# INDIAN OVERSEAS BANK OFFICERS' ASSOCIATION

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

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**Cir. No. 15/2026** **29-Sep-2026**

*Dear Friends,*

## STRUCTURED MEETING WITH BANK MANAGEMENT
## A SIGNIFICANT STEP FORWARD

We are happy to inform you that our prolonged demand for conducting a Structured Meeting with the Bank Management has finally materialised. The meeting was held on 21.09.2026, marking an important development in our efforts to establish a regular and meaningful forum for discussing issues concerning our members.

As you are aware, conducting a Structured Meeting with the Bank was one of the important demands included in our Strike Notice dated 09.02.2026. Pursuing the matter consistently, we took up the issue with the Bank Management, the Department of Financial Services (DFS) and the Ministry. Subsequently, the DFS issued guidelines directing the Banks to conduct Structured Meetings on a quarterly basis. In accordance with the same, our Association was invited by the Bank Management for the meeting.

After obtaining suggestions and inputs from our members and Office Bearers from various regions, we carefully prepared our agenda covering a wide range of issues concerning our officers and the functioning of the Bank. The detailed agenda was submitted to the Management in advance.

The meeting witnessed a detailed and constructive discussion on the various points raised by our Association. On several issues, the Management responded positively to our suggestions, while on certain other matters, assurances were given to examine the issues and look into the possibilities of addressing them.

We appreciate the Management for the positive consideration extended to many of the issues raised by us and look forward to concrete and fruitful outcomes on each of the matters discussed.

For the benefit and understanding of our members, a detailed note containing the agenda along with discussion points submitted by us, along with a copy of the Minutes of the Meeting, is annexed to this Circular.

**OUR COMMITMENT TO OUR MEMBERS**

We wish to reiterate that IOBOA is the only recognised Officers' Association in our Bank which has consistently stood with its membership and raised its voice for the genuine needs, rights and interests of our officers. Our record speaks for itself. Whenever our members have faced genuine difficulties or issues affecting their professional interests, IOBOA has been at the forefront in raising those concerns and pursuing them with the appropriate authorities. The same commitment will continue. We will not sit silent when the genuine concerns of our members remain unresolved. We will continue to raise our voice, pursue the issues and seek appropriate solutions.

Members may come across different messages, narratives and attempts to divert attention or create confusion. At such times, we appeal to every member to remain calm, vigilant and united. Do not allow temporary situations or misleading narratives to weaken the collective strength of our Association. Remember — we raised these issues because you entrusted us with your voice, and we will continue to carry that voice wherever it needs to be heard.

Some results may take time. A delay in achieving a result does not mean that the issue has been abandoned. Genuine causes require sustained efforts, persistence and determination. Therefore, let us remain firm in our collective resolve. Let nobody divide us, let nobody weaken our unity and let nobody make us lose sight of the issues for which we have been continuously pursuing.

We assure all our members that the matters discussed will not end with the meeting. We will regularly follow up each of the issues with the Bank Management and strive to secure appropriate and time-bound outcomes on the matters concerning our members. Your voice is our voice, your concern is our concern, and your strength is the strength of IOBOA.

We take this opportunity to sincerely thank each and every member of IOBOA for standing united and extending your continued support and confidence. The strength of IOBOA lies in the unity, trust and collective voice of its membership.

Any further developments and updates will be communicated through our official website and/or official circulars/messages through our Office Bearers.

Let us continue to remain united, vigilant and determined in safeguarding the interests of our members

**OUR VOICE. OUR UNITY. OUR STRENGTH.**

**STAND UNITED – STAND STRONG – STAND FOR YOUR RIGHTS!**

**LONG LIVE IOBOA!**

**LONG LIVE OFFICERS' UNITY!**

**(RAGHAVENDRA SHRIPAD HEGDE)**
**PRESIDENT**

**(R SREENIVAS NAICK)**
**GENERAL SECRETARY**

**SCAN AND FOLLOW OUR OFFICIAL CHANNEL FOR REGULAR UPDATES**

**Agenda & Discussion Points for the Structural IR Meeting on 21.09.2026**

**Staff Requirement**

1. Increase in business per employee : Staff strength should be reviewed based on the increased business volume and workload.
2. Sub-staff shortage: Adequate sub-staff should be provided wherever vacancies exist. Proper voucher stitching shall be undertaken. Presently around 2700 branches don't have regular substaff.
3. Single-man branches: Single-officer/single-man branches should be avoided in the interest of customer service and operational risk. Presently there are around 300 branches operated by single officer.
4. Clerical staff shortage: Adequate clerical manpower should be ensured. Presently 43 branches don't have clerical staff.
5. Acute shortage of officers: Number of officers recruited since 2020 is 1766 only but the number of officers left IOB during the same period is 2897 which includes 1052 resignation, 169 VRS, 1328 Retirement and 123 Deceased. The number of branches during 2020 were 3274 and number of RO were 51. Present number of branches and number of RO s are 3540 and 57 respectively. Hence there is an increase of 266 branches and 6 Regional offices during the intervening period.

