



All India IDBI Officers' Association

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

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

Bengaluru,
May 06, 2022.

To

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

Respected Sir,

Sub:- Request to amend Mandatory Leave rules in its true spirit – Reg.

Ref:- (i) Bank's H.O. Circular No.IDBI BANK/2021-22/718/HR/HR-124 dated March 05, 2022

(ii)RBI Circular No.RBI/2021-22/70 DoR.ORG.REC.31/21.06.017/2021-22 dated July 09, 2021

Mandatory Leave rules in the Bank have been amended vide the above referred Circular dated March 05, 2022 quoting the instructions of RBI vide their above referred Circular dated July 09, 2021. On perusal of the Circular issued by RBI, it is observed that the mandatory leave rules are to be made applicable to employees posted in **sensitive positions or areas of operation only**. However, our Bank had made the mandatory leave rules applicable to non-sensitive posts also which is not insisted by RBI.

2. Hence, there is a need to amend the Cir. dt March 5, 2022 as follows in case of **non-sensitive posts**:

- (a) The ten working days leave rule should **not** be made **mandatory** for Officers working in **non-sensitive posts** as the same is NOT insisted by RBI.
- (b) If still the Bank wants that the Officers working in non-sensitive posts should have to avail ten working days of Ordinary Leave (OL) mandatorily at a stretch during the calendar year, then the ten working days OL should be **over and above** the OL balance earned by the Officer and ten working days OL should NOT be debited to the balance of OLs earned by the Officer.

3. In case of Officers working in **sensitive posts**, the ten working days mandatory leave should be **over and above** the OL balance earned by the Officer and ten working days leave should NOT be debited to the balance of OLs earned by the Officer as they are not going on ten days mandatory leave as per their choice or requirement rather it is being decided by the Supervisor without giving any prior intimation to the Officer, thereby maintaining an element of **surprise**.

Hence, we respectfully request your good selves to arrange for necessary amendments to the Circular dated March 05, 2022 as requested and explained above.

Thanking you,

Yours faithfully,

Vithal Koteswara Rao A.V.
GENERAL SECRETARY

Copy to

Shri Samuel Joseph Jebaraj, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.

Shri Suresh K. Khatanhar, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.