 lakhs to Rs. 25 lakhs and exempt the entire gratuity amount from income tax to ensure employees receive the full benefit of their service. Hence it is an important issue in the present strike notice.

**10. Need to exempt staff welfare oriented benefits from the purview of perquisite and consequent Tax:** Whereas, every profession offers specific benefits tailored to its nature. Across sectors, such perks are legitimate, remain untaxed, and form an integral part of employment packages. These benefits not only attract India's brightest minds but also help organizations hire the best talent.

In the financial sector, the liability of income tax on perquisites borne by the bank is a motivating factor for employees, encouraging them to contribute more effectively to the organization.

It is important to note that many employers provide in-house products or services either free of cost or at subsidized rates to their employees like in railways, airlines, telecom companies, schools, hospitals, etc, where the staff get certain concessional benefits which are not treated as perks and hence not taxed. These are ways of how employers extend such benefits to their workforce. Given that the banking sector deals primarily with financial products, it is only reasonable that similar privileges, such as concessional loans, are extended to us.





It is pertinent to highlight that the cost of delivery for staff loans is minimal since these loans require no publicity or marketing and are fully secured through mechanisms like a lien on superannuation benefits or insurance coverage. Furthermore, these loans entail no recovery costs, as repayment is directly deducted from employees' salaries.

Among the limited benefits enjoyed by bank employees, concessional staff loans play a critical role in ensuring financial stability, especially given the high-stress conditions of their work environment. Taxing this singular benefit, while similar perks in other sectors remain untaxed, is both arbitrary and unjust. These benefits are not handouts but rather a part of the crop harvested by employees, provided to them on concessional terms.

We, therefore, demand that such concessional staff loans and staff welfare related benefits be exempted from the ambit of perquisite taxation.

**11. Do not privatise IDBI Bank – Maintain minimum of 51% of capital with Government:** IDBI was made a specialised Bank to deal with long term needs of the industries and has done yeoman services. Later, this has been converted as IDBI Bank as a regular commercial Bank. It has been assured on the floor of the Parliament that at any point of time, the Government shall maintain a minimum of 51% of the capital of the Bank with itself. Today Government and LIC put together has the capital upto 95%. There are repeated reports that the Government wants to disinvest in this Bank and more than 51% of the shares

would be divested. This would obviously mean privatisation of IDB Bank and would be against the assurances made on the floor of the Parliament by the then Finance minister. Our demand to rescind this decision is an important part of this strike notice.

**12. Micromanagement of PSBs on IR related issues :** We express our deep concern and misgivings over the increasing intervention by the Department of Financial Services (DFS) in the routine affairs of Public Sector Banks, leading to excessive micromanagement.

During the Gyan Sangam held at Pune on 2nd and 3rd January 2015 the Hon'ble Prime Minister of the country had said that "Banks would be run professionally, and there would be no interference". It was also decided that the Bank's Board should be given full autonomy on HR decisions such as on recruitment, Consequence management and Compensation. This was extensively covered by the Print and electronic media and the decision was welcomed across the board. The department of financial services vide its office memorandum no F.No.4/9/I/2014-IR (Pt.) dated 13th January 2015 has also emphasised on the same and the brief extract of the communication says

"The undersigned is directed to refer to the subject cited above and to say that Gyan Sangam was recently held on 2-3 January, 2015 at Pune where the Hon'ble Prime Minister interacted with the Chief Executives of Public Sector Banks and Financial Institutions (PSBs/ Fis). During the discussion, it was conveyed from the highest level in very clear terms that the Government will not interfere in the working of the Banks/ FIs."

The current directive, which prescribes how senior officers should perform and prioritize their work to earn incentives, surely infringes upon the autonomy of public sector banks. The directive to periodic performance review upon attaining certain age disregards the governance structures of banks' Boards and imposes centralized control, which could stifle strategic decision-making aligned with individual banks' unique challenges.

Such micro-management by the Government sets a negative precedence, undermining the independence of functions of the boards of the public sector banks. Particularly, when the directives or instructions from the DFS infringe policies or schemes evolved by collective bargaining and bilateral agreements concerning the employees and officers, it becomes an industrial dispute and hence avoidable.

We have also come across instructions from DFS which amounts to declining the trade unions available to employees and officers to join the trade union of their choice and curbing the same would amount to unfair labour practice. For example, the directive from DFS discouraging and barring senior management

employees (SMGS-IV and above) from being part of Associations with other officers is a blatant infringement of Article 19(1)(c) of the Constitution of India, which guarantees every citizen the fundamental right to form and participate in associations or unions. Trade Unions Act, 1926 also enables the same right. Hence this is also an important issue in the strike notice.

The DFS directive to alter the protection granted to office bearers of recognised trade unions on promotion is a clear case of interference in the autonomy of unions and associations. Such actions amount to unfair labour practices as defined under the Industrial Disputes Act and the Industrial Relations Code. These protections are not privileges but safeguards essential to ensure free and fair functioning of trade unions, enabling them to represent the workforce effectively. The directives issued by the DFS

not only challenge the rights of employees but also aim to dilute the collective bargaining of unions and associations. These actions are contrary to the principles of industrial harmony and undermine the relationship between management and employees.

**13. Stop outsourcing regular jobs in Banks:** In the absence of recruitment and employment of permanent employees in the Banks, the management of the Banks are attempting to outsource these regular jobs on contractual basis. There are subsisting regular jobs and hence have to be filled up by recruitment of permanent employees. Recruitment of employees is part of the service conditions in the Banks under the Awards and Bipartite Settlements. Without reaching a mutually acceptable norms and practices, outsourcing the regular and perennial jobs in the Banks is violation of these provisions. Further, outsourcing the bank jobs is also wrought with serious implications. Hence the current attempts to outsource the regular jobs in the banks should be stopped and the vacancies should be filled up through recruitment of staff. Hence this strike Notice.

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**CIRCULAR NO. 17** **DATE: 05.03.2025**

**TO ALL OUR AFFILIATES**

### **24TH GENERAL COUNCIL MEETING OF SBIOA (PATNA CIRCLE)**

#### **HISTORY RECREATED AND SURPASSED**

The eventful day of 16<sup>th</sup> February, 2025 scripted yet another success story in the pages of glorious chapter of SBIOA Patna Circle with a successful commemoration of the 24<sup>th</sup> General Council that witnessed an assembly of over 3000 enthusiastic agglomerates deluging the floor of S.K. Memorial Hall with their presence from nooks and corners of the states of Bihar and Jharkhand.

**02.** The atmosphere surrounding the S. K. Memorial hall, rechristened as "Com Ajoy Das Nagar" in remembrance of ex-President of Bhagalpur Zone was electrifying on account of sky renting slogans all around amidst the bursting beats of "Dhol & Nagadas". All the streets of the venue were speckled with posters, slogan hoardings & flags. Leaders from all the affiliates across the country and senior functionaries of the bank were given an intense welcome juxtaposed with enthusiasm and a stint of camaraderie mixed with the warmth of exuberance.

The event was set on motion with hoisting of the Association Flag by the honourable, Chief General Manager, Shri K.V. Bangararaju, amidst the august presence of Com Arun Kumar Bishoyi, President AISBOF, Com Arijit Bose, Com Amaresh Vikramaditya, the President and General Secretary of SBIOA Patna Circle, leaders of other affiliates, CMC members and the undersigned. The timepiece however was incarcerated with a splendid performance of Nukkad Natak showcasing the socio-political essence and flavour of genesis.

**03.** The stage of "Com Ajoy Das Nagar" was named after "Com L.K.P. Singh" as a mark of reverence to the ex-President of SBIOA Patna. It was then the students from "Sister Nivedita Girls School" who added a stint of serenity to the event with their melodious renditions signing in for a stunning take off of the event. The undersigned during the occasion promised a token money of Rs 1 lakh from AIBOC to be paid to Nayi Dharti" the NGO taking care of the downtrodden and destitute girl child as a fulfilment of Association's commitment towards social cause.

**04.** Amidst thunderous claps and strident slogans, the guests were welcomed to the dais and warmth of felicitations were exchanged by the Circle President and the General Secretary. Apart from federation luminaries, ex- office bearers, the personalities like the Chief Guest of the event, Shri K.V. Bangararaju, CGM Patna, Shri Mrityunjay Kumar Singh, President, Bihar Police Association, Ajeet Singh, Secretary, Bihar Judicial Services Association, senior executives of the Bank were the luminaries who glorified the event with their gracious presence.

**05.** Whole-hearted felicitation offered to "Padma Shri" Ashok Kumar Biswas, a renowned folk artist from Bihar and for his special contribution towards development and propagation of folk art of the state. The Founder Secretary of NGO "Nayi Dharti", Smt. Nandita Banarjee" was also felicitated along with President of the NGO, Smt. Jayati Singh. It was an emotional moment to felicitate the better halves of Com Ajoy Das, ex-President Bhagalpur Zone & Com Rupesh Srivastava, ex-Organizing Secretary. It was again nostalgic to offer felicitation to Com Kamalakar Singh & Com Ajit Kumar Mishra, the ex-President & General Secretary of SBIOA Patna Circle.

**06.** The felicitation program was followed by lighting of the lamp by the Chief Guest joined by other dignitaries which was followed by floral tributes paid to two departed souls by whose name the stage and the vicinity was rechristened. The dignitaries on the dais then unveiled an in-house publication of SBIOA Patna, namely, a book on SME Advances to aid assistance to the functionaries dealing in SME Advances.



07. Comrade, Amaresh Vikramaditya the General Secretary in his welcome address expressed deep gratitude to all the leaders for continuously supporting and guiding him. He specifically expressed his gratitude and thankfulness to Com Kamlakar Singh & Com Ajit Kumar Mishra for their continuous guidance and mentorship. Emphasizing on the importance of "work-life balance" he re-iterated his commitment. He urged the members to maintain highest standard of ethics in their dealings while re-affirming his commitment to see that the interest of innocents is protected by any means.

