

# All India Bank of Baroda Officers' Association

(Central Office)

Registered Under Indian Trade Unions Act, 1926 & Recognised by Bank

(Affiliated to INTUC-INBOC)



**CIRCULAR TO MEMBERS NO.19 OF 2018**

**19th July, 2018**

Dear Members,

**Re: Meeting with the Finance Ministry officials - Discussions on issues currently concerning officers**

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We wish to inform that our Apex organization INBOC along with other 3 organizations of officers operating in our Banking Industry, had a meeting with the Additional Secretary, Ministry of Finance, Shri Ravi Mittal, Jt. Secretary, Shri Amit Agarwal and Shri Rajiv Kumar, Secretary, DFS on 16th July, 2018 in their office in New Delhi.

During the course of discussions that followed, we highlighted undermentioned specific issues with the earnest hope that suitable instructions will be issued to all concerned to take them forward for a meaningful discussions and conclusion:

“Unconditional Mandate :While nearly all the member Banks of IBA have given unconditional mandate to IBA to negotiate, 6 Banks have given conditional mandate to restrict negotiations up to Scale-III. This is illogical, divisive and a deviation from the followed practice. All along the negotiations have taken place for Officers up to Scale VII, based on the Scales introduced by the Pillai Committee, which are common up to scale VII and are part of the Officers' Service Rules. This has been a stumbling block and delaying the negotiations.

Five Day Banking :Banks around the world work only for 5 days. There is a thinking in few countries to restrict working days to 4 in a week. The matured alternate channel of banking has been good enough to meet and address the banking needs of the customers.

Most of the Govt Offices/establishments, IT Sector and major Private Sector companies work only for 5 days in a week. Introduction of Five Day Banking will help Officers and Staff to have Work – Life Balance and increased productivity.

**Decent Wage Hike :**Today, the Officers in the banking industry, functioning in challenging and stressful environment, are subjected to high level of accountability and the discomfort of frequent transfers and dislocations. The competitive environment demands best talent. In fitness of things, we demand that salary of bank officers be fair and comparable to the best ones in Government, PSUs & Private Sector, so that the crucial and sensitive banking sector will be able to attract and retain best talents.

**Regulated Working Hours :**Banks are implementing Govt. Schemes and programmes like opening of Jandhan A/cs, Mudra Loans, Pension Schemes, Aadhar-Linking and many such activities in addition to the normal Banking activities. There has been numerous increase in the work-load on the Officers. This has constrained the officers' fraternity to work beyond the stipulated office hours. Working beyond office hours has been taking a toll on the performance and health of the officers, their social relationship within the family and has resulted in a burn-out situation. These have a definite negative effect on the health and on the quality of their life. Hence, we demand a Regulated Working Hours.

We also demanded that adequate number of Officers and staff be recruited urgently. As it is well known, in the next 5 years, a huge number of officers and staff will be superannuating. Unless recruitment takes place immediately, knowledge transfer may not take place and a talent-vacuum may set-in in the Industry, harming the very organizations and the economy.

**Superannuation benefits:**Few issues pertaining to superannuation benefits were not settled in the last wage revision but were part of a Record Note signed by IBA and the Constituents of UFBU. It may please be appreciated that the issues pertaining to the previous wage revision are still to be settled though we have commenced negotiation for the next salary revision. Few important issues pending are:-

Revision in Family Pension  
Updation of Pension 100%  
Neutralisation of DA 50% of last drawn pay as Pension for all  
Uniform Commutation Formula

**Other Issues of Wage Revision:**There are issues like Special Area Allowances, Conversion of New Pension Scheme into an Assured Pension Scheme, Compassionate Appointments, Leave Fare Concession etc.”

We appealed to the Secretary, Department of Financial Services, New Delhi to intervene immediately so that the settlement can be arrived at quickly and the Bankers can focus more on restoration of the glory of banking sector with renewed enthusiasm and zeal.

With greetings,

Yours sincerely

(PREM MAKKER)  
GENERAL SECRETARY

**PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES**