



UNITED FORUM OF IDBI OFFICERS & EMPLOYEES

C/o AIIDBIOA, First Floor, IDBI TOWER, CUFFE PARADE, MUMBAI - 400 005



To

Mumbai,
September 21, 2024.

The Managing Director & Chief Executive Officer,
IDBI Bank,
Head Office, IDBI Tower,
Mumbai – 400005.

Respected Sir,

Sub:- Request for recruitment of 5,000 clerks – Reg.,

While we analyse the Annual Reports of the Bank, it is understood that even though there is an increase in the head count of the total employees on the rolls of the Bank for the last four Financial Years, the number of resignations of Officers has been increasing year on year viz., For F.Y. 2020-21 around 850, For F.Y. 2021-22 around 1,200, For F.Y. 2022-23 around 1,400 and For F.Y. 2023-24 around 1,500 which is against the interest of the Bank.

2. Below mentioned are the major reasons for resignation of Officers from the Bank:

- (a) **Under** employment – Officers are posted in clerical roles of Teller counters and Front Desk counters for years together i.e., for more than five years.
- (b) **No skill** development – Due to posting in routine clerical roles for more than five years, there is neither skill development nor improvement in the knowledge levels of Banking.
- (c) **Very slow** career progression – Due to recruitment of more number of Officers than the required level and very less opportunity for promotion, the career progression is very slow viz., more than 10 years' time to get promoted from Grade 'B' to 'C' and from 'C' to 'D'.
- (d) Treating as **Insurance Agents** – Officers working in the Bank are treated as Life Insurance, General Insurance and Mutual Fund agents **on a daily basis** by controlling offices viz., Regional, Zonal and Head Offices with undue pressure for these third party businesses which is not actual Banking rather it is ruining the actual Banking business.

3. Recruitment of 5,000 clerks, on immediate basis, will **not only** reduce the Staff cost to the Bank **but also** relieve the existing Officers from routine clerical duties and allow them to enrich their actual Banking knowledge for the betterment of the Bank in the long run.

4. Your goodselves will agree with the fact that the attrition rate in clerical cadre is almost zero.

We look forward for your kind support in this regard.

Thanking you,

Yours faithfully,

(Ratnakar Wankhade)
General Secretary, AIIDBEA &
Joint Convenor

(Vithal Koteswara Rao A.V.)
General Secretary, AIIDBIOA &
Joint Convenor