08. Shri K.V. Bangararaju, CGM Patna and the chief guest of the meeting, stressed deep importance of maintenance of a good health while expressing his staunch advocacy for "work-life balance". He expressed his intolerance on misbehavior, either involving customers or the employees. Denouncing insalubrious competition and rankings, he expressed his reliance on sustained, healthy and ethical growth. The Circle CGM urged the assembly to focus on prompt and empathetic Customer Service. Claiming SBI to be one of the best employers, the chief guest expected a reciprocative approach from the employees as well.

09. Shri Mrityunjay Kumar Singh, President of Bihar Police Association, felt pride in sharing his long and fruitful relationship with State Bank of India and appreciated the prompt and responsive service provided by the bank. He also praised the technology and products on offer by our bank and emphasized on sustained relationships. He talked high on the noble works being done by SBIOA Patna Circle while appreciating the leaderships for their untiring efforts.

10. Shri Ajit Singh, General Secretary of Bihar Judicial Services Association, applauded the efficient and customer centric products and services offered by SBI. He stated that the massive gathering attending the General Council of SBIOA Patna was a demonstrative in terms of unity and solidarity. He requested the Circle CGM to consider provision of Staff Quarters by the bank at all district headquarters facilitating employees stay and avoid travelling long distances.

11. Com Arun Kumar Bishoyi, President of AISBOF talked high on the efforts made by the Circle Association towards commemoration of a glorious event with special mention to the hall full of participants that actually added laurels to labour.

Com President urged the members to stay united and fight collectively for the cause of collective good. He reminded the members about the demands of the Association and the upcoming strike call on 24<sup>th</sup> and 25<sup>th</sup> of March 2025 given by UFBU while requesting the members for a whole hearted participation in all the programs chalked out by UFBU leading to the strike and leave no stone unturned to make it a grand success.

12. The undersigned started with congratulating SBIOA (Patna Circle) for a successful commemoration of its 24th General Council and thanked the assembly for their presence in such a huge number while delving with issues like role of Association and its contribution towards progress of the bank. It was a vociferous assertion expressing zero tolerance on the issue of dignity of officers and Association's stand on toxic work culture where the Bank Chairman also on the same page. Talking on mental peace and importance of maintaining a sound health, the undersigned stressed on work-place happiness grading it paramount amongst the work-place priorities. The undersigned then delved with the residual issues of 9<sup>th</sup> Joint Note along with issues with which the long-drawn agitation including strike actions have been chalked out. He then informed the house on the development as regards to the guest house at Mumbai proposed to be purchased by the SBIOA Patna Circle and congratulated the Circle functionaries for their noble initiative. Stressing on maintenance of honesty and ethics, the undersigned assured the memberships that Association shall always stress its best foot forward and walk extra miles to ensure dignity, safety and legitimate progress of its members all the way.

13. The Inaugural Session of the 24<sup>th</sup> General Council of SBIOA Patna Circle came to its culmination with Presidential address and vote of thanks proposed by Com Arijit Bose, President, SBIOA (Patna Circle). The exuberance and wholehearted involvement of the members and overall atmosphere of the vicinity shall continue alluring our emotion and shall be retained for long.

**Our Unity Long Live**

With Greetings,  
Yours Comradely,  
Sd/-  
(Rupam Roy)  
General Secretary

**CIRCULAR NO. 17**

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**09.** Shri Mrityunjay Kumar Singh, President of Bihar Police Association, felt pride in sharing his long and fruitful relationship with State Bank of India and appreciated the prompt and responsive service provided by the bank. He also praised the technology and products on offer by our bank and emphasized on sustained relationships. He talked high on the noble works being done by SBIOA Patna Circle while appreciating the leaderships for their untiring efforts.

**10.** Shri Ajit Singh, General Secretary of Bihar Judicial Services Association, applauded the efficient and customer centric products and services offered by SBI. He stated that the massive gathering attending the General Council of SBIOA Patna was a demonstrative in terms of unity and solidarity. He requested the Circle CGM to consider provision of Staff Quarters by the bank at all district headquarters facilitating employees stay and avoid travelling long distances.

**11.** Com Arun Kumar Bishoyi, President of AISBOF talked high on the efforts made by the Circle Association towards commemoration of a glorious event with special mention to the hall full of participants that actually added laurels to labour.

Com President urged the members to stay united and fight collectively for the cause of collective good. He reminded the members about the demands of the Association and the upcoming strike call on 24<sup>th</sup> and 25<sup>th</sup> of March 2025 given by UFBU while requesting the members for a whole hearted participation in all the programs chalked out by UFBU leading to the strike and leave no stone unturned to make it a grand success.



**12.** The undersigned started with congratulating SBIOA (Patna Circle) for a successful commemoration of its 24<sup>th</sup> General Council and thanked the assembly for their presence



in such a huge number while delving with issues like role of Association and its contribution towards progress of the bank. It was a vociferous assertion expressing zero tolerance on the issue of dignity of officers and Association's stand on toxic work culture where the Bank Chairman also on the same page. Talking on mental peace and importance of maintaining a sound health, the undersigned stressed on work-place happiness grading it paramount amongst the work-place priorities. The undersigned then delved with the residual issues of 9<sup>th</sup> Joint Note along with issues with which the long-drawn agitation including strike actions have been chalked out. He then informed the house on the development as regards to the guest house at Mumbai proposed to be purchased by the SBIOA Patna Circle and congratulated the Circle functionaries for their noble initiative. Stressing on maintenance of honesty and ethics, the undersigned assured the memberships that Association shall always stress its best foot forward and walk extra miles to ensure dignity, safety and legitimate progress of its members all the way.



**13.** The Inaugural Session of the 24<sup>th</sup> General Council of SBIOA Patna Circle came to its culmination with Presidential address and vote of thanks proposed by Com Arijit Bose, President, SBIOA (Patna Circle). The exuberance and wholehearted involvement of the members and overall atmosphere of the vicinity shall continue alluring our emotion and shall be retained for long.

**# Our Unity Long Live**

With Greetings,  
Yours Comradely,  
Sd/-  
(Rupam Roy)  
General Secretary



**CIRCULAR NO. 18**  
**TO ALL OUR AFFILIATES**

**DATE: 07.03.2025**

**INTERNATIONAL WOMEN'S DAY – 8<sup>th</sup> MARCH 2025**

**#AccelerateAction**

We reproduce below the text of AIBOC Circular No. 2025/11, dated 06.03.2025 on the captioned subject, the contents of which are self-explanatory.

**# Our Unity Long Live**

With Greetings,  
Yours Comradely,  
Sd/-  
(Rupam Roy)  
General Secretary

Dear Comrades,

**INTERNATIONAL WOMEN'S DAY – 8<sup>th</sup> MARCH 2025**

**#AccelerateAction**

On the occasion of International Women's Day – 8<sup>th</sup> March 2025, the All-India Bank Officers' Confederation extends its warm and revolutionary greetings to all our lady comrades working across the Banking Industry. This day, celebrated globally, recognizes the remarkable achievements and contributions of women while advocating for gender equality, greater women's rights and deeper assimilation of women in the socio-economic, political and cultural landscape.

The theme for this year – #AccelerateAction – serves as a powerful reminder of the long journey from the feudal dominance of the early 20<sup>th</sup> century to the present day. While significant strides have been made towards women's empowerment, the stark reality in terms of parity remains a distant dream. Despite technological advancements and societal progress, women continue to face inequalities, gender biasness particularly in the workplace, domestic and in public sphere.

The year 2024 exposed the harsh reality about the safety and dignity of women in our country, from heinous crimes in medical establishments to the systemic oppression, the misery remains widespread. Public outcry often falls in deaf ears and the remedial actions proving anarchic and fruitless. Our women counterparts not only shoulders organisational obligations but at the same time performs the additional role of managing household responsibilities. Against this backdrop, our Confederation's call to observe International Women's Day bears enormous significance and demands for our commitment to formulate women friendly policies to ensure safety and security of our lady comrades at the work place as well as a level playing field augmenting equal opportunity and scope for their overall development and prosperity.

Emerging social pattern has resulted in women participating in mainframe workforce and it is imperative that the workplaces are made fully equipped to suit to the requirements of women employees and address their issues with alacrity. On this perspective, the Confederation reiterates its longstanding demands for:

- Crèche facilities at workplaces;
- Special provisions in transfer and posting guidelines for lady officers;
- Extension of special leave to cater to family emergencies and medical exigencies;
- Comprehensive workplace security and redressal mechanisms.

While some of these issues were partially addressed in the last wage negotiation, much remains to be accomplished. A world where women must carry self-defence tools or nurture fear in stepping out alone is not the world we aspire for. The persistent lack of accountability continues to embolden perpetrators of violence against women and it falls back on the part of the collectives to address such issues and make the world a better place to live in for all our women folks.

It is our collective responsibility to dismantle the patriarchal dominance that still prevents women from realizing their full potential hindering in fulfilling their individual aspirations. It is ridiculous to envisage becoming a five trillion-dollar economy when half of our population is denied the opportunity to contribute due to vulnerability in public spaces, workplaces, as well in domestic arena.

On this International Women's Day, the All-India Bank Officers' Confederation pledges to continue its endeavour ensuring safety, security, dignity and empowerment of women. Let us stand united in our struggle for a world where every woman's voice is heard, her rights are upheld, and her contributions are celebrated.

**Happy International Women's Day!**

With Greetings,  
Yours Comradely,  
Sd/-

(Rupam Roy)  
General Secretary

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**CIRCULAR NO. 19**

**DATE: 14.03.2025**

**TO ALL OUR AFFILIATES**

**DISCUSSIONS WITH IBA ON RESIDUAL ISSUES**

We reproduce below the text of AIBOC Circular No. 2025/12, dated 13.03.2025 on the captioned subject, the contents of which are self-explanatory.

