



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)

State Bank of India, LHO, Dispur, Guwahati, Assam – 781006



<https://aiboc.org>



@aiboc_in



9957563825



aiboc.sectt@gmail.com ; rupamr.aiboc@gmail.com

Circular No. 2026/78

Date: 09.10.2026

To All Affiliates (Please Circulate)

Dear Comrades,

We reproduce hereunder the text of UFBU letter no. 2026/9 dated 09.10.2026 addressed to the Chief Executive, IBA, for your information and wide circulation.

To,
Chief Executive
Indian Banks' Association
Mumbai

Dear Sir,

Reg: PLI Scheme – modification in the revised formula

We refer to the following part of the Minutes signed on 27th September, 2026 on the above issue.

Clause (b)

As regards the PLI Scheme for Scale IV and above officers, the discussions can start with IBA to propose modifications to the Government in the scheme to address the observations of the Unions/ Associations.

Right from the time in November, 2024, when the Government advised the Banks on the revised PLI Scheme for Officers in Scale IV and above, we have been taking up the issue with IBA with our objections on the following grounds:

- i. Any change or modification in Scheme should be bilaterally discussed;
- ii. The basic soul of the Scheme is and should continue to be incentive based on collective performance;
- iii. The main feature of the Scheme is and should continue to be uniformity in the norms for incentive.

We are happy that the Scheme has been kept in abeyance. As mentioned in the Minutes signed on 27th September, 2026, IBA has agreed to start the discussions to propose modification in the Scheme.

As you are aware, the revised scheme for officers in scale IV to VIII for the year 2024-25 has already been implemented and higher quantum of PLI has been disbursed to these officers involving substantial cost. We also note that 20% of the Officers in Scale IV to Scale VIII have not been paid any PLI.

Hence, pending discussions on the modifications in the scheme for the year 2025-26 and onwards, it is necessary to review the PLI paid for the year 2024-25 to Award staff and officers staff upto Scale III and also about the Scale IV to VIII officers who were not paid any PLI even though all of them have been very much a part of the overall performance of the Bank.

In the interest of equity and fair play and keeping the essence of the existing scheme as provided in the Bipartite Settlement/Joint Note, this issue needs to be discussed and sorted.

We request you to arrange the meeting for the discussion so that the issue can be resolved amicably and mutually.

With Comradely greetings,



(Rupam Roy)
General Secretary