



## ALL INDIA BANK OFFICERS' ASSOCIATION

CENTRAL OFFICE]  
A.K.Nayak Bhavan, 2<sup>nd</sup> Floor 14, Second Line Beach,  
CHENNAI-600 001



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Phone: 25265511 / M 9840645081 / FAX: 044-25249081 / e mail: [aiboa.hq@gmail.com](mailto:aiboa.hq@gmail.com) [www.aiboa.org](http://www.aiboa.org)

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Circular No. 10/VI/2014  
September 19, 2014

To:  
*ALL UNITS / STATE COMMITTEES*

Comrades,

### **12<sup>TH</sup> ROUND OF DISCUSSION - ON WAGE REVISION IBA REMAINS STUBBORN.**

After lapse of 90 days, one more round of discussion on much vexed issue of wage revision was held on 17.09.2014 at Mumbai. Our organisation was represented by Com.Alok Khare, Vice Chairman in the meetings held. Eleven unions participated in the scheduled discussion.

2. Preceding the IBA meeting, the Nine constituents met at the Overseas Branch of State Bank of India, to evolve a common approach to resolve the issues of non financial and financial. The IBA team was led by the newly elected Chairman of the Negotiating team of IBA Shri Rajiv Rishi, [CMD, Central Bank of India], Shri Rakesh Sethi, [CMD, Allahabad Bank], Dr.J.N.Mishra[DMD, SBI], Shri Animesh Chawhan,[ED, Central Bank of India], Shri Shyam Srinivasan [Chairman, Federal Bank], Shri Unnikrishnan, Dy.CEO, IBA besides the officials of HR Department, IBA.

3. The Chairman IBA Shri T.M.Bhasin[CMD, Indian Bank] before handing over the reins of negotiations, narrated in a candid way the constraints faced by the management, viz., depressed performance of the economy reflections of it on Banking scenario, bulging bad loans due to which the stress and strains on the profitability and ultimately affecting the paying capacity of the Bank to the wealth Managers of the Banking system.

4. **Compassionate Appointment Scheme:** While appreciating the concern and initiatives of IBA in following up the release of the sanction from Government of India, IBA was requested to take up with Government of India to get the benefit to the left out cases [31.07.2004 to 04.08.2014] and also clarify the emerging operational difficulties.

5. **Jan Dhan Yojna** - concern was expressed over the thrusting of Jan Dhan Yojna, with targeted approach, diluting KYC norms & without adequate

infrastructure being fraught with immense potential risk & staff accountability issues besides difficulties to the Banks & customers. It was submitted that while the unions are not against any initiatives benefiting common people, Government directives such as 8 am to 8 pm workings on Saturdays for Jan Dhan Yojna are totally unwarranted and unacceptable. Any additional work by bank men beyond stipulated timings must therefore be suitably compensated.

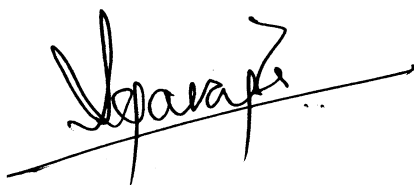
**6. On Wages** Representatives of IBA remained stubborn during the negotiation, contenting that Payslip component of 11% offered on the 11<sup>th</sup> round discussion on 13.06.2014 was itself too high with severe constraints faced by the Banking system. IBA was reiterating their concern to discuss their list of issues simultaneously.

7. Responding to IBA, UFBU representatives categorically expressed that they would be flexible in their stand provided IBA too respond with improved offers on financial issues coupled with other non financial issues like Regulated Working hours for officers, 5 days working, Discipline and Appeal Regulations, Pension improvements etc., for immediate and satisfactory resolution.

**8. Regulated Working Hours** – Our attempts to highlight Regulated Working Hours problem has finally led to this emerging as one of the key wage revision issue for the first time. A Joint letter by four officer's organisations seeking IBA clarificatory directions has accordingly been submitted to IBA on 17<sup>th</sup> September 2014.

**9. Miles to go...** Comrades, with this meeting while the held up wage negotiations have resumed, a lot needs to be done still, for clarity to emerge on our demands. As you are aware, all along, AIBOA has been endeavouring to secure overall improvements in officers working conditions besides monetary issues.

The next date for the discussion is likely to be next week.



GENERAL SECRETARY

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

17.09.2014

The Chairman  
Indian Banks Association  
MUMBAI

Sir,

**REG: Regulated Working hours**  
**REF: Our letter dated 20.01.2009**

While, we note with appreciation that IBA is inclined to address issue referred herein above, we hereby submit that pending scientific manpower exercise to be undertaken to arrive at a standardisation at all Banks on urgent basis the following points are to be considered for early implementation.

- [a] The working hours for Bank Officers should be 6.30 hrs on week days and 4 hours on Saturday with a lunch recess of 30 minutes to 45 minutes
- [b] Banking transaction hours are to be fixed in such a manner that the officers are not to stretch beyond the stipulated working hours.
- [c] Where the Banking transactions stretch beyond the normal working hours, alternatives are to be thought off to avoid over burdening of the officers.
- [d] Officers are not to be insisted upon to attend meetings after office hours and also on Public holidays and on Sundays.
- [e] Situation requiring the presence of officers on special occasions it should by a written order, and they should be adequately compensated.

[f] When the officers are to work beyond the working hours, as mentioned in Point [a], based on the marking in the muster role or “login” and “log out” cumulative excess man hours are also to be compensated in the form of compensatory off.

In event of our demand of the “5 days working” being considered, appropriate enhancement of working hours not exceeding 7 and half hours per day be considered.

We seek your effective intervention to bring about a new change in the advent of technology.

Yours faithfully,

**/HARVINDER SINGH/  
GENERAL SECRETARY  
AIBOC**

**/S.NAGARAJAN/  
GENERAL SECRETARY  
AIBOA**

**/K.K.NAIR/  
GENERAL SECRETARY  
INBOC**

**/DR.S.U.DESPHANDE/  
GENERAL SECRETARY  
NOBO**