**Our Unity Long Live**

With Greetings,  
Yours Comradely,  
Sd/-  
(Rupam Roy)  
General Secretary

Dear Comrades,

**DISCUSSIONS WITH IBA ON RESIDUAL ISSUES**

We reproduce the text of UFBU Circular no. 2025/03 dated 13.03.2025 for your information.

Dear Comrades,

**Discussions with IBA on Residual Issues**

Today there was a round of discussions between IBA and UFBU on the pending residual issues.

**New Chief Executive of IBA :** Mr. AK Goel, former MD of PNB has taken charge as Chief Executive of IBA. We extended our warm welcome to him and expressed the hope that he would take initiatives to resolve the important pending issues like 5 Days Banking and also ensure that there is adequate recruitment in the Banks. Mr. Goel assured that it would be his endeavour to find solutions to the problems raised by the Unions as employees' welfare is the key to achieve business improvement.

**Discussions on the issues:** IBA team was led by Mr. Gopal Murli Bhagat, Dy. Chief Executive of IBA along with Mr. Brajeshwar Sharma, Sr. Advisor, HR&IR, IBA and a team of HR Heads from SBI, BOI, BOB, UBI and CBI. UFBU was represented by our constituent Unions.

Some of the important issues discussed today are as under:

**Recruitments:** We demanded adequate recruitment of staff in the Branches due to lack of which the workload in the branches on the employees is very heavy. We pointed out how the number of clerical and substaff in the Banks have come down drastically over the years. We further pointed out that due to such shortage of staff, the officers are compelled to sit in counters to undertake clerical work which are otherwise not part of their duties and which in turns affects proper discharge of their own duties.

Further we pointed out that there are oral instructions not to go for recruitment of substaff and housekeepers because of which large number of persons are being engaged on temporary and casual basis which is not a healthy and desirable practice. We informed that all the existing vacancies should be filled up and preference should be given to the eligible temporary employees while undertaking the process.

We also explained to them as to how the inadequate staff in the branches is resulting in increasing instances of customers and banking public getting irritated over inadequacies in customer service and turning their wrath on the branch staff.

IBA in response stated that individual banks have their manpower policy according to which recruitments are made and hence the views of the Unions would be informed to the member Banks. We pointed out that Government as the major stakeholder has to





urgently and effectively intervene in this critical issue to advise the Banks to provide adequate staff in all the Banks.

**Leave Bank system:** IBA had agreed in principle to introduce Leave Bank system by which employees can donate/contribute their leave to a common pool and which can be utilized towards sanction of leave to employees/officers who have exhausted their leave and who are undergoing treatment for very major ailments. The modalities were discussed and it was decided to further discuss the issue to finalise the scheme at the earliest.

**Group Medical Insurance Scheme:** To our demand for the Banks to bear the premium for the retirees, IBA informed that it needs further discussion to assess the cost aspect, etc. Regarding improvement in the Scheme like higher coverage, etc, it was decided to continue the discussions at the time of renewal of the current Policy.

**Updation of Pension, Improvement in Ex-gratia :** IBA informed that the issue is still subjudice. To our demand for improvement in the Ex-gratia, IBA suggested that the same could be discussed after the current financial year is over. We have requested the IBA to once again send a communication to the private sector Banks which have not implemented Ex Gratia payment to pensioners. To our demand for including Special Allowance for superannuation benefits, IBA informed that the same is subjudice due to legal cases pending in Courts.

**Improvement in Pension:** We have suggested that the present pension scheme is to be improved upon like full pension after 20 years' service, calculation of basic pension based on last month's Pay or last 10 months average whichever is beneficial, additional pension for pensioners above 70, 80 and 90 years, minimum pension at Rs. 10,000, etc. and IBA requested us to provide a Note on the same for examination and perusal.

**Changes in Disciplinary Action Procedure:** We informed IBA that the existing procedure for workmen to be modified based on the discussions finalised in the Sub-Committee. IBA agreed to follow up the matter with the Negotiating Committee. Regarding officers, it was agreed to discuss the issue further in a Small Committee.

**Uniform DA formula for all Pensioners:** We demanded that the DA formula applicable to pensioners post-12<sup>th</sup> BPS/9<sup>th</sup> Joint Note be extended to all previous pensioners. IBA indicated that they are open to discuss the issue if the modification will be cost-neutral and without any additional cost to the Banks. Unions have been requested to submit a Note to IBA on this issue.

**Compassionate ground appointments scheme:** We requested that the present cap of 5% be calculated based on vacancies available instead of actual recruitment so that eligible pending cases can be considered. We also suggested upward revision of the Ex-gratia lumpsum amount being paid as an option in lieu of appointment. It has been agreed to discuss these issues further.

**Monetisation of LFC for officers:** IBA informed that the issue will be discussed further with the officers organisations.

**Conciliation meeting by CLC on 18-3-2025:** Since the IBA had arranged the meeting to discuss pending residual issues, our important agitational issues like introduction of 5 Days' Banking per week, Option to switch over to OPS from NPS, etc. were not taken up. In view of our Strike Notice, the Chief Labour Commissioner has called for a conciliation meeting at Delhi on 18-3-2025 when all these issues will be taken up for discussion. Outcome of this conciliation meeting will be informed to members in due course.

**Wish a very happy Holi to you all.**

**Our Unity Zindabad!**

Sd/-

**Rupam Roy**  
**General Secretary**

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**CIRCULAR NO. 20**

**DATE: 19.03.2025**

**TO ALL OUR AFFILIATES**

**CONVENTION OF WORKERS EXTEND SUPPORT TO OUR STRIKE CALL**

We reproduce below the text of AIBOC Circular No. 2025/13, dated 18.03.2025 on the captioned subject, the contents of which are self-explanatory.

**Our Unity Long Live**

With Greetings,  
Yours Comradely,

Sd/-  
(Rupam Roy)  
**General Secretary**

Dear Comrades,

**Convention of Workers extend support to our strike call**

We reproduce the text of UFBU Circular no. 2025/04 dated 18.03.2025 for your information.

**CONVENTION OF WORKERS EXTEND SUPPORT TO OUR STRIKE CALL**

Today a National Convention of Workers was held in Delhi and organized by the major Central Trade Unions (INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICCTU, LPF, UTUC) and other independent sectoral trade union Federations to discuss about the various problems faced by the working class and trade unions and to decide agitational programme. We are happy that in this Convention, a Resolution has been adopted to extend full support to our proposed strike on 24<sup>th</sup> & 25<sup>th</sup> March, 2025. We thank the Central Trade Unions for the support and solidarity.

**Resolution in support of All India Bank Strike on 24<sup>th</sup> & 25<sup>th</sup> March, 2025 at the call of UFBU:**

This National Convention of Workers organised by the Joint Platform of Central Trade Unions and independent sectoral Federations and Associations held at Pyare Lal Bhavan, New Delhi on the 18<sup>th</sup> March, 2025 takes note that United Forum of Bank Unions has given their call for All India Bank Strike on 24<sup>th</sup> and 25<sup>th</sup> March, 2025 by more than 8 lacs of employees and officers of all the Banks on the following demands:

**DEMANDS**

1. Adequate recruitment in all cadres, regularise all temporary employees
2. Implementation of 5 Day work week in Banking Industry
3. Immediate withdrawal of the recent DFS directives on performance review and PLI, which threaten job security, create division and discrimination amongst employees and officers, violate the 8<sup>th</sup> Joint Note, and undermine PSB's autonomy
4. Safety of Bank Officers/ Staff against the assault/ abuses by unruly banking public.
5. Fill up the post of Workmen/ Officer Directors in PSBs.
6. Resolution of residual issues pending with IBA
7. Amend Gratuity Act to increase the ceiling to Rs 25 lacs on the lines of Scheme for government employees along with exemption from income tax
8. Do not recover income tax on staff welfare benefits given to employees and officers on concessional terms. Managements to bear the same.
9. Maintain a minimum of 51% of Equity Capital in IDBI Bank by Government
10. Stop Micromanagement of PSBs by DFS on policy matters affecting service conditions of employees and officers and undermining bilateralism.
11. Stop Outsourcing permanent jobs in Banks
12. Stop Unfair Labour Practices in Banking Industry.

This Convention extends its full support to the strike call and expresses its solidarity with the agitating bank employees and officers.

The Convention also urges upon all the Unions and participants of the Convention to participate in the preparatory demonstration programmes that are being organised locally at various centres by the UFBU.

With greetings,

Sd/-

**General Secretaries of the UFBU Constituents**

Members are advised to take note of the same.

With regards,  
Yours sincerely,

Sd/-





CIRCULAR NO. 21

DATE: 23.03.2025

TO ALL OUR AFFILIATES

**CONCILIATION MEETING WITH CHIEF LABOUR COMMISSIONER (CENTRAL)****ALL INDIA BANK STRIKE DATED 24<sup>TH</sup> & 25<sup>TH</sup> MARCH, 2025 POSTPONED**

We reproduce below the text of AIBOC Circular No. 2025/14, dated 23.03.2025 on the captioned subject, the contents of which are self-explanatory.

**Our Unity Long Live**

With Greetings,

Yours Comradely,

Sd/-

(Rupam Roy)

General Secretary

Dear Comrades,

**CONCILIATION MEETING WITH CHIEF LABOUR COMMISSIONER (CENTRAL)****ALL INDIA BANK STRIKE DATED 24<sup>TH</sup> & 25<sup>TH</sup> MARCH, 2025 POSTPONED**

We reproduce the text of UFBUCircular no. 2025/05 dated 23.03.2025 for your information. We once again express our sincere thanks to all the affiliates and state units for their participation in the agitation programmes in large numbers at the call of UFBUCircular..

