



INDIAN OVERSEAS BANK OFFICERS' ASSOCIATION

Regd. No. 321/MDS (Recognised by the Management)

(Affiliated to All India Bank Officer's Confederation)

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25th TRIENNIAL CONFERENCE YET ANOTHER MOMENT EAGERLY AWAITED

Dear Comrades,

Time and tide never wait for anyone. The wheels of change move in their routine and brings a full circle.

Yes Comrades, the jubilancy and passion for trade unionism exhibited by the committed membership of IOBOA at Chennai, the 'Citadel of Trade Union', on 26th and 27th February, 2022 is still fresh in our memory. Nearly two thousand officers across the length and breadth of the country descended at Chennai from 25th February itself. The mega event, our 24th Triennial Conference, began on 26th February at 10 am and came to a grand conclusion around 5.30 pm on 27.02.2022. Our members cherished the legacy of struggles by IOBOA for the officers' community in IOB.

Comrades, with the collective support of every comrade, in the difficult times of pandemic, our 24th Triennial Conference had become a grand event and the memories of which were formed as a bracelet in the heart of every member of IOBOA.

Comrades, at every Conference, we part with lot of hopes to meet in 3 years, to meet and hug, to chat over things down the memory lane, feel at home and enjoy the hospitality of Chennai comrades and above all to transact our purposeful trade union business in the Triennial Conference of IOB Officers' Association.

Since 2023, the promotion and transfer process in our bank has commenced well in advance in January and concluded by June. Considering this, the Executive Committee of our organization, in its ECM held on October 19, 2024, decided to flag off the much-awaited conference during August 2025, as members would have settled into their respective postings by that time.

Yes Comrades, our next General Council – the 25th Triennial Conference - is scheduled to be held on 9th and 10th August, 2025 at Chennai. The venue will be one of the prominent landmarks of the city with lovely ambience and sprawling space, Viz., **"The Chennai Trade Centre"**, at Nandambakkam. Hence, it will be celebrations all over again in the backdrop of our association having successfully completed its

purposeful journey of 57 Years since the time it was born in June 1967, in the service of its members.

Comrades, this Triennial assumes greater significance as our solidarity, commitment and conviction have resulted in our beloved bank showing remarkable growth under Net Profit since March 2020 and proudly marching towards regaining its past glory. Our constant and extraordinary contribution led to an all-time high quarterly profit of Rs 1,051 crores for the fourth quarter of the Financial year 2024 - 2025. Celebrating this stupendous success, our esteemed CMD announced 15 days PLI for the year 2024–25, a significant increase over the PLI received in the year 2024 (5 days).

At home front, many events have unfurled since we met at the last Triennial during February 2022 and the challenges faced by us were multi-dimensional. Few motivated propagandas of the powers, questioning our efficiency were countered. Amidst any adversities, IOBOA will always stand like a rock in its endeavours to create a working space for itself in the comity of trade unions operating in the banking industry.

IOBOA remain committed to the corporate goal of our bank and extend a hand of constructive cooperation to the management and do expect equal reciprocation and bilateralism as IOBOA being the only recognized association for officers in IOB which has traversed over the last 57 years of purposeful existence with the sheer commitment and solidarity of the members.

Comrades, the banking scenario has undergone a dramatic transformation, as never seen before in the past three and a half years since we met last during February, 2022. Another round of privatization moves initiated by the government is kept on hold. AIBOC, our parent organisation stands as a guard to thwart any ill-conceived idea of the government. IOBOA, a major stakeholder in AIBOC has been duly recognized with vital leadership roles and our contributions in wage negotiations, responding to the call of AIBOC in large numbers and active role in State AIBOC continues by following the tutelage we had received from our yesteryear leaders. **AIBOC, along with other officer unions, signed the 9th joint note during the wage revision in 2024, and this led to a historic settlement on 8th March 2024, resulting in a significant 17% salary hike.**

Our work force has been demonstrating their belongingness to our beloved bank which is evidenced by the Net Profit being achieved by our bank quarter after quarter since March 2020. The business of the bank has been increased and stood at Rs.5,61,958 crores as on 31st March 2025 from 5,04,923 crores as on 31st March 2024 an increase of 11.30% on YOY, while the NPA level has been curtailed to 0.37 % in percentage terms. Bank has won various awards during the intervening period of our last conference in the area of technology upgradation catering to the present generation and also keeping in mind the future.

The valiant attempts of IOBOA paid significant dividends boosting the morale of members and bottom line of our bank. The morale of members was boosted during the intervening period when IOBOA achieved significant success in staff matters restoring the hard-earned staff benefits which were deferred during the PCA regime. IOBOA's persistence, perseverance and never-say-die attitude have resulted in improvement in certain schemes and enhancement in limits to benefit membership.

- Uninterrupted promotion process for the year 2022,2023,2024 & 2025.

