

**ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)
ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)
INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)
NATIONAL ORGANISATION OF BANK OFFICERS (NOBO)**

Ref: Joint Circular No. 06

Date: 29th September 2019

**To
All Affiliates of AIBOC/AIBOA/INBOC/NOBO**

Dear Comrades,

WHY WE HAVE DEFERRED THE 48 HRS. STRIKE?

We, the four officers' organisations, after the conclusion of the UFBU meeting held at Delhi on 11.09.2019 decided to launch the programmes of action, culminating in 48 hours strike on 26th and 27th September, 2019. Accordingly, efforts were made to enlarge the participation by taking up with workmen organisations on 11th and subsequently also on 12th morning.

2. After a reasonable and patience wait, adhering to the provisions of law for giving notice for strike on 12th September, 2019, we served the notice to Chairman, IBA, copy of which was endorsed to Government of India, Delhi, CLC(Central) and MDs of all banks. On 17th September, 2019, IBA invited the nine organisations for the wage revision discussions conducted in two parts. The first one was power point presentation on the proposed Performance Link Incentive [PLI] and the subsequent one on wage revision. The four officers' organisations have decided **not to concede to the PLI scheme** as it is essentially bank specific and will not be going to benefit the total workforce in the industry uniformly.

Further, IBA had clearly indicated on 29th August, 2019, that the mandate issue was interlinked with wage revision and PLI. Subsequently, on 17th September, 2019, Team IBA assured to take up the issue of unconditional mandate with each of the five individual bank's Board for a meaningful resolution. On 19th September 2019, CLC[C] conducted the conciliation proceedings and advised the parties concerned to the strike, to form a high-power committee to deal with the proposed merger of banks and also restriction on wage revision issues besides the other issues listed. On 17th September and also on 19th September 2019, there were appeals from IBA and CLC[C] to revisit the decision of the proposed 48 hours strike. There was also an advice from CLC[C] to meet and apprise him on further developments and our stand on the strike.

3. In view of the foregoing, we had called on CLC[C] to know the stand of IBA on wage revision on 23rd evening, who once again appealed to us to reconsider the strike call and assured to favour us with his written appeal containing IBA responses. CLC[C] confirmed this through a subsequent communiqué.

4. IBA in its reply submitted to CLC[C], made amply clear that the proposed merger of Banks was the policy decision made by the Government of India. We thereafter proceeded to meet Dr. M. K. Mishra, Joint Secretary, DFS, who was present during the CLC meeting held on 19th September, 2019 and explained our stand on the strike call.

5. Sensing the gravity of the situation, Dr. M. K. Mishra, took our delegation to meet Shri Rajeev Kumar, Finance Secretary immediately. The meeting with Finance Secretary, Shri Rajeev Kumar, centred around the proposed strike. Shri Rajeev Kumar was candid and positive to respond to all our issues.

- A) **Merger of Banks** – It was agreed to constitute a high-power committee of all stakeholders in the banks to address the concerns of all. Needless to emphasise that in the history of bank mergers / amalgamations, proposition for constituting such a committee has no precedence.
- B) **Unconditional mandate** – It was clearly indicated that the mandate to cover all officers upto Scale VII will be ensured as a part of the wage negotiation for officers. **At the time of issuing this circular we have information that in few banks it is already cleared and in the rest is in process. We expect it would be cleared in another few days. It is our steadfast resolve which ensured that after 1 and ½ years of commencement of negotiation, the impasse has finally been cleared.**
- C) **Section 17(A) of Prevention of Corruption Act (Amendment), 2018** – We elaborately discussed the devastating effect of a recent letter issued by the DFS to all the PSB Heads as well as the concerned

CVOs on giving sanction for conducting investigation by CBI under Sec. 17 (A) of the Act, and making it a part of service conditions under D/A Regulations. According to the text of the letter when an alleged irregularity/ lapse is found as actionable and when IAC of individual banks find vigilance overtone, such cases would automatically become eligible for sanction to CBI for investigation and such drastic change would create havoc in the life of officers of PSU banks. It was candidly expressed by Shri Rajeev Kumar that CVC – on whose suggestion the said DFS direction is based – will be approached to give a clear clarification on the said position communicated to DFS.

- D) **Pressure on bankers on 3rd party product selling** – We have highlighted the pressure exerted on field level officers by the banks in promoting unethical practices to sell third party products of private companies and the payment of incentives and other rewards being encouraged by PSU banks. We categorically emphasised this one of the main pain points of the bankers, who were losing focus on core business of the banks due to the pressure created by the top management. It was assured that concrete steps would be initiated to address this issue. At the time of issuing the circular, we have received information that payment of incentives has been put on hold in few banks. This could possibly be a direct consequence of our meeting with the Finance Secretary.
- E) **5 day week and Reduction of cash transaction hours** – The issues were presented in an emphatic way highlighting the need for providing work-life balance to the officers and also focusing on compliance and recovery of monies lent by the banks during the post cash transactions period of the day. He was open to take both of our demands forward as other stakeholders were involved in the matter of offering services to the clientele.
- F) **Issues of retirees** – We also took up the issues of revision of family pension and updation of pension with facts and figures. We were assured that the same would be considered.

Thus, the issues were presented in a very much cogent way and the responses to the same were also positive and workable solutions emanated from our hour long discussion with the Finance Secretary, who also expressed his concerns of motivating bank personnel working at grass root level. We then suggested that a delegation of our four organisations can always provide the actual feedback from ground level at regular intervals and the Finance Secretary agreed to our proposal of arranging such meetings once in every quarter. He was also agreeable to our proposal of presenting our views on “Converging Ideas”. While we always have the right to revive the organisational programmes in case our issues are not resolved, we also need to take a pragmatic stand considering the development in totality.

We, representatives of the four officers’ organisations, had due consultation and over the offers / positive stand taken by the topmost official of the Finance Ministry and thereafter took a considered collective decision to defer the strike call.

Comrades, we are aware of the aspirations and expectations of the members. Let us assure you that our organisational agitational programmes against the proposed mergers will continue, for the reason that such unwarranted move underlies the larger threat of dilution of government stake in the state run banks thus leading to takeaway of their very public sector character. At the same time, no stone will be left unturned to realise all our genuine demands including wage revision and improvement of service conditions and also the superannuation benefits.

We shall inform the developments in due course.

With revolutionary greetings,

Comradely yours,

(Soumya Datta)
General Secretary
AIBOC

(Nagarajan S)
General Secretary
AIBOA

(K K Nair)
General Secretary
INBOC

(Viraj V Tikekar)
General Secretary
NOBO