



# UNITED FORUM OF IDBI OFFICERS & EMPLOYEES

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



To

Mumbai,  
September 30, 2024.

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

Respected Sir,

Sub:- Request for payment of minimum Performance Linked Incentive (PLI) of 15 days

Under your able stewardship, our Bank achieved a **net profit of Rs.5,634/- crore** for **F.Y.2023-24**. While this being the case, we feel that **each** and **every employee** of the Bank **deserves** a **minimum** payment of **"15 days" Salary (Basic + D.A.)** as PLI in line with Industry Level practices as guided by IBA irrespective of Performance Grade, Rating, Role, Cadre and Seniority.

2. Moreover, we submit the below mentioned **concerns** expressed by the members of "All India IDBI Officers' Association" for your kind personal attention:

- (a) Performance Grade (PG) under i-PACE for F.Y.2023-24 was released in the evening of August 30, 2024 (Friday) with a mention that the last date for submission of grievance, if any, was September 02, 2024 (Monday) i.e., just **two working days** which is **very less time**.
- (b) Majority of the Officers are unable to view their PG rating on August 30, 2024 (Friday) and **even on** August 31, 2024 (Saturday) as there was a **Technical glitch** to log-in; may be the i-PACE server was unable to handle the load of log-ins. This problem has further reduced the number of working days left to raise the grievance to **one day** which is very less time.
- (c) Some Officers who are away from Branch/Office on sick/mandatory/maternity **leave** or on duty from August 30, 2024 to September 02, 2024 were **unable** to access the log-in which is available from Branch/Office **only** which resulted in lapse of chance to raise grievance.
- (d) **No SMS or e-mail** to personal e-mail ID was sent by the Bank to the Officers w.r.t. to the last date for submission of grievance under i-PACE mechanism. While Bank is sending SMSes for un-regularized absences regularly, not sending SMS for such a **crucial matter** is totally **unfair**. We strongly **condemn** this and express our **displeasure** on the high handedness of the Management in this regard.

Hence, we **respectfully** request your goodselfes to arrange for **payment** of PLI for F.Y.2023-24 at a rate not less than **"15 days" Salary (Basic + D.A.)** to ALL employees of the Bank before October 10, 2024 (**Dussehra** festival) for which kind of act we shall be thankful.

Thanking you,

Yours faithfully,

(Ratnakar Wankhade)  
General Secretary, AIIDBEA &  
Joint Convenor

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