

UNITED FORUM OF BANK UNIONS

(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

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Chairman

SANJEEV K. BANDLISH

Convenor

UFBU/ 2018/ .

Date : 03-08-2018

To

**Hon, Minister for Finance,
Govt. of India,
New Delhi.**

Respected Sir,

Reg: Wage Revision in Banks

You are aware that the wage revision in the Banks are due from 1-11-2017 since the previous Settlement has expired as of 31-10-2017. Finance Ministry has been repeatedly reminding the Banks and Indian Banks' Association to expedite the wage revision process.

Even though Indian Banks' Association has commenced the discussions with the unions on the Charter of Demands submitted by us for revision of wages and improvement in service conditions, the issue is being delayed. Several rounds of negotiations have taken place but IBA has not come forward with any acceptable offer.

Recently the IBA has made an offer of 6% hike in the total wage bill, which you will kindly appreciate is most inadequate looking to the cost of inflation, price rise, etc.

Further Bank employees and officers are working under a lot of stress and tension due to multiple tasks and responsibilities. Bank staff are handling implementation of so many Government schemes with the result that the workload has gone up considerably.

You will kindly appreciate, Sir, that all the Banks are making impressive Operating Profits despite the present difficult circumstances.

Increasing profits of Banks

| | Gross Operating Profit of Public sector banks |
|----------------|--|
| 2013-14 | 1,27,653 |
| 2014-15 | 1,37,760 |
| 2015-16 | 1,36,275 |
| 2016-17 | 1,58,982 |
| 2017-18 | 1,50,149 |

Declining wage cost: The cost of wages to total expenses in the Banks is infact on the decline and hence there is every reason to extend a fair deal to bank employees and officers by adequate increase in their wages.

| Year | Wage bill as % of total expenses |
|------------------|---|
| 31-3-2012 | 13.72 |
| 31-3-2013 | 11.44 |
| 31-3-2014 | 11.62 |
| 31-3-2015 | 11.35 |
| 31-3-2016 | 10.81 |

We urge for early and expedited settlement of wage revision:

Negotiations on wage revision in Banks has been going on for the past 15 months and this delay is frustrating the employees and officers. Further at a time when the entire attention and energy of workforce in the Banks has to be work hard to pull the Banks out of their present problems, this delay in settling our Charter of Demands is highly demotivating the staff. Hence we urge upon you to advice the Indian Banks' Association to resolve and conclude the wage settlement without any further delay.

Wage Revision to cover all Scales of Officers:

You will be aware that in respect of Officers, right from 1979, at the instance of the Government, the Officers' Service Regulations covering pay scales and other entitlements of the officers are covered from Scale-I Officers to Scale-VII Officers.

However, in the current negotiations, the Indian Banks' Association has informed us that this time, the Officers negotiations will be confined only from Scale-I to Scale-III. Thus, the officers from Scale-IV to Scale-VII are attempted to be kept out of negotiations and wage revision. While the duties and responsibilities of higher level officers may differ from that of lower level officers, their service conditions have always been composite under a common Regulation. All wage revision accords so far from 1979 have been covering all Scales of Officers.

Most of the Banks have infact already submitted their mandate to Indian Banks' Association consenting for common wage revision accord for all Scales of officers.

We request you to interfere in the matter and advise the Indian Banks' Association to include all Officers from Scale-I to Scale-VII in the ensuing wage revision.

Thanking you,

Yours faithfully,

SANJEEV K. BANDLISH
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