

UNITED FORUM OF BANK UNIONS
(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

Date: 26.03.2025

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

Dear Sir,

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,

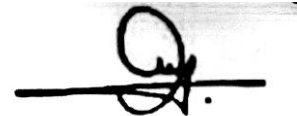
Yours Sincerely,



AIBEA



AIBOC



NCBE



AIBOA



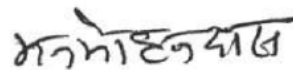
BEFI



INBOC



INBEF



NOBW



NOBO

Copy to:

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

- with a request to issue appropriate advisory to IBA and DFS.