

UNITED FORUM OF BANK UNIONS

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

CIRCULAR No. UFBU/2025/17

Date : 12-12-2025

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

**Our demand for adequate recruitments in Banks
DFS advises change of sequence in recruitments
To reduce rate of attrition**

All our unions and members are aware that since there has been acute shortage of clerical and substaff in the Branch and employees and officers are facing undue work pressure, UFBU took up the issue and this is one of our very important issues in our Strike notice served on IBA and Government in March, 2025.

Because of the strike notice and our agitation, the Chief Labour Commissioner has been hold series of conciliation meetings to discuss the issues raised by UFBU. During the conciliation meeting, IBA informed us that as per information received from various Banks, recruitment of clerical staff will be stepped in the coming years and they will also discuss with us about recruitment of Substaaff, Armed Guards, Housekeepers, etc.

Earlier, Banks had placed an Indent for 10,277 clerks for the year 2026-27. This was increased to 13,533. Recently this has been further increased to 15,701. SBI also placed their Indent for 6589 clerks. Thus, as of now, the total recruitment of clerks for the next year has gone upto **22,290**. The issue is being further pursued by us.

During the conciliation meeting, we pointed out that the sequence of recruitment process has to be revised. So far, IBPS has been announcing the results of clerical recruitment and thereafter, the results for recruitment of Probationary Officers. Because of this, many candidates who appeared in both the examinations, first joined the banks as clerks and when later they get selected as POs, they were resigning the clerical job resulting in huge attrition. Hence we suggested a change in the sequence of announcing the results by first releasing the results of the examination for recruitment of POs in SBI, Nationalised Banks and RRBs and thereafter release the list of results of clerical recruitment so that the attrition level can be reduced.

The DFS (Finance Ministry) agreed with our suggestion and informed that this change in sequence would be adopted for the next process of recruitments in the Banks.

DFS has now advised IBA to implement a standardized and logical sequence for announcing the results of the examinations first for Pos in SBI, Nationalised Banks and RRBs and after that release the results for recruitment of clerks in SBI, Nationalised Banks and RRBs. We are sure that this would reduce the extent of attrition and improve the level of retention.

With greetings,

Yours comradely,



AIBEA



AIBOC



NCBE



AIBOA



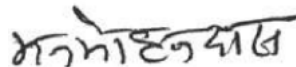
BEFI



IMBOC



INBEF



NOBW



NOBO