



ALL INDIA BANK OFFICERS' CONFEDERATION

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

C/o State Bank of India Officers' Association (North-Eastern Circle)

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To All Affiliates (Please Circulate)

Dear Comrade,

UFBU's AGITATIONAL PROGRAMME

Against the DFS-Imposed PLI Framework for Scale IV & Above Officers

Comrades, we stand at one of the most decisive moments in the history of the bank officers' movement. What lies ahead is not a routine agitation; it is a battle for the survival of our service conditions, our collective bargaining framework, and the professional dignity of every officer in Public Sector Banks.

Our legitimate demand for a **5-day work week** has been subjected to prolonged delay despite repeated assurances. After exercising extraordinary patience and placing our trust in the conciliatory process, we were left with no option but to embark on a **one-day strike**, with a declared resolve to escalate to further strike action and sustained agitational programmes until our demand is achieved.

However, instead of engaging with our legitimate demands, the establishment has chosen retaliation. **The PLI scheme imposed by the Government for Scale IV and above officers**; which was already under conciliation proceedings and where payment had been put on hold for all employees and officers; has been weaponised against us. The DFS forced the banks to credit PLI only up to Scale III, deliberately carving out senior officers. When this discriminatory action was raised in the CLC meeting, **all parties; the Unions/Associations, the DFS, and the IBA; agreed to maintain status quo.**

Yet, in brazen defiance of this consensus and in violation of established procedure, the DFS on 18.03.2026 has directed banks to pay PLI to Scale IV and above officers as per the Government scheme; a blatant violation of the conciliation framework when the matter is still sub judice before the CLC. The UFBU has accordingly given a call for an agitational programme.

Why We Oppose the Government PLI Scheme for Scale IV & Above

The question being asked is: why oppose a PLI that pays multiple times more than the industry-level scheme? The answer lies not in the quantum of the incentive, but in the **lethal architecture** that comes attached with it, a system designed to classify, rank, stigmatise, and ultimately destroy careers. The Government PLI framework, read together with two other policy instruments, creates the following direct and existential threats to every officer in Scale IV and above:

I. Three Instruments, One Objective; Your Career at Risk

- DFS Review Letter (26.09.2024) – The Sword.** Directs PSBs to conduct periodic performance reviews and retire officers “in public interest” under Regulation 19.

Operationalised through quarterly review schedules and monthly compliance reports; a live termination pipeline, not a theoretical provision.

- (b) **PLI Scheme (19.11.2024) – The Stratification.** Force-ranks officers into rigid 20% brackets. Bottom 20% are branded “non-performers.” Splits officers into revenue-generating and non-revenue pools, requiring at least 50% of PLI-eligible payouts to go to revenue functions; structurally penalising specialist, support, and control-role officers.
- (c) **Bank level Assessment – The Grading Record.** Introduces structured grading (into five grades) for SMGS-IV and above using KRA and trait-based scores. Cohort cut-offs and trait scores are kept confidential. Bottom-graded officers are placed on mandatory Performance Improvement Plans. Support-role KRAs can be subjective and manually scored by supervisors. The paper trail for adverse action begins here.

II. The Kill Chain; From Grading to Forced Exit

Read together, these three instruments construct a documented pathway to career destruction: **Classification → Low Grade → PIP Tagging → PLI Non-Performer Bracket → DFS Periodic Review → Premature Retirement or Permanent Career Stagnation.**

*A performer today can become a non-performer tomorrow; not because of declining ability, but because of transfer to a tighter cohort, a harder posting, a different supervisor’s subjective scoring, or simply because the forced-distribution formula **requires** someone to be at the bottom. Even if ALL officers in a cohort are performing well, the system will still manufacture a “bottom” category.*

