

NATIONAL CONFEDERATION OF BANK OF INDIA STAFF UNIONS

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(Affiliated to: NCBE)

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PRESIDENT OFFICE:

c/o Bank of India
Jalandhar Main Branch
Gyan Cottage, G.T.Road,
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GENERAL SECRETARY OFFICE:

c/o Bank of India
Lucknow Main Branch
Naval Kishore Road,
Lucknow-226001 (UP)

Circular NCBISU:12

Date: 17-03-2026

To
All Unit/Members

Issues Related to Recruitment of Subordinate Staff & Absorption of Casual Workers

We reproduce our Federation Letter No NCBISU/2026/32 dated 17-03-2026 addressed to CHIEF GENERAL MANAGER HR of our bank for information of all our affiliate units & members.

With warm Greetings

K.K.Khosla
President

The Chief General Manager HR

Bank of India
Head Office, Mumbai

Sir,

Recruitment of Subordinate Staff **Absorption of Casual Workers**

We refer to the captioned subject and wish to submit that, as on date, in almost all branches, **casual workers are being engaged to perform the regular duties of the sub-staff cadre due to non recruitment of permanent/regular Sub-Staff** (Many Branches are functioning without any regular Sub-Staff).

This practice is against the provisions of the Awards/Bipartite Settlement (BPS) & Govt. guidelines issued from time to time. It is pertinent to mention that our **Bank have not undertaken regular recruitment of Sub-Staff since 2018.**

We would like to draw attention to the **Bank of India Recruitment Policy approved by the Board on 28-07-2025 & circulated vide BC 119/136 dated 30.08.2025**, as per **Para 9** of the said policy, detailed guidelines have been laid down for the regular recruitment of Sub-Staff.

We also refer to various **communications & circulars issued by Head Office** on regular intervals, which clearly instruct Zonal Offices & Branches **not to engage casual workers on regular basis.** Such engagement, if at all required in exigency situations should be restricted to cleaning work for a short period only. However, in practice, **casual workers are performing all routine duties** since long time, which poses a risk of financial loss as well as a serious security concern.

Further, several restrictions imposed by Head Office regarding the engagement of casual labour are not being adhered to at the ground level.

Keeping in view of the above, we strongly urge the Bank to initiate recruitment of Sub-Staff & **absorb casual workers on regular/permanent basis as Office Assistant /House Keeper** as per the need-based sanction strength in branches. **This will help mitigate risk of financial loss, security, and reputational risks to the Bank.**

We hope that the Bank will give due priority to this important issue & initiate the process at the earliest.

Hope for timely action.

Thanks & Regards

**Y.K.Arora
General Secretary.**

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NCBE.....ZINDABAD

OUR UNITY.....ZINDABAD