

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

Ref: Officers/5

The Additional Secretary
Dept. Of Financial Services
New Delhi

CAMP: Delhi
16.07.2018

Dear Sir,

Wage Revision

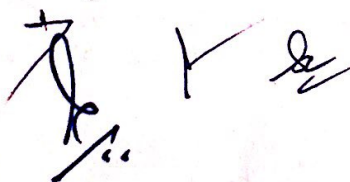
We are glad to know that you have completed the process of appointment of experienced executives from PSBs to head the Banks. We hope that all Banks would have suitable and able Heads in this hour of crisis. We are also glad that the Ministry has voiced against the tendency to paint the Bankers in dark and against unnecessary arrests and harassment. We request you to issue a media statement on this, as this would definitely lift the sagging morale of the bankers, encourage them to fight the fear-psychosis and to re-infuse the confidence in them to take decisions. Bankers would be extremely thankful to you for this.

You have addressed many letters to the Chief Executives of the Banks, under copy to Indian Banks Association, reminding them to complete the process of salary revision before 01.11.17. Banking work force were, in fact, delighted to see the pro-active instructions from your Office and were expecting an early salary revision. But, unfortunately the process has not taken off meaningfully. Salary revision has reached an impasse. We request your urgent intervention in the matter.

We highlight few specific issues hereunder, with the earnest hope that suitable instructions will be issued to all concerned to take them forward for meaningful discussion and conclusions.

1. Unconditional Mandate

While nearly all the member Banks of IBA have given unconditional mandate to IBA to negotiate, 6 Banks viz. **SBI, PNB, BOB, Indian Bank, Union Bank of India and Oriental Bank of Commerce** have given conditional mandate to restrict negotiations up to Scale III/IV. This is illogical, divisive and a deviation from the followed practice. All along the negotiations have taken place for Officers up to Scale VII, based on the



Scales introduced by the Pillai Committee, which are common up to scale VII and are part of the Officers' Service Rules. This has been a stumbling block and delaying the negotiations.

2. Five Day Banking

Banks around the world works only for 5 days. There is a thinking in few countries to restrict working days to 4 in a week. The mature alternate channel of banking has been good enough to meet and address the banking needs of the customers.

Most of the Govt Offices/establishments, IT Sector and major Private Sector companies work only for 5 days in a week. Introduction of Five Days Banking will help the Officers & Staff to have Work - Life Balance and increase productivity.

3. Decent Wage Hike

Today, the Officers in the banking industry are functioning in challenging and stressful environment, are subject to high level of accountability and the discomfort of frequent transfers and dislocations. The competitive environment demands best talent. In fitness of things, we demand that salary of bank officers be fair and comparable to the best ones in Government, PSUs & Private Sector, so that the crucial and sensitive banking sector will be able to attract and retain best talents.

4. Regulated Working Hours

Banks are implementing Govt Schemes and programmes like opening of Jandhan A/cs, Mudra Loans, Pension Schemes, Aadhar-Linking and many such activities, *in addition* to the normal banking activities. There has been humungous increase in the work-load on the Officers. This has constrained the officers' fraternity to work beyond the stipulated office hours. Working beyond office hours has been taking a toll on the performance and the health of the Officers, their social relationship within the family and has resulted in a burn-out situation. These have a definite negative effect on the health and on the quality of their life. Hence, we demand a Regulated Working Hours regime.

We also demand that adequate number of Officers and staff be recruited urgently. As it is well known, in the next 5 years, a huge number of officers and staff will be superannuating. Unless recruitment takes place

5. Superannuation benefits:

Few issues pertaining to superannuation benefits were not settled in the last wage revision but were part of a Record Note signed by IBA and the Constituents of UFBU. It may please be appreciated that the issues pertaining to the previous wage revision are still to be settled though we have commenced negotiation for the next salary revision.

Few important issues pending are:-

1. Revision in Family Pension
2. Updation of Pension
3. 100% Neutralisation of DA
4. 50% of last drawn pay as Pension for all
5. Uniform Commutation Formula

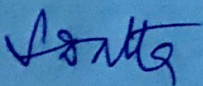
6. Other Issues of Wage Revision:

There are issues like Special Area Allowances, Conversion of New Pension Scheme into an Assured Pension Scheme, Compassionate Appointments, Leave Fare Concession etc.

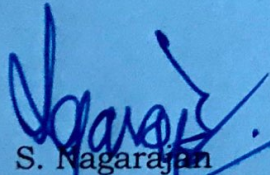
We appeal to you to please intervene immediately so that the settlement can be arrived at quickly and the Bankers can focus more on restoration of the glory of banking sector with renewed enthusiasm and zeal.

Thanking you,

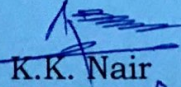
Yours sincerely,



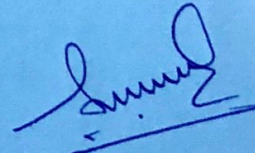
Soumya Datta
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