

UNITED FORUM OF BANK UNIONS

(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

CIRCULAR No. UFBU/2025/7

Date : 29-4-2025

TO MEMBERS OF ALL CONSTITUENT UNIONS:

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 Amritesh 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 12th 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 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 deboarded. 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 delaying 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.

Yours comradely,



AIBEA



AIBOC



NCBE



AIBOA



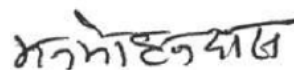
BEFI



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