Dear Comrades,

**OUR CALL FOR STRIKE ON 24<sup>TH</sup> AND 25<sup>TH</sup> MARCH, 2025 POSTPONED.**

In the midst of our agitational programme, as informed in our earlier message on 18-3-2025, there was conciliation meeting on that day between IBA/Bank managements and UFBUCircular as arranged by the Chief Labour Commissioner. Since no understanding could be reached on our demands, the conciliation meeting was adjourned to 21<sup>st</sup> March and accordingly one more round of conciliation meeting took place in CLC office, New Delhi on that day.

Chief Labour Commissioner (Central), Shri K. Shekar himself conducted the conciliation proceedings along with Dy. CLC, RLC (HQ) and ALC (IR). Representatives of DFS from the Ministry of Finance, IBA and all Bank managements were present. All our constituent Unions were present.

Detailed discussions were held on all our demands raised in our Strike Notice.

**1. 5 Days Banking per week:** There was elaborate discussion on introduction of 5 Day Banking per week. We pointed out that even though our Bipartite Settlement/Joint Note was signed one year ago in March, 2024, the issue still remains pending with the Government to whom the IBA has recommended. We explained that keeping the issue pending for such a long time amounts to ignoring the sanctity of the bilateral settlement arrived between the IBA and UFBUCircular. We also pointed out that in the present scenario where employees and officers/Managers in the Banks work under a lot of stress and strain, many times, working beyond normal working hours, the demand for 2 days of weekly off has become a necessity.

IBA replied that as per the Settlement/Joint Note, they have recommended the matter to the Government and they are awaiting their approval. When pointed out by CLC that IBA should follow up the matter with Government, they assured that they would pursue the matter with Government for getting their due approval. DFS representative stated that the issue is under consideration but cannot commit any timeline. Hence there was virtual stalemate on this issue.

Hence, the Chief Labour Commissioner wanted some senior officials from the DFS to participate in the conciliation meeting to know the stand of the Government to end the stalemate. Even though all the top officials of the DFS were busy with the proceedings of the ongoing Parliament Session, a senior Joint Secretary of the DFS participated in the meeting via video conference and clarified that the matter is receiving the serious attention of the Government including by the Finance Minister.

We conveyed our disappointment over the undue delay in the matter and wanted the Government to expedite the process. He assured that the matter is already receiving the serious attention of the Government including at the level of Finance Minister and hence requested the UFBUCircular to reconsider our call for strike so that customers are not put to any inconvenience. We informed him that UFBUCircular leaders will meet and take a decision looking to his assurances.

**Adequate Recruitment in all Cadres :** We pointed out that year after year the number of clerical and substaff is getting reduced even though business has swelled hugely. We explained how the shortage of staff is resulting in undue workload on the existing staff, staff not able to complete their work within office hours, compelling officer staff to undertake clerical, cashier and even watchman duties, customers getting irritated over delay in services and picking up quarrel with staff including physical assaults, etc. We also drew their attention that even out of the clerical staff recruited, the attrition is high and net intake is much lesser. We pointed out that in many branches, there is not a single substaff or watchman or Armed Guard or even part time sweepers. We explained that in the absence of recruitment of permanent substaff in these vacancies, large number of temporary employees have been employed by branches continuously for a long period of years and hence are expecting their regularisation. Hence we emphasised our demand for adequate recruitment of staff in all cadres.

After discussions, the IBA agreed to take up with the member banks and with the recent changes in the enhanced duties of clerical employees in public sector banks as per the 12<sup>th</sup> Bipartite Settlement, IBA was hopeful of positive development in recruitment in all the Public Sector Banks.

IBA also assured discussions with the UFBUCircular on a periodic basis on this issue by involving all the Banks including discussing manpower planning mechanism in the Banks. The issue of recruitment of Substaff shall also be discussed and it was decided to take up the issue with a positive frame of mind. Regarding high incidence of attrition in Banks, IBA informed that efforts are afoot to re-arrange the sequence of recruitment in Banks like POs followed by clerical staff and like SBI, PSB, RRB, etc.

which is expected to reduce the rate of attrition to some good extent.

**3. Outsourcing Permanent Jobs in Banks:** The IBA informed that as agreed before the CLC, they are ready to discuss the issue with the UFBUCircular in the background of the guidelines of the RBI and having regard to the judgement of the Supreme Court. IBA also informed that they have sought for the suggestions and views of the Unions in this regard in the earlier round of discussions. The CLC advised the parties to discuss this issue bilaterally.

**4. Review of directive on PLI issued by DFS :** We pointed out that the recent Guidelines from the DFS on revised PLI for Scale IV officers and above is a violation of the mutually agreed/signed Joint Note and is also highly discriminatory and unfair. After discussion IBA agreed to refer the matter to DFS for re-examination and reconsideration of this new scheme sent to the Public Sector Banks.

**5. Government guidelines on review of efficiency of employees and officers at the age of 55/57/58:** We conveyed our strong protest against the recent instructions from the DFS to Banks that managements should review the efficiency of the officers and employees of the Banks on reaching the age of 55/57/58 years and submit the Report to them every month. DFS representative clarified that it was a routine communication sent to the Banks based on the guidelines from DOPT and there was no malafide in that. We conveyed to DFS that Government should not ask for such information from the Banks as the same are intimidatory.

**6. Safety of Employees and Officers in Branches against assault by unruly elements and customers:** We pointed out that instances are on the increase where unruly customers and outside elements are attacking and assaulting the bank employees, officers and Managers and the safety of the staff has become a question mark. IBA fully shared our concerns and informed that they are fully seized of the issue and it is being discussed at the IBA level with Bank managements to prevent such occurrences and to ensure safety of the bank staff. We suggested that permanent Armed Guards should be appointed in the Branches which will be a deterrent against attacks on staff.

**7. Filling up of Post of Workmen / Officers Directors in PSBs:** We pointed out that the posts of Workman Director and Officer Directors based on the panel of names submitted by the majority Unions remain unfilled for the past nearly 10 years. The representatives of DFS informed that 14 names from various Banks have already been processed and sent for consideration and approval by the Appointments Committee of the Cabinet and the remaining cases are under correspondence and examination.

**8. Resolution of Residual Issues pending with IBA:** IBA informed that two round of discussions have already taken place on 26.8.2024 and 13.3.2025 and that further discussions will continue to find amicable solutions.

To our demand for reverting to **Old Pension Scheme for NPS** covered employees, IBA informed that this issue is part of the residual issues and that they are open for discussions on the same in the further round of discussions.

**9. Increase in Gratuity ceiling:** The DFS representative informed that it requires legal formalities which involves Ministry of Labour. DFS has already taken it up with the Ministry of Labour and is following up the same. The UFBUCircular requested to expedite the process.

**10. Income Tax on Perquisites:** The DFS informed that levy of Income Tax on Perquisites is as per the Income Tax Act. Banks may take their own decision in absorbing the Tax burden.

**11. Maintaining 51% of Capital in IDBI Bank:** The representative of DFS and IBA informed that this is a policy matter announced by the Government and hence cannot comment on the same.

**12. Unfair Labour Practice in Banking Industry:** The UFBUCircular brought to the attention of the CLC that even though all employees and officers have a right to join the Union/Association of their choice as provided in the Indian Trade Unions Act, 1926 and also as per the Article 19-1-C of the Constitution of our country, some of the Banks are preventing SMGS-IV and above officials to be members of the Association/Union in which other officers are members. The IBA informed that they will discuss the issue further. The Unions requested the intervention of the CLC(C) in this regard. Responding to the issue of Unfair Labour Practice, The CLC(c) advised to file a complaint for violation of Section 25(T) of ID Act, 1947 so that the matter be investigated with legal application of mind and appropriate action may be initiated, if required.

Looking to the entire detailed discussion as above, the Chief Labour Commissioner requested the UFBUCircular to consider withdrawal of the proposed Strike on 24<sup>th</sup> and 25<sup>th</sup> March, 2025. We informed him that the undue delay so far by the Government in according its approval to 5 Days Banking has made us sceptical and going merely by assurances would be difficult for UFBUCircular and hence cannot withdraw the strike call. CLC informed us that UFBUCircular should keep in mind the assurances given by the senior official of the DFS through video conference and that the matter is receiving the attention of the Finance Minister also. He further said that he will also follow up the issue with the DFS since 5 day banking is part of the Settlement/Joint Note which implies that both IBA and the UFBUCircular have come to the agreement on that issue. The CLC also assured that he will directly monitor the development at periodical interval so that matter may be resolved at an early date.

In the view of the above developments, the leaders of constituent unions of UFBUCircular met among themselves for mutual consultations and having regard to the entire proceedings of the conciliation, the response of the IBA on the various issues raised by us in the strike notice and the response of the DFS representatives including by the Joint Secretary of the Dept. of Financial Services, the initiatives taken by the CLC to follow up and monitor the issue of 5 Day Banking with the DFS, felt that the proposed strike action and agitational programmes can be deferred and postponed by about two months. It was decided that if there is no satisfactory development, UFBUCircular will again revive the agitation and strike call.

Accordingly, this decision was conveyed to the CLC and IBA by UFBUCircular to postpone our strike call. In view of this, the CLC adjourned the proceedings to 22-4-2025 for further discussions.

Comrades, it can be observed that all the issues listed in the strike notice have been taken up during the discussions and attempts are being made to take it forward for amicable solutions. On the



important issue of 5 Days Banking, the assurances of the IBA, DFS and CLC have opened the way for an amicable solution at the earliest. We hope that things will move in the positive direction. We thank all our Unions and members all over the country for their enthusiastic response and participation in the agitational programmes which manifested our unity and determination to pursue our demands. This has paved the way for fruitful discussions and positive approach to resolve the issues.

