

NATIONAL CONFEDERATION OF BANK OF INDIA STAFF UNIONS

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Lucknow Main Branch
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Circular 2025/03

Date: 01-03-2025

To
All Unit/Members

Dear Friends,

OPPOSE : ENGAGEMENT OF APPRENTICES (TRAINEES) DEMAND: PERMANENT RECRUITMENT

You are aware that we are regularly demanding the adequate recruitment and rationalisation of staff in bank. But in several public sector banks have recently issued notifications for the recruitment of apprentices under the Apprentices Act, 1961. Following this trend, our Bank has also released a notification today for the engagement of **400 Apprentices** across the country. This decision has sparked serious concerns among employees, as it appears to be a deliberate move towards contractual employment, potentially eroding the job security and rights of regular employees.

The eligibility criteria and selection process for apprentices closely resemble those for CSAs, raising doubts about the true intent behind this initiative, and the purpose of trainee is not clear. The proposed monthly stipend, has fixed at Rs **12,000/-**, is not only insufficient but also falls below the starting salary approximate Rs **47000/-** of CSA in the **PSB**. One-year tenure with a nominal stipend may demoralize them, especially when working alongside well-compensated permanent employees. Additionally, apprentices will not be covered under labour laws or bipartite settlements, and their engagement will be restricted to just **one year, with no assurance of future employment or priority in recruitment.**

Apprenticeships are traditionally meant for diploma holders in technical fields, particularly in manufacturing industries, to provide hands-on training for skill enhancement. However, the banking sector, with its critical focus on security, customer service, and confidentiality, is not suited for such programs. With an already overburdened workforce in our computerized banking environment, it remains unclear who will be responsible for training these apprentices.

At the same time, **certain Families** of deceased employees have been waiting for compassionate appointments for the last four years due to inadequate vacancy declarations. Furthermore, **majority of our Bank's branches are functioning without sufficient subordinate staff.**

We strongly oppose it and logged our protest with the management and urged them to reconsider this unjust move and initiate the regular and permanent **recruitment of staff as per the provisions of settlements. We have also demanded the recruitment of staff at least 3500 Clerical staff, 4000 Subordinate staff and Armed Guards** and immediately withdraw the notification for engagement of apprentice/trainees.

Friends, **NCBE/UFBU** have already given the call for agitation and two days nationwide strike on **24-25 March 2025** on the certain issues including adequate recruitment and opposing the outsourcing the permanent jobs.

We advice all our units/members to implement the agitation progarmme successfully

With Greetings,

Y.K.Arora
General Secretary.

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