



All India IDBI Officers' Association

1st Floor, IDBI Tower, Cuffe Parade, Mumbai - 400 005

(Registration No. ALC - KARYASAN - 17-10311)

website : www.aiidbioa.net (Affiliated to AIBOA)



Correspondence Address : All India IDBI Officers' Association, c/o IDBI Bank, Main Road, **GUDIVADA** - 521 301, Krishna Dist., A.P.

Correspondence Address: All India IDBI Officers' Association, c/o IDBI Bank, 3rd Floor, Mission Road, Bengaluru - 560027

Circular to all members

Bengaluru,
January 27, 2022.

Dear Comrades,

Sub:- **Achievements – Results of UNITY – 2016, 2017, 2018, 2019, 2020 & 2021- Reg.,**

2016

- Due to four (4) days continuous strike from March 28, 2016 to March 31, 2016, the move of the Central Government to bring down its shareholding in IDBI Bank to "below 50%" got delayed till January, 2019.

2017

- Automated Request Transfer System (i-ARTS) for submission of request for transfer through Oracle HRMS had been introduced by the Bank in March, 2017.

2018

- Wage revision for the period from November, 2012 to October, 2017 happened in September, 2018.
- Got BACK the benefit of "advance increments for JAIIB/CAIIB" in 2018. This was stopped by the Bank unilaterally in January, 2010.
- Excess in Basic Pay while aligning to IBA pay scales has been protected under Additional Personal Allowance (APA) ranking for superannuation benefits.
- Mandate has been given by the Bank in 2018 to IBA for the Industry level wage revision for the period from November, 2017 to October, 2022.

2019

- Arrears have been released in 2019 on account of wage revision for 2012-2017.
- Limits of "lease rental" have been revised in May, 2019.
- Long pending request transfers have been considered by the Bank.
- Declaration of number of vacancies in promotion process is re-introduced.
- Personal interview through video conference during promotion process has been stopped and personal interview through face to face method during promotion process has been re-introduced. (prior to COVID-19 pandemic i.e., before March, 2020)

2020

- Some of the suggestions given by AIIDBIOA on promotion policy have been considered by the Bank.
- Incentive for COVID-19 outbreak has been announced by the Bank in August, 2020.
- Method of calculation of incentive for COVID-19 outbreak has been improved before actual payment in November, 2020.
- We all became party to Industry level wage revision (IBA) for the first time in the history of the Bank. The Industry level wage settlement for Officers happened on November 11, 2020 for the period from November, 2017 to October, 2022.

2021

- Limits of various Staff loans have been revised in February, 2021 with reduction in rate of interest.



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- Implementation of Industry level wage revision (8th Joint Note for Officers) happened in our Bank in April, 2021.
- Arrears have been paid in June, 2021 on account of wage revision for 2017-2022.
- All PG-5 rated Officers for F.Y. 2019-20 have been issued call letters for promotion process in April, 2021 which was initially not issued as per promotion policy in correlation to i-PACE policy.
- No adverse action viz., keeping under YELLOW category & issuing notice of Performance Improvement Period (PIP) has been initiated by the Bank against any PG-5 rated Officer for F.Y. 2019-20 or F.Y. 2020-21. We had highlighted the serious drawbacks in i-PACE mechanism.
- i-DOST - a benevolent scheme of Employees of the Bank has been introduced in May, 2021.
- The limit of sum assured under Group Life Insurance Scheme (GLIS) has been increased in July, 2021 from Rs.10 lacs to Rs.20 lacs for Officers in Grade 'A', 'B' and 'C' and from Rs.15 lacs to Rs.20 lacs for Officers in Grade 'D' and 'E'.
- The forfeited Conveyance Allowance for May, 2021 and onwards due to delayed submission of Self-Appraisal under i-PACE mechanism for F.Y. 2020-21 has been paid in September, 2021. We have explained the practical difficulties and general problems faced by the Officers in April, 2021 and May, 2021 due to second wave of COVID-19 which resulted in delayed submission of Self Appraisal by some of the Officers.

Please remember that all the above mentioned benefits have NOT been given by Government or by the Bank on their own or just like that.

Because of UNITY only and after facing lot of **struggles** and making **sacrifices** by ALL OF US, we got these common benefits. Now we can NOT afford losing these precious benefits on account of proposed sale of the Bank to private players by the Central Government and LIC of India.

We are yet to achieve many more common benefits like

- (a) Stop the proposed sale of the Bank to private players by Central Government and LIC of India,
- (b) Payment of performance linked incentive for F.Y. 2020-21,
- (c) Resolving the issue of retrospective implementation of NPS,
- (d) Transparency in Promotion process (full disclosure of marks under various parameters)
- (e) Transparency in implementation of Officers' Placement and Transfers Policy (OPTP), etc.
- (f) Scrap i-PACE mechanism or removal of serious drawbacks in it.

The pending common benefits also will come, if we are UNITED and exhibit our UNITY as and when required.

Financial assistance of **Rs.1,00,000/-** to bereaved family members in case of death of a member of AIIDBIOA has been introduced since January 01, 2020 and till now **23 families** have been supported viz., **Rs.23,00,000/-** have been released.

Hence, contribution for "**Mission 15,000**" on a daily basis from each and every member of AIIDBIOA is very crucial, particularly from members in Grade 'C' and Grade 'B', to improve our common bargaining power.

Yours comradely,

Vithal Koteswara Rao A.V.
GENERAL SECRETARY