We are aware that due to high expectations, there is some resentment about not achieving 5 day banking immediately. Our agitational programmes and strike call have sufficiently highlighted the importance of our demand and we are hopeful that the Government would attend to the same seriously. We assure all our members that this issue is being specially attended to and will be followed up to the logical conclusion at the earliest.

With greetings,  
Yours Comradely,

Sd/-

**General Secretaries of the UFBU Constituents**

Our Unity Zindabad!

With revolutionary greetings,  
Yours sincerely,

Sd/-

**Rupam Roy**

**General Secretary**

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CIRCULAR NO. 22

DATE: 26.03.2025

**TO ALL OUR AFFILIATES**

**UFBU WRITES TO IBA FOR ISSUING ADVISORY TO THE MEMBER BANKS TO HOLD/ DEFER THE IMPLEMENTATION OF PROPOSED PLI SCHEME OF DFS**

We reproduce below the text of AIBOC Circular No. 2025/15, dated 26.03.2025 on the captioned subject, the contents of which are self-explanatory.

Our Unity Long Live  
With Greetings,  
Yours Comradely,  
Sd/-

**(Rupam Roy)**

**General Secretary**

**Dear Comrades,**

**UFBU WRITES TO IBA FOR ISSUING ADVISORY TO THE MEMBER BANKS TO HOLD/ DEFER THE IMPLEMENTATION OF PROPOSED PLI SCHEME OF DFS**

We reproduce the text of UFBU letter dated 26.03.2025 addressed to IBA requesting them to issue advisory to member banks to hold/ defer the proposed PLI scheme by DFS for Scale IV and above officials in various banks. Copy of the letter has also been sent to the Chief Labour Commissioner (Central).

The Chief Executive,  
Indian Banks' Association,  
World Trade Centre Complex,  
6th Floor, Centre 1 Building,  
Cuffe Parade, Mumbai. 400 005  
Dear Sir,

Date : 26.03.2025

**PLI SCHEME FOR SMGS-IV AND ABOVE OFFICIALS  
REQUEST FOR ADVISORY TO DEFER/ HOLD IMPLEMENTATION**

We wish to bring to your kind attention that during the conciliation meetings held in the office of the Chief Labour Commissioner (Central) on 18th and 21st March 2025, following the strike notice served by UFBU on 5th March 2025, certain understandings were reached between the parties involved, i.e., IBA, DFS, and UFBU. The minutes of these meetings were subsequently shared.

This is in light of the consensus reached during the 21st March 2025 meeting before the CLC (C), where it was mutually agreed that the IBA would gather inputs from its member banks and submit recommendations to the DFS for a review of the proposed scheme.

It is noteworthy that some banks, such as SBI, Canara Bank, and PNB, have already issued circulars in line with DFS guidelines for the implementation of performance appraisal and PLI schemes for Scale IV and above officials.

It is also pertinent to highlight that performance appraisals conducted at the close of the current financial year based on the guidelines of the DFS will have significant implications on the career progression of around 40000 officers in the industry. Implementation of appraisal mechanisms based on the DFS guidelines, without broader consensus, could also adversely affect promotional prospects both presently and in the future.

In view of the above and considering the urgency of the issue, we kindly request you to issue an advisory to member banks to temporarily defer/ hold the implementation of the appraisal and PLI policy as per DFS guidelines till DFS is able to review their guidelines.

Additionally, we would also like to urge you to initiate the process in consultation with the member banks and recommend to DFS for a review of the proposed scheme, in line with the understanding reached on 21st March 2025.

With warm regards,

Sd/-

**General Secretaries of the UFBU Constituents**

**With revolutionary greetings,**

Yours sincerely,

Sd/-

**Rupam Roy**

**General Secretary**

Copy to:

Chief Labour Commissioner (C),  
Ministry of Labour, Govt. of India, Office of the CLC,  
Shramav Jayate Bhavan, Dwarka, New Delhi

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**CIRCULAR NO. 23**

**DATE: 01.04.2025**

**TO ALL OUR AFFILIATES**

**COMRADE P M BALACHANDRA, PRESIDENT, AIBOC DEMITS OFFICE**

We reproduce below the text of AIBOC Circular No. 2025/16, dated 31.03.2025 on the captioned subject, the contents of which are self-explanatory.

**# Our Unity Long Live**

With Greetings,  
Yours Comradely,  
Sd/-

**(Rupam Roy)**

**General Secretary**

Dear Comrade,

**COMRADE P M BALACHANDRA, PRESIDENT, AIBOC DEMITS OFFICE**



Comrade P M Balachandra, President AIBOC, has demitted office on his attaining superannuation from Union Bank of India today i.e. on 31<sup>st</sup> March, 2025 after more than 39 years of illustrious and immaculate service career.

Com P M Balachandra, popularly known as "Bala" was born on 10<sup>th</sup> March, 1965, in Mangalore, a coastal city located between the Arabian Sea and the Western Ghats Mountain range of Karnataka, India.

"Being unique is better than being perfect" was a quote that inspired him the most in maintaining an individuality. During his academic journey he developed a passion for sports. He

developed a knack for games and athletics and he focused on powerlifting and weightlifting arena, and the journey of a successful sportsman was flagged off.

A sportsman of extraordinary caliber, Com P.M. Balachandra has brought immense pride to the nation through his achievements in powerlifting. He was crowned Junior National Champion with a national record and went on to dominate the sport, becoming a nine-time Senior National Champion, a five-time South India Champion, and a three-time All India Champion. His remarkable prowess earning him the coveted title of National Champion further sharpened and glittered in brilliance at the International Level as well and earned him a Silver Medal at the Asian Championship. His participation in the World Championships held in Johannesburg, South Africa, where he secured 7th place, and his selection for the Junior World Championships stand as testaments to his exceptional talent and dedication. His sporting excellence extended into the banking sector, where he was a champion in the Bank Olympiad and the Bank Sports Board from 1993 to 2008 and reigned as Master Champion from 2005 to 2009. In recognition of his extraordinary sporting achievements, he was granted an out-of-turn promotion to officer in 1994, a rare honour bestowed only upon the most distinguished athletes.

Beginning his banking career in 1986 as a sports recruit, Com P.M. Balachandra displayed the same level of commitment and excellence in his professional journey. Rising through the ranks with sheer dedication, he was promoted to Scale 1 in 1994, Scale 2 in 2001, and Scale 3 in 2008. His leadership and banking acumen led him to serve as Branch Head for over a decade, steering key branches such as Shivamogga, ULP Malleshwaram, Rajajinagar, RT Nagar, and the Service Branch, apart from making significant contributions in the Audit Department.

Beyond his professional achievements, Com P.M. Balachandra emerged as a pillar of strength for the trade union movement, championing the rights and welfare of bank officers. His journey in the Union Bank Officers Association, Karnataka (UBIOA-Karnataka) saw him ascend through various leadership roles, from Office Bearer in 2009 to Joint General Secretary, then Vice President, and eventually General Secretary. His influence further expanded in the All-India Union Bank Officers' Federation (AIUBOF), where he progressed from a Central Committee Member to Joint General Secretary, then Vice President, then President and finally from January, 2020 he became the General Secretary. His leadership was instrumental in stabilizing the federation during the turbulent times of bank mergers, ensuring that AIUBOF not only survived but flourished, standing stronger than ever before.

His legacy reached new heights when he assumed the role of All India President of the All-India Bank Officers Confederation (AIBOC) from 1<sup>st</sup> October, 2022, the apex trade union body representing lakhs of bank officers. Under his stewardship, AIBOC has grown in strength,





relentlessly advocating for the dignity, security, and rights of bank officers. As a member of team AIBOC, he played a pivotal role in the successful signing of the 9th Joint Note for officers in March, 2024, a landmark agreement that secured significant benefits for officers across the industry.

The bonding between the undersigned and Com Balachandra has grown stronger by every passage of day. His calm demeanour and reassuring presence have instilled confidence in me making me stronger to face with antagonised situations. Few of the glaring moments had been during several meetings with IBA and CLC(C). His invaluable inputs had all along given new dimensions to our presentation of views. The undersigned places on record his deepest gratitude to Com Bala for the unflinching support that he had extended during his entire tenure as the President of our mighty confederation.

As he demits his office today, Com P.M. Balachandra leaves behind a legacy that will be cherished for generations to come. A non-controversial, yet non compromising, soft-spoken but strong in resolute, calm demeanour, yet rock solid determination, he has always been a unifying force in the trade union movement, navigating challenges with wisdom, patience, and an untiring commitment to justice. His contributions to sports, banking, and trade unionism are immeasurable, and his journey serves as an inspiration to countless officers and young leaders and shall continue to do so.

We will be failing in our duty if we do not place on record the unstinted cooperation and support extended by the family members of Com Bala. His spouse Mrs. Sreeja Balachandra, who is an HR head in a corporate house in Jordon and son Mr. Pranav Balachandra, who is a pilot in Spice Jet, had borne the brunt of isolation throughout their lives as Com Bala had devoted his entire time for his extended family.

On behalf of the Executive Committee of AIBOC and all the members of the Confederation, we express our deepest gratitude for his invaluable service, steadfast leadership, and extraordinary contributions to UBIOA (Karnataka), AIUBOF and above all, the AIBOC. May Com P M Balachandra enjoy a healthy, active, contented, and serene retired life.

With regards,

Yours Comradely,

Sd/-

**Rupam Roy**

**General Secretary**

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**CIRCULAR NO. 24**

**DATE: 01.04.2025**

**TO ALL OUR AFFILIATES**

**COMRADE SEKARAN R TAKES OVER AS PRESIDENT OF AIBOC**

We reproduce below the text of AIBOC Circular No. 2025/17, dated 01.04.2025 on the captioned subject, the contents of which are self-explanatory.

