

# ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)  
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Circular No. 2019/37

Date: 03.07.2019

## To All Affiliates (Please Circulate)

Dear Comrade,

### Meeting with IBA Chairman at New Delhi

Today all four officers' organisations met Shri Sunil Mehta, Chairman IBA and MD & CEO of Punjab National Bank at Dwarka. AIBOC was represented by Comrade Sunil Kumar, Chairman; Comrade Debasis Ghosh, President; Comrade Dilip Saha, Advisor and the undersigned. We reproduce the circular issued jointly by four officers' organisations for your information.

With greetings,

(Soumya Datta)  
General Secretary

### Text of Joint Circular dated 03.07.2019

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

Camp: New Delhi  
Date: 03.07.2019

## TO ALL UNITS OF AIBOC/AIBOA/INBOC/NOBO (For circulation)

Dear Comrades,

### Meeting with IBA Chairman at New Delhi

The principal office bearers of four organisations, as decided earlier at Bangalore on 25/06/2019, today met Shri Sunil Mehta, Chairman IBA and MD & CEO Punjab National Bank.

2. On behalf of the four organisations we have explained our candid viewpoints on the contentious issue of mandate, which has stonewalled forward movement of wage talks of the total workforce in the banking industry.

3. In response to our presentation, Chairman IBA, assured the delegation that required steps will be initiated to resolve the impasse.

We shall keep the units informed about developments.

The joint representation/memorandum addressed to Chairman IBA is appended.

Yours sincerely,

Sd/-  
(Soumya Datta)  
General Secretary  
AIBOC

Sd/-  
(Nagarajan S)  
General Secretary  
AIBOA

Sd/-  
(K K Nair)  
General Secretary  
INBOC

Sd/-  
(Viraj Tikekar)  
General Secretary  
NOBO

**Text of Joint Representation/Memorandum dated 03.07.2019**

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

**Camp: New Delhi  
Date: 03.07.2019**

The Chairman  
Indian Banks' Association  
New Delhi

Dear Sir,

**REG: 8<sup>th</sup> JOINT NOTE-WAGE REVISION- UNCONDITIONAL MANDATE BY BANKS.**  
**REF: OUR JOINT COMMUNICATION DATED 25<sup>TH</sup> JUNE, 2019.**

Further to the above referred communication coupled with the earlier one by UFBU, we are yet to get the response from IBA. We sincerely feel that there is an imperative need to revisit the decision based on the following convincing reasons.

1. The officers' Service Regulations 1979 applicable to Public Sector Banks are governed by the Banking Regulation Act, 1970/ 1980 and the State Bank of India Act, 1955. Any change in the terms of service condition should have the concurrence of Central Government through official Gazette notification and also of Reserve Bank of India.
2. The Standardization of Pay and allowances have come to stay based on the Pillai Committee recommendations in Public Sector Banks from 01/07/1979, 1980 and in State Bank of India w.e.f. 01/10/1979.
3. All the seven joint notes on wage revision right from 1985 till 2015 covered all seven scales of officers in Public Sector Banks.
4. The Successive Pay Commissions for Central Government employees covers right from Sub-ordinate cadre and up to Cabinet Secretary.
5. The CLC (Central), in the proceedings held on 28th May, 2018 in which IBA representatives too participated, advised to continue with the past practices of covering all seven scales while finalising the wage revision.
6. Subsequent to the meeting on 28th May, 2018, IBA did inform the six banks namely State Bank of India, Punjab National Bank, Union Bank of India, Bank of Baroda, Indian Bank and Oriental Bank of Commerce to revisit their decision on truncated mandates given by them to IBA for wage revision. Oriental Bank of Commerce did give the revised mandate to cover all the officers up to Scale VII.
7. In the past two joint notes, officers' organisations had shown flexibility to elongate the scale from Scale IV up to Scale VII and also differential Special Allowances to Scale IV & V and Scale VI and VII.
8. When the Officers' Code of Conduct and Discipline and Appeal Regulations are common from 1976, how come a new theory is promoted by 5 banks?
9. Out of 19 banks, 14 banks have given full mandate, leaving the five. Will the decision of minority prevail over the majority? How will IBA fulfill the mandate of 14 banks as they have no plan to draw different scale of their own for officers of Scale IV and above?

The officers' fraternity is getting frustrated and impatient for the undue delay in wage settlement due to the obstinate stand of the management of few banks. They are becoming restless and want to express their anguish through the platform of officers' organisations.

We, therefore, in the best of interest of the Industry and its present performance in trying circumstances urge upon you to resolve the much vexed question of fractured mandate by these 5 banks so as to take forward the wage negotiations to a faster mode and not force us to take the path of agitation.

Yours sincerely,

Sd/-  
**(Soumya Datta)**  
General Secretary  
AIBOC

Sd/-  
**(Nagarajan S)**  
General Secretary  
AIBOA

Sd/-  
**(K K Nair)**  
General Secretary  
INBOC

Sd/-  
**(Viraj Tikekar)**  
General Secretary  
NOBO