

ALL INDIA BANK OFFICERS' CONFEDERATION

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

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Letter No. 2016/182

Dated: 28.11.2016

To,

Shri Bandaru Dattatreya

Hon'ble Minister of State for Labour & Employment,
Government of India,
NEW DELHI.

Respected Sir,

MEMORANDUM

ISSUES REQUIRING YOUR IMMEDIATE ACTION

The All India Bank Officers' Confederation is the sole representative organization of Officers working in the Banking Industry, covering over 2.80 lacs members from the Public Sector, Private Sector, Regional Rural Banks and Co-operative Sector Banks in the country. The AIBOC has played a pivotal role in implementation of series of programs that have been launched by the Government of India to take care of the welfare of the common man. Its role in extending banking facilities through opening of crores of accounts under Jan Dhan Scheme for the benefit of millions and millions of the people spread across the country in a record time, as per the directions of the Government of India, is a well known fact. It has also played a major role in the successful implementation of the Demonetization of Rs.500/- and Rs.1000/- notes since introduction of the scheme on 8th of November 2016, working day and night with the sole intention of serving the people of this country. Our Officers across the country have continuously worked on all Saturdays and Sundays, as per the requirement of the Government and the Reserve Bank of India, in order to ensure smooth implementation of the scheme. We assure you Sir that the Offices' fraternity under the umbrella of the Confederation is always willing to take up the responsibility entrusted to it by the Government in implementing its various programs meant for the common man.

The Confederation has been raising number of issues pertaining to their members from time to time. We would like to take this opportunity to present some of the issues for your immediate consideration and necessary action to provide relief and succor to our officers.

ENHANCEMENT OF GRATUITY CEILING:

The 7th Pay commission has recommended a revision in the ceiling of Gratuity payable to the employees from Rs.10 lacs to Rs.20 lacs with effect from 1.1.2016 to the employees serving in the Government. The same has also been extended to the employees of the Public Sector employees. The RBI has also enhanced the ceiling of Gratuity for its employees. The Confederation has been representing that the same benefit should be extended to the Bank

employees and officers as well with effect from 1.1.2016. The Government is yet to take a decision in this regard for issuing necessary administrative orders to the banks.

IMPROVEMENTS IN THE SUPERANNUATION BENEFITS:

During the last bipartite settlement the Indian Banks Association had assured to discuss several issues relating to the Superannuation Benefits – viz., the extension of 100% D.A neutralization benefits to the retirees before the 8th Bipartite settlement, improvement in the Family Pension on par with the Pensioners in the Government Services (30% across the board), up-dating of the Pension since the introduction of the Scheme etc., The issue is pending with the IBA/Government. We seek immediate intervention for resolving the matter.

SALARY REVISION FOR THE BANK EMPLOYEES AND OFFICERS:

The Salary revision is due to the employees and officers working in the Banking Industry w.e.f 01.11.2017. The IBA is yet to initiate the process of negotiation in this regard. The salary revision exercise takes a long time in the banking industry and hence it was agreed during the last revision that the IBA will initiate dialogue sufficiently in advance so that the revision takes effect from 1.11.2017, on time. In the meanwhile, the Government has revised their salaries with effect from 1.1.2016 and which has widened the gap between the employees and officers of the Government and the Banking Industry. We request your kind intervention for the immediate commencement of negotiations in the matter, in the form of instructions to the IBA and all member Banks.

DELAY IN APPOINTMENT OF OFFICERS'/WORKMEN NOMINEE DIRECTORS:

A number of Banks have not yet filled up the vacancies of the Officer Directors on the Boards of the Bank as per the provisions, since a long time. As a result we have not been able to take part in the functioning of the Boards of the Bank and to share our professional experiences for the successful functioning of the Bank. We seek your immediate intervention to release all the appointments so that the vacancies in various Boards of the Bank can filled up without further delay.

We have highlighted a few of the issues which needs your immediate intervention and resolution so that some of the long pending issues could be resolved. We seek your immediate attention for resolution of the above issues.

Sir, we also take this opportunity once again to assure our total co-operation and support in implementation of the progressive initiatives to help the Common Man.

Thanking you,

Yours faithfully,


(Y.SUDARSHAN)
PRESIDENT


(HARVINDER SINGH)
GENERAL SECRETARY