**Our Unity Long Live**

With Greetings,

Yours Comradely,

Sd/-

**(Rupam Roy)**

**General Secretary**

Dear Comrade,

**COMRADE SEKARAN R TAKES OVER AS PRESIDENT OF AIBOC**



During the course of the 103<sup>rd</sup> Executive Committee Meeting of AIBOC held at Bengaluru on 29<sup>th</sup> and 30<sup>th</sup> of March 2025, the house unanimously co-opted Com Sekaran Ramanujam, the Secretary General of All India Indian Bank Officers' Association as the President of All India Bank Officers' Confederation (AIBOC). His journey to the coveted position thus starts from the 1<sup>st</sup> day of April, 2025, following the superannuation of Com P M Balachandra, demitting his office on 31<sup>st</sup> March, 2025.

Born on 27<sup>th</sup> April, 1968 in Chennai Comrade Sekaran did Master degree in Science. He joined Indian Bank as a clerk in May 1992. Since his student life he has been associated with student movement

and it became a natural alibi for him to get associated with the Banking Sector Trade Union Movement. He became a General Council Member in the Bank's Award Staff Association in 2000 and an Executive Committee Member in 2003. In his career pursuit he got promoted to the supervising cadre during the year 2004 and was promoted to Scale II in 2009.

Since his call into the officers' cadre, he became a staunch activist of the officers' association. He was elected as Assistant Secretary of Indian Bank Officers' Association (IBOA), Eastern Zone in 2006, and since then, he never looked back. In the year 2009 he was elected as Secretary of IBOA (TN & Pondy), in 2013 he became the Deputy General Secretary of IBOA (TN & Pondy) and during the year 2014, Comrade Sekaran was adorned as the General Secretary of IBOA (TN & Pondy). Following the superannuation of Comrade K Rajendran, he was elected to covet the prestigious position of the Secretary General of AIIBOA in February 2020.

Comrade Sekaran was elected as State Secretary of AIBOC Tamilnadu state unit in February, 2016 which resulted in his induction in the Executive Committee of AIBOC. He was elevated to Sr. Vice President in January, 2021 during the 12<sup>th</sup> Triennial Conference held in Kolkata. His devotion, dedication towards the cause of officers' fraternity in particular and working class in general and

experience had been the hallmark that fetched him his elevation to the position of the Working President of AIBOC in April, 2023 and now we are elated to announce his coronation as the President of our mighty confederation who will assume office from 1<sup>st</sup> April, 2025. On this auspicious occasion I, on behalf of the entire fraternity of AIBOC, congratulate Com Sekaran and extend a hearty welcome to the dynamic leader with a hope that the Confederation will find new zeal and Com. Sekaran will add dynamics to it.

We, from the confederation seek wholehearted cooperation of each one of you in strengthening our organization further and make it more resonating and vibrating as ever. The pressing priority of the moment is to evince harmony and accord, arming ourselves to thrive ahead amidst the challenge evoked by the sinister schemes and ill-conceived ideologies of the government to annihilate the trade union movement from the banking industry. We are confident that Com Sekaran shall add fuel to our propelling chariot and carry forward the legacy of our Confederation as we brace ourselves to lodge a decisive battle against back door privatisation in the banking industry, micromanagement by the DFS by interfering in the individual bank issues and upheld the dignity of the officers' fraternity.

With revolutionary greetings,

Yours Comradely,

Sd/-

**Rupam Roy, General Secretary**

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**CIRCULAR NO. 25**

**DATE: 04.04.2025**

**TO ALL OUR AFFILIATES**

**AIBOC EXTENDS ITS ABSOLUTE SUPPORT IN SOLIDARITY WITH AIUCBOF ON THEIR AGITATION PROGRAMME INCLUDING TWO DAYS STRIKE IN UCO BANK ON 21.04.2025 & 22.04.2025**

We reproduce below the text of AIBOC Circular No. 2025/18, dated 04.04.2025 on the captioned subject, the contents of which are self-explanatory.

**Our Unity Long Live**

With Greetings,

Yours Comradely,

Sd/-

**(Rupam Roy) General Secretary**

Dear Comrades,

**AIBOC EXTENDS ITS ABSOLUTE SUPPORT IN SOLIDARITY WITH AIUCBOF ON THEIR AGITATION PROGRAMME INCLUDING TWO DAYS STRIKE IN UCO BANK ON 21.04.2025 & 22.04.2025**

With reference to the above, we have today sent a communication to the General Secretary, All India UCO Bank Officers' Federation, extending our full and unflinching support to their struggle including two days' nationwide strike in UCO Bank on 21<sup>st</sup> and 22<sup>nd</sup> April, 2025. Text of the letter is attached herewith for your information. We once again urge all affiliates and state units of AIBOC to extend their solidarity and active presence in their agitational programmes to make it a grand success.

With revolutionary greetings,

Yours Comradely,

Sd/-

**Rupam Roy**

**General Secretary**

**Text of Letter No. AIBOC/2025/06 dated 04.04.2025**

**The General Secretary**

**All India UCO Bank Officers' Federation**

Dear Comrade,

**AIBOC EXTENDS ITS ABSOLUTE SUPPORT IN SOLIDARITY WITH AIUCBOF ON THEIR AGITATION PROGRAMME INCLUDING TWO DAYS STRIKE IN UCO BANK ON 21.04.2025 & 22.04.2025**

On behalf of the All India Bank Officers' Confederation (AIBOC), we extend our solidarity and unflinching support to the All India UCO Bank Officers' Federation (AIUCBOF), an affiliate of AIBOC in their rightful and just cause for the welfare of the officers of UCO Bank.

We are fully aware of the challenges and grievances that have led to the decision to call for a "Two Days' Strike" on 21<sup>st</sup> & 22<sup>nd</sup> April, 2025, as detailed in the strike notice and supported by the Statement of Case and Action Programs. It is regrettable that despite persistent efforts by AIUCBOF through various communications and personal visit to the Top Executives of the Bank including the MD & CEO to address the issues through dialogue and negotiation, the management has not taken the necessary steps to resolve them. The refusal of the management to engage the Federation constructively, leaves no other option but to resort to organisational action.

The demands raised by your federation are legitimate and crucial for maintaining a harmonious industrial environment with positive motivation of workforce and ensuring the continued growth and success of the Bank. Issues such as utilisation of bipartite forums to take any decision regarding review and framing of transfer policy, improvement in the service conditions of officers and introduce fair HR practices are essential for the well-being of the workforce and the Bank's operational efficiency.





AIBOC stands firmly with AIUCBOF in their pursuit of justice and fairness. We recognize the significance of the proposed action programs, including the strike on 21<sup>st</sup> & 22<sup>nd</sup> April, 2025 and acknowledge the necessity of these steps to bring attention to the unresolved issues affecting the entire officers' community of UCO Bank.

We, through this communication, call upon the management of UCO Bank also to take immediate and sincere steps to resolve the demands raised by AIUCBOF to prevent further disruption and unrest within the Bank. We also urge all affiliates and state units of AIBOC to extend full support to our comrades in AIUCBOF and join their struggle enmasse.

Together, we stand united in solidarity for justice, fair treatment, and the rights of all employees and officers.

With revolutionary greetings,

Sd/-

(Rupam Roy) General Secretary

\*\*\*\*\*CIRCULA

R NO. 26

DATE: 09.04.2025

TO ALL OUR AFFILIATES

**REQUEST FOR REPATRIATION OF OFFICERS UNDER INTER-CIRCLE TRANSFER:  
SPECIAL DISPENSATION -2021**

We have sent a communication to the Deputy Managing Director (HR) & Corporate Development Officer, Corporate Center, State Bank of India, Mumbai, on the captioned subject.

A copy is enclosed for your information.

Our Unity Long Live

With Greetings,

Yours Comradely,

(Rupam Roy) , General Secretary

Letter No.6453/05/25

DATE: 09.04.2025

The Deputy Managing Director (HR) &  
Corporate Development Officer

State Bank of India, Corporate Centre , Mumbai- 400 021

Dear Sir,

**REQUEST FOR REPATRIATION OF OFFICERS UNDER INTER-CIRCLE TRANSFER:  
SPECIAL DISPENSATION -2021**

We would like to refer the provisions laid down in the Bank's instructions vide e-Circular No. CDO/P&HRD-CDS/9/2021-22 dated 05.05.2021, regarding promotion to MMGS-III (General Cadre) against unfilled vacancies in deficit Circles under separate dispensation.

The extent guidelines had an enabler clause that the officers may be repatriated to their respective Circles after serving three years in allotted Circle. This clause had given them an assurance & hope for their repatriation to their parent Circle after three years. However, we understand the issue connected with the repatriation vis-à-vis man power constraints, but we have experienced that the Bank has always walked extra mile to keep its commitment.

As per the policy, officers promoted under this scheme and posted to deficit circles were required to serve a minimum period of three years, calculated from the date of their joining the new circle. Post completion of this tenure, they become eligible for repatriation to their parent circles.

A number of such officers, who had proceeded on inter-circle transfer under the said scheme with a planning in their mind to serve there for stipulated period, have since completed their tenure last year. However, these officers have not yet been relieved, despite being due for repatriation.

This delay is causing considerable anxiety and mental stress, as the officers had already planned their shift back, including arrangements related to family relocation and the educational continuity of their children. Additionally, timely reporting to their parent circles is essential to facilitate suitable postings and avoid any potential inconvenience in terms of job roles or locations.

Our Bank is known for the best practices in HR and our Bank has always shown magnanimity in HR matters. In light of the above, we humbly request you to extend due relief to these officers at the earliest. This will not only uphold the spirit of the policy but also provide timely support to the officers who have dutifully completed their service obligations under the scheme.

We look forward to a positive response and kind intervention in this matter.