III. Five Existential Risks

- **Forced relative ranking replacing stable service security.** Officers are no longer judged on competence but on whether they outperformed their cohort peers. Bottom categories are manufactured every year; even in a strong pool.
- **Opacity and hidden scoring.** Trait-based scores are invisible to officers. Cohort cut-offs are confidential. An officer may know the outcome but cannot test or challenge the basis.
- **Documented “poor performer” trail.** BB grades trigger PIPs, which feed review records, which connect directly to the DFS premature-retirement pipeline. This is not theory; it is architecture.
- **Career stagnation before separation.** Even without removal, repeated lower cohorting damages reputation, postings, promotion prospects, extension eligibility, and access to leadership positions. Careers are silently suffocated.
- **Selective targeting of senior officers.** Scale IV and above are specifically carved out. CLC minutes have recorded that coercive communications to SMGS-IV/V officers may amount to impermissible interference with trade-union rights.

IV. The Specialist Trap; Punished for Serving Where the Bank Deployed You

Officers in Corporate Credit, Treasury, Forex, Risk, Compliance, Audit, and other specialist functions face the gravest threat. A cautious credit officer who declines weak proposals protects the bank’s asset quality; but the cohort model only sees lower throughput numbers. A compliance officer whose best result is a breach prevented has nothing to show on a revenue-weighted KRA. Officers in treasury and forex operate within prudent risk boundaries shaped by market cycles and regulatory limits; the system cannot distinguish between conservative judgment and poor performance.

These officers were identified, selected, and placed in specialist roles because the bank needed their competence. Subjecting them to a generic cohort model that

ignores the character of the role punishes officers for serving where the bank itself deployed them. The bank chose where to put them. Now it penalises them for being there.

For all employees up to Scale III; who constitute approximately 95% of the total workforce in the banking industry; this scheme is a calculated instrument of division. By selectively releasing PLI to one cadre under a Government-dictated framework while withholding resolution of the industry-level scheme for the rest, the DFS has deliberately driven a wedge between officers and employees who have always stood together in the field. This division serves no institutional purpose. It weakens the solidarity that has been the foundation of every collective achievement in the banking sector. A workforce fractured by differential treatment will be neither motivated nor effective; and the consequences will be borne not just by employees but by the banks themselves.

The conduct of the DFS in this matter strikes at the very root of the established industrial relations framework. When a matter is under active conciliation before the Chief Labour Commissioner, and when all parties; Unions, Associations, the DFS, and the IBA; have agreed to maintain status quo, unilateral executive direction to banks to implement the disputed scheme is not merely irregular. **It is a deliberate and calculated subversion of the statutory conciliation process.** If this is permitted to stand, it will set a dangerous precedent that permanently dismantles the bipartite system which has governed industrial relations in the banking sector for decades. The role of the IBA as the representative body of bank managements will be reduced to a formality. The authority of the CLC will be rendered meaningless. **Bank Boards will be overpowered and overridden by the DFS, and every negotiated settlement; past, present, and future; will be rendered vulnerable to executive whim.** The trade union movement cannot and must not allow such a fundamental assault on the institutional architecture of collective bargaining to go unchallenged.

This is not an agitation over incentive amounts. This is a fight for survival, dignity, and justice. We demand:

- **WITHDRAWAL of the Bank Assessment/CDS grading circular.**
- **SCRAPPING of the irrational PLI forced-ranking framework for Scale IV and above.**
- **HALTING of the DFS premature-retirement review pipeline.**
- **IMPLEMENTATION of 5-day banking without further delay.**
- **RESPECT for CLC directions, status quo agreements, and collective bargaining rights.**
- **PROTECTION of career security and specialist-role dignity for all officers.**

AIBOC calls upon all affiliates and state units to mobilise maximum participation in UFBU's agitational programme. Convey the gravity of this threat to every officer in every branch and office across the country. Standing united today is not a choice; it is a necessity. We must defend every officer, protect the professional character of our institutions, and ensure that the established framework of industrial relations is not sacrificed at the altar of executive overreach.

Comradely yours,



Rupam Roy
General Secretary