Grade	2022	2023	2024	2025
I to II	406	304	240	279
II to III	318	122	130	161
III to IV	86	40	40	48

- **The Annual Transfer Exercise 2025, conducted recently, witnessed an unprecedented number of transfers, close to 2500, across various categories. The process was completed at great speed to minimize hardships related to the education of staff members' wards.**
- **Furniture Policy**, a demand since 2014, has seen its light during 2022. All Officers, including those on probation in the service of the bank, irrespective of the fact whether they reside in bank quarters/leased accommodation/own house is eligible to purchase Furniture and Fixtures of their choice from reputed dealers/manufacturers (with GST Number) for their own use either at their place of work or quarters, from the standard list of items provided by the bank, within the monetary limits for each scale.

Scale of Officer	Amount (Rs. In lacs)	Scale of Officer	Amount (Rs. In lacs)
JMG Scale I	1.50	SMG SCALE IV	3.00
MMG Scale II	2.00	SMG Scale V	3.75
MMG Scale III	2.50	TMG Scale VI	4.50
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- **Enhancement in Rental Limit for Leased Accommodation** around 50-60% compared to the then existing limit. **Further enhancements have been requested for the current year to align with the rising market rates.**

- **Restoration of Staff Welfare Scheme with enhancement in limit to existing schemes** Viz. Funeral expenses enhanced to Rs.15,000/-; Distress relief towards SHL enhanced to Rs.10 lacs from Rs.2 lacs; reimbursement of cost of spectacles; reimbursement of children educational expenses; Milestone award on superannuation and Annual eye check up facility.
- **Increase in reimbursement** for spectacle expenses, canteen subsidy and cost of reimbursement for master health checkup are in the pipeline.
- **Introduction of new schemes** Viz. Reimbursement of cost of purchase of PH aid /equipment; Reimbursement of Creche or babysitting charges for women officers and Distress Relief for Education Loan liability of ward (maximum of Rs.7.50 lacs or the loan outstanding whichever is less) where the ward (principal borrower) dies unfortunately; applicable to serving staff and those retired under superannuation introduced.
- **The provision of mobile phones** for all confirmed officers was introduced in 2022, and a request has been made for an increase in the reimbursement amount for handset costs in the current year.
- **Enhancement in loan quantum for vehicle loan** (Two Wheeler Rs.80,000/- to Rs.1,50,000/-) (Four Wheeler Rs.7 lacs to Rs.15 lacs). **We have taken up with bank to enhance the coverage to Rs. 20.00 lacs for electric and hybrid vehicles, aligning with the Government of India's objective of achieving zero carbon emissions and promoting green initiatives.**
- **The interest rate for the Staff Housing Loan** has been reduced from 6.75% to 6.50% (simple interest). We have requested to increase the loan quantum across all grades starting from 120 lacs, along with a proposal for a further reduction in the interest rate to 5%.
- **Thanks to IOBOA's out-of-the-box thinking, innovative, path breaking, trend setting - a new measure, first of its kind has been introduced by the Bank "Distress Relief from Bank of Rs.1 lac on the demise of an officer".**
- Ensured most of the guidelines specified in the advisory issued by the DFS are complied for the current year "Review on Transfer Policy". Pursuing with the top management to bring in the DFS guideline of posting of officers in the same linguistic area.
- Ensuring an empathetic approach in vigilance administration, disposal of a record number of cases of CDAC, completion of all disciplinary cases pertaining to the certification of deployment of temporary messengers during the period..
- Ensured defence assistant provided to all officers facing departmental enquiries and not only uphold justice and professional integrity but also safe guard the officers and their family.

- **IOBOA's "Scheme of Financial Assistance to the family of members dying in harness"** : The limit has been increased to Rs.5 lac per member irrespective of the year of membership. As on date, we have disbursed Rs.3.11 Crore covering the family of 90 members since the time of inception of the scheme in July 2019.
- IOBOA has acquired one more guest house at Haridwar, a long-lasting asset, not only to be benefited by today's or yesterday's members but for tomorrow's as well.

Comrades, the 25th Triennial Conference is yet another golden opportunity to share thoughts and ideas, for imbibing the hoary traditions and cherished culture of our organisation, for understanding the treasured values that have been preserved and handed down over the years.

Comrades, the time of redemption, rejuvenation and reinforcing would be the 25th Triennial Conference and so let us march on to our 25th Triennial Conference, a spring in our step and the glint of joy and hope in our eyes!!

Comrades, let it be our solemn resolve to make the 25th Triennial Conference a Grand Success.

With revolutionary greetings,

Yours Comradely,



(P SRI RAMA KRISHNA)
PRESIDENT



(S. PREMKUMAR)
GENERAL SECRETARY

"Let us travel together to strengthen our cause"

IOBOA ZINDABAD

AIBOC ZINDABAD

OUR 25th TRIENNIAL CONFERENCE ZINDABAD