Sincerely Yours,

Sd/-

(Rupam Roy)

General Secretary

CIRCULAR NO. 27

TO ALL OUR AFFILIATES

**DISCUSSIONS WITH IBA ON RESIDUAL ISSUES**

We reproduce below the text of AIBOC Circular No. 2025/19, dated 25.04.2025 on the captioned subject, the contents of which are self-explanatory.

**Our Unity Long Live**

With Greetings,  
Yours Comradely,

Sd/-

(Rupam Roy)

General Secretary

Dear Comrades,

**DISCUSSIONS WITH IBA ON RESIDUAL ISSUES**

We reproduce the text of UFBU Circular no. 2025/06 dated 25.04.2025 for your information.

Dear Comrades,

**Discussions with IBA on 23-4-2025**

Further to the conciliation meeting held by the CLC on 21-3-2025 when it was decided to postpone the strike, the IBA called for one round of discussions with UFBU on 23-4-2025 at IBA office in Mumbai.

IBA was represented by the Chairman of the Negotiating Committee Shri Rajneesh Kamata (MD/CEO of Bank of India), Shri Atul Kumar Goel, Chief Executive, IBA and other Executives and officials. We were represented by AIBEA, AIBOC, NCBE, BEFI, INBEF, INBOC, NOBW and NOBO.

The brief summary of the discussions is as under:

- 5 Days Banking :** We informed IBA that while the DFS informed us during the conciliation that the issue is engaging their serious attention, various news reports are appearing in the media quoting DFS that this issue is not being considered favourably. We informed IBA that in the event if these reports are true, UFBU may have to revive the strike call. IBA informed that they are following up the issue with the DFS.
- Revised PLI scheme for Scale IV officers and above:** The IBA has informed us that the matter has already been taken up with the Department of Financial Services (DFS), and a response is currently awaited. We emphasized that the Chief Labour Commissioner (CLC) has already conveyed to the IBA that, in view of the ongoing conciliation proceedings, the IBA may advise banks to defer the implementation of the revised Performance Linked Incentive (PLI) scheme and the new appraisal format. We further highlighted the recent changes in the appraisal system for officers in SMGS-IV, already introduced in the State Bank of India. These changes have significantly altered the existing performance distribution, reducing the proportion of officers in the top two performance brackets from 80% to 40%, while increasing the share in the bottom two brackets from 4% to 40%. Such a drastic shift has severely demoralized the senior management cadre, who are instrumental in mentoring teams and driving the Bank's growth. This will undoubtedly have a detrimental impact on the morale and motivation of senior officials across the banking sector. It is also pertinent to note that the DFS appears to be pushing for the adoption of a performance appraisal system that is widely considered outdated. Globally, leading organizations have moved away from the bell curve model, recognizing its limitations and the negative impact of forced rankings. Even major private sector banks like ICICI Bank discontinued the bell curve system in 2022, opting instead for team-based incentive models. In light of these developments, we urged the IBA to actively pursue the matter with the DFS and impress upon them the need to put the current process on hold. We also reiterated the importance of revisiting and revising the appraisal framework through mutual discussion and consensus.
- Recruitment:** IBA informed that already Banks have started increasing their Indents with IBPS and for the current financial year 2025-26, the Indents for recruitment of clerks/CSA by Nationalised Banks have gone up from 6128 to 11,830 and further in SBI, there will be recruitment of 14,191 clerical staff. IBA informed that in some of the Banks as against zero Indent, there will be additional recruitments this year (Indian Bank, zero to 1580, BOB, zero to 1200, Bank of Maharashtra, zero to 499, UCO Bank, zero to 384). Similarly, in some Banks, the original Indents have been revised upwards (Canara Bank from 1250 to 2000, Bank of India from 331 to 1618). IBA informed that Banks are positive on this issue and there would be further recruitments in the days to come in the banks but the number of staff to be recruited can be decided by each Bank's Board only. We informed that the issue needs further discussion at IBA level so that in the banks there would be adequate recruitments. On the issue of recruitment of substaff and part time employees, we pointed out that no Bank is filling up the vacancies through recruitments and large number of temporary and casual staff are being employed by the Banks and that there are also attempts to outsource these jobs on contract basis. IBA informed that before resorting to recruitment of substaff and part time staff, the issue of outsourcing is to be resolved. In view of the minutes signed before CLC, Banks are maintaining status quo but they would like to resolve the issue amicably through mutual discussions and hence asked for the views of the Unions latest before 30<sup>th</sup> June, 2025.





4. **Updation of Pension/Revision in Ex-gratia for pensioners:** IBA informed that the issue of updation of pension is subjudice and hence cannot be discussed. We took up the issue of revision in ex-gratia for pensioners. IBA informed that they would like to continue the same amount. On our plea and insistence, they agreed to discuss the issue in their MC meeting.
5. **Uniform DA formula for pensioners at 8088 points:** IBA informed that the issue can be discussed if it is cost-neutral and would not involve in additional outgo. They asked the Unions to submit their suggestions so that the same can be examined for taking a decision.
6. **NPS to OPS :** We pointed out that in the Government, they have introduced a new scheme and hence in our case also, we can discuss the issue of restoring old pension scheme for the employees now covered by the NPS. Issue will be discussed further.
7. **Leave Bank :** Further to discussions held in the last round of meeting, we suggested that donation of leave by the employees can be one scheme and sanction of salary in case of loss of pay due to extreme medical reasons can be a standalone scheme and hence tax burden may not be invited. IBA said the issue can be examined from tax liability angle after which a decision will be taken.
8. **Disciplinary Action – modifications:** IBA agreed that the suggestions agreed upon in the Small Committee for Workmen will be studied and thereafter the same will be incorporated in the relevant provisions. For officers, the discussion held so far will be further carried forward.
9. **Review of efficiency of workmen at the age of 57/58:** IBA suggested that a clear provision can be added to measure efficiency so that there is no misuse or arbitrary action and to avoid any subjective decision at any level. We have asked the IBA to outline their suggestions in this regard.
10. **Safety of employees and officers against increasing assaults and attacks:** We suggested that permanent Security staff should be provided to Branches to prevent physical assault on bank staff. We also suggested that DFS should issue an Advisory to Banks to enable Branch Managers to immediately file FIR against any assaulter and also close down the accounts of such offenders. IBA said that our well-intended suggestions would be examined.
11. **Income tax on perquisites :** We demanded that the tax liability on perquisite value be borne by the Banks. IBA informed that this decision can be taken only at individual bank level and not by the IBA.
12. **Maternity Benefits:** IBA suggested that since there are certain positive provisions in the Maternity Benefit Act, we may adopt the same in lieu of the existing provisions under BPS/OSR. We informed that we will compare the provisions and submit our views in the next meeting.

With greetings

Comradely Yours,

Sd/-

Rupam Roy, General Secretary

CIRCULAR NO. 28  
TO ALL OUR AFFILIATES

DATE: 30.04.2025

#### CONCILIATION MEETING WITH CLC

We reproduce below the text of AIBOC Circular No. 2025/20, dated 29.04.2025 on the captioned subject, the contents of which are self-explanatory.

#### **Our Unity Long Live**

With Greetings,

Yours Comradely,

Sd/-

(Rupam Roy)

General Secretary

Dear Comrades,

#### CONCILIATION MEETING WITH CLC

We reproduce the text of UFBU Circular no. 2025/07 dated 29.04.2025 for your information.

Dear Comrades,

#### Conciliation meeting held today by CLC

Our members are aware that consequent to our call for Strike, the Chief Labour Commissioner of the Ministry of Labour, Government of India, held two rounds of conciliation meetings on 18-3-2025 and 21-3-2025 wherein it was decided, in view of the discussions with the IBA and the officials of the Dept. of Financial Services, Ministry of Finance and the assurances of the CLC, to **postpone** our two days' strike action. Subsequently, IBA had called us for a round of bipartite discussions on 23-4-2025, the outcome of which has been informed to members in our previous circular.

In this background, one more round of conciliation meeting was held today by the CLC in his office in New Delhi. Shri. K. Shekar, CLC, along with Shri Tej Bahadur, Dy. CLC, Shri. O.P. Singh, RLC-HQ, Shri Amrith Kumar, ALC-IR conducted the conciliation proceedings. IBA was represented by Shri Brajeshwar Sharma, Sr. Advisor (HR & IR). Officials from the DFS, Finance Ministry were also present during the discussions. Representative of all the 12 public sector banks were also present. Representatives of our 9 unions were present.

Gist of the issues discussed during the conciliation meeting:

1. **Revised PLI Scheme for Scale IV officers and above:** We pointed out that DFS can decide revised PLI scheme for the Board Level Executives i.e. MDs and EDs but scale IV and above officers are already covered by the PLI scheme which has been mutually finalized between Unions and IBA and which is a part of the Bilateral Joint Note and hence should not be altered unilaterally. We also pointed out that the changes made in the PMS/CDS, especially in SBI, will deprive many senior officers of their PLI because the scheme is designed to exclude more officers than to provide any incentive.

IBA informed that further to the previous conciliation meeting, the issue was been taken up with DFS for their re-examination and the response of the DFS is awaited. In the meantime, no bank has proceeded with the implementation of the revised scheme. The CLC advised the DFS to expedite the issue as early as possible.

2. **5 Days Banking :** We pointed out that this important issue was discussed in detail during the conciliation meeting on 21-3-2025 wherein the senior official from the DFS assured that the matter is receiving due attention of the Government but subsequently there have been media reports that Government is not inclined to consider this favourably. It was clarified that the issue is still under discussions in the Ministry. We urged that the decision should be taken without much delay, as the issue was already agreed upon at IBA level in the bipartite settlement on 8-3-2024 and since then the issue is pending with the Government. After discussions, it was decided that CLC will take up the matter with the Secretary, DFS. Issue will be pursued further.

3. **Adequate recruitment of Clerks and Substaff:** IBA informed that after UFBU had taken up the issue and after signing of the 12<sup>th</sup> Bipartite settlement wherein enhanced roles and powers of clerical staff has been provided, the Banks have increased their indents of clerical staff for the year 2025-26 from 6,128 to 11,830 in addition to recruitment of 14,191 clerks in SBI. We pointed out that this is not adequate as compared to the actual requirement in the various Banks.

IBA further stated that while the managements are positive on this issue, the decision can be taken only by the Boards of the respective Banks. After discussions, it was decided that IBA would facilitate further discussions wherein broad inputs can be discussed.

The CLC advised all the PSBs to submit the proposed recruitment data in the next round of conciliation meeting.

We stated that as discussed in the earlier meeting, the sequence of recruitment i.e. first recruitment of officers and then followed by recruitment of clerks be adopted to reduce the rate of attrition. It was informed that this procedure will be followed from the next process.

We also suggested that IBPS should be advised to keep adequate number of empaneled successful candidates so that in the place of drop outs/non-joining/non-reporting of candidates allotted to Banks, immediate replacements may be given. This suggestion was well-noted by the IBA/DFS.

**Regarding recruitment of substaff,** we pointed out that vacancies of substaff, Armed Guards, House keepers, part time employees are not filled up due to the directive of the DFS to outsource all these vacancies. We further pointed out that this has caused employment of thousands of temporary and casual staff instead of permanent staff. Hence we demanded that all these substaff vacancies should be filled up through recruitment.

IBA informed that in view of the minutes signed before the CLC in November, 2023, status quo is being maintained by Banks on outsourcing but Unions have not come forward with any suggestions in the discussions. CLC advised that both IBA/Banks and Unions should sit together and discuss the issue to find amicable solutions. Hence it was decided to discuss the issue of recruitment of substaff further.

4. **Measures for safety and security of staff from assaults and attacks by unruly customers/ banking public:** We pointed out that in the present context when such assaults and attacks are on the increase, the Government and Banks should ensure proper measures for the safety and security of the officers and employees working in the Branches. We suggested that the Branch heads should be authorised to file FIRs immediately, and that the accounts of such misbehaving customers should be closed and de-boarded. We also suggested that all Branches should be provided with regular Armed Guards which will deter such assaults and attacks. All these suggestions were well received and CLC advised DFS to attend to this issue and to issue proper advisory to the Banks.

5. **Enhancement in ceiling on Gratuity to Rs. 25 lacs under the Gratuity Act:** It was informed that the issue is under process and is being followed up.

6. **Appointment of Workman/ Officer Directors:** DFS informed that wherever the process of verification of panel, etc. have been completed, such cases have been sent to Appointments Committee of the Cabinet for their approval. Other cases are under correspondence. We pointed out that there is inordinate delay which indicates that the Government is deliberately deferring the issue. DFS was requested to expedite the issue of these appointments.

The conciliation proceedings have been adjourned to 17-6-2025. Looking to the developments further decision including revival of the postponed strike will be taken in due course.

With greetings

Comradely Yours,

Sd/-

Rupam Roy

General Secretary



## GIST OF e-CIRCULARS

Sl.No.: 1226/2024 -25 Circular No.: CDO/P&HRD-PM/72/2024 -25 Date: Sat 1 Mar 2025

### **POLICY FOR EXTENDING LEGAL AND FINANCIAL SUPPORT TO SERVING / RETIRED EMPLOYEES & OFFICERS, PAST / PRESENT DIRECTORS INCLUDING NON-EXECUTIVE DIRECTORS ON THE BOARD OF THE BANK AND THEIR FAMILY MEMBERS AGAINST CASES ARISING OUT OF BONA FIDE EXECUTION OF BANK'S WORK DURING THEIR SERVICE PERIOD / TENURE**

The Policy has been reviewed by the Central Board of the Bank in its meeting held on 16th January, 2025 and the revised policy Version-4 in this regard is detailed in the 'Annexure'. Please refer circular.

Sl.No.: 1231/2024 -25 Circular No.: DB&T/DB&T-Consumer/4/2024 -25 Date: Mon 3 Mar 2025

### **DIGITAL DOCUMENT EXECUTION (DDE) FACILITY REVIEW OF STANDARD OPERATING PROCEDURE (SOP) ACCOUNTING, RECONCILIATION AND SETTLEMENT**

As there are changes in DDE fee accounting, reconciliation, settlement and the recovery/refund process of stamp cost, along with modification in the prefunding process for the NeSL account, the SOP has been reviewed, and the necessary modifications /updates have been incorporated. Please refer circular for detailed instructions.

Sl.No.: 1235/2024 -25 Circular No.: CDO/P&HRD-CM/74/2024 -25 Date: Tue 4 Mar 2025

### **STAFF: SUPERVISING PROMOTION YEAR (PY) 2025-26 PROMOTION TO SMGS-IV/SMGS-V (SPECIALIST CADRE) OPTION TO OPT-OUT OF PROMOTION PROCESS**

The option can be submitted in HRMS portal under Promotion / CDS / Career / Promotion Opt-out. Procedure to opt-out of the promotion process is available in the HRMS service. The record of opt-out will be digitally saved in the system.

Sl.No.: 1244/2024 -25 Circular No.: NBG/GAD-GBU/36/2024 -25 Date: Wed 5 Mar 2025

### **GOVERNMENT BUSINESS: PPF ACCOUNT TRANSFER THROUGH INB**

Presently, the facility of transfer of PPF account from one Branch of SBI to another is available through CBS and YONO. To ensure that the same facility is also available to our large base of customers using Internet Banking, the facility of transfer of PPF Account from one Branch of SBI to another through INB has now been rolled out and is available to Customer's through their INB login to transfer his/her PPF Account conveniently at their end itself.

Sl.No.: 1248/2024 -25 Circular No.: RB&O/OPS-KYC/KYC/15/2024 -25 Date: Thu 6 Mar 2025

### **KYC updation through Digital Modes i. KYC updation based on self-declaration through ATM/INB/YONO and WhatsApp banking ii. YONO and Internet Banking Channels through Aadhaar OTP authentication iii. KYC updation through V-CIP on YONO iv. KYC updation in Internet banking through Digi locker Standard Operating Procedure**

To provide further convenience to the customers and to leverage the facility provided by RBI vide permitting Aadhaar OTP based re-KYC journey, re-KYC through YONO V-CIP, re KYC through Digi Locker, functionalities have been rolled out for customers both in INB, YONO and WhatsApp banking. Please refer circular



Sl.No.: 1279/2024 -25 Circular No.: NBG/PBU/LIMA-MISC/43/2024 -25 Date: Wed 12 Mar 2025

### **SETTLEMENT OF CLAIMS WITHOUT LEGAL REPRESENTATION IN RESPECT OF BALANCES HELD IN THE ACCOUNT(S) OF DECEASED CONSTITUENTS' REVISION OF GUIDELINES**

To extend the benefit of simplified claim settlement procedure to larger number of claimants/ legal heirs, it has now been decided to increase the threshold limit from ₹5.00 lacs to ₹15.00 lacs. As a result, documents to be obtained from claimant(s) now stands revised. Please refer circular.

Sl.No.: 1300/2024 -25 Circular No.: NBG/GAD-GBU/39/2024 -25 Date: Tue 18 Mar 2025

### ***Senior Citizens' Savings Scheme - Extension of Account Through INB***

To enable an easy access to our large customer base of senior citizens, the facility to extend the Senior Citizens' Savings Scheme Account through INB has been rolled out. The same can be accessed as per the path provided below: Login to *Onlinesbi.sbiDeposit and Investments Extension SCSS account*

Sl.No.: 1334/2024 -25 Circular No.: CDO/P&HRD-PM/80/2024 -25 Date: Wed 26 Mar 2025

### **TREATMENT OF MANDATORY LEAVE UNDER VACATION POLICY AS “SPECIAL LEAVE” FOR EMPLOYEES / OFFICERS POSTED IN SENSITIVE POSITIONS / AREAS OF OPERATION**

In terms of RBI instructions issued vide letter no. RBI/2021-22/70 dated 9th July, 2021, employees manning the identified 'Sensitive Positions' under the 'Vacation Policy' are required to be away from their

regular work / office for ten continuous days (not less than 10 working days) in a single spell every year, without any prior intimation to these employees during a financial year to maintain an element of surprise

Sl.No.: 1/2025 – 26 Circular No.: CDO/P&HRD-PM/1/2025 – 26 Date: 01 Apr 2025

### **“NEW LTC/HTC SCHEME” CALCULATION OF NOTIONAL ENTITLEMENT – LTC RATE FOR FY 2025-26**

As per the Scheme, the Notional Entitlement of LTC has been revised for the financial year 2025-26 i.e from 01<sup>st</sup> April 2025. For further details, please refer the circular.

Sl. No.: 33/2025 – 26 Circular No.: CDO/P&HRD-PM/2/2025 - 26 Date: 07 Apr 2025

### **STAFF: MISCELLANEOUS GUIDELINES REGARDING OPENING AND MAINTAINING BANK ACCOUNTS BY EMPLOYEES**

With the objective to streamline the process of opening and maintaining accounts by the employees, the circular was issued with the detailed guidelines.

Sl.No.: 55/2025 – 26 Circular No.: CDO/P&HRD-CM/3/2025 – 26 Date: 15 Apr 2025

### **UTILIZATION OF CC/OD/KCC LIMITS AT THE MONTH END INFLATING BALANCE SHEET AT THE MONTH END BY THE BRANCHES**

There are certain practices followed by the branch functionaries to inflate the balance sheet of branches at month-end by utilizing CC/OD limits and reversing them on subsequent days. It has been iterated in the circular to ensure that all transactions are to be done strictly in compliance with the instructions detailed in the circular.