**Allowances / Financial Benefits – Improvements requested**

1. Perquisite tax to officers: Perquisite tax arising out of official benefits/facilities. Many other Banks had absorbed the same in the Banks P&L. Now as we had come out of PCA and are continuously posting Profits which is increased quarter by quarter, we request that this tax shall be absorbed by the Bank as good will gesture.
2. Officiating/ Deputation allowance not paid : Officiating employees should be paid appropriate allowance for the additional responsibilities undertaken. This allowance is payable only when a junior level officer officiates in a higher grade/post categorised as such. It is linked to the categorised post and not to the grades of officers occupying such posts. The Branch category is fixed based on various parameters including the total business of the branch and not only the advances portfolio. This is an industry wise settlement and hence same cannot be denied under the pretext that discretionary powers are not exercised.

   As per Clause 2 (vii) of the 9th Joint Note dated 08.03.2024, Deputation Allowance is payable to an officer deputed to an RSETI, being, a training establishment not owned by the Bank. However, the benefit has not been extended/paid in our Bank to officers deputed to RSETIs, whereas officers functioning as RSETI Directors in other banks are reportedly receiving the applicable benefit. Hence requested to extend the allowance to the officers deputed to RSETI as Directors.
3. Revision in Newspaper allowance/ Conveyance allowance etc: The existing newspaper allowance may be suitably revised, considering that the quantum has remained unchanged for a considerable period and the increase in cost of newspapers, we request a substantial increase shall be sanctioned for Newspaper allowance paid to staff. The newspaper reimbursement may be enhanced from the existing level to 200– 250 per newspaper.

   An additional provision may be considered for one book/journal or digital subscription, either on a monthly or annual basis, to encourage continuous learning and professional awareness.

Moreover the responsibility of the officers are increasing and the requirement for them to travel is also more. Comparing the conveyance allowances paid in similar Banks, we request increase in quantum of Conveyance Allowance to officers to the tune of 25% Minimum from the present structure.

The conveyance benefit available to employees without their own vehicle may be suitably enhanced (25% minimum), considering the increasing cost of public transport and daily commuting.

4. **SHL –Modification suggested :** More time should be provided for construction/completion of house/flat, considering the practical difficulties faced by employees. The holiday period for construction of residential building shall be increased from 18 months to 30 months especially in the case flat purchase.

   Where an employee has availed SHL for two housing units, permission may be considered for disposal/replacement of one unit, particularly where the existing flat is more than 25 years old. The employee may thereafter be permitted to avail a fresh limit after a reasonable holding period of 3-5 years, subject to the prescribed terms and conditions.

   The existing three-year interval for repair/renovation may be reduced to two years, in case of purchase of existing dwelling units and also considering the increasing cost of maintenance and the need for timely upkeep of residential properties.

   Top-up facility as available for regular customers, shall be extended to Staff Members also. On demise of staff on roll, the entire SHL outstanding may be waived off.

   TAT for Staff loans in line with retail loans available to the general customers, may be implemented.

5. **Improvement in SVL quantum:** The quantum of Staff Vehicle Loan should be increased to Rs.25 lakhs in the light of the price of Electric vehicles. Parallel availability of two-wheeler and four-wheeler facilities may be permitted, subject to appropriate eligibility conditions.

   A reduction in the applicable SVL interest rate may also be considered to make the facility more beneficial to employees.

6. **Benefits for Staff in line with the salary-account holders (Customers) :** Facilities available for the salaried class customers shall be extended to Salary (SB/CC) accounts of Staff members also.

7. **Modification in Staff CC/DPN limit:** The staff CC/DPN quantum shall be increased TO Rs.25.00 Lakhs from present quantum. The CC interest/ DPN Limit may also be reduced [Instead of MCLR bank shall consider RLLR (preferably less than RLLR- for interest rate].

8. **Liability insurance :** Liability insurance shall be made mandatory for staff loans with low premium.

9. **Revision of Entertainment Expenses :** The entertainment expenses paid to officers shall be increased considering the escalation of cost.

10. Enhancement of Rental Limits for Leased Accommodation : Even though the last rental limits were enhanced last year, this was after a long gap. As there is hike in living expenses and house hold expenses, and also when compared to the similar facility available to other Public Sector Bank, it needs further improvement which may be considered.

11. Increase in Group Insurance to Staff Members: Considering the huge liabilities arising out of SHL and other loans availed by the staff, in the event of unfortunate death of the staff, their family is suffering a lot of financial crisis in many cases. To reduce the burden, we suggest increasing the Group Insurance to Staff Members from Rs.20.00 lakhs to Rs.100.00 Lakhs.

12. Master Health Check-up : In view of the increasing emphasis on early detection and preventive healthcare from around 35 years of age, the eligibility may be extended to cover employees from 35 years onwards.

    A minimum reimbursement of 2,000/- towards a basic blood investigation/collection package may be considered for employees below 35 years as well, so that preventive health screening is encouraged across all age groups.

13. The present provision of reimbursement once in five years may be reviewed. The existing age-related eligibility slabs may be removed or rationalised, and both the frequency and reimbursement quantum may be suitably enhanced in view of increasing screen usage and the cost of spectacles/vision correction. ( Suggestion: Once in 3 years @ Rs.15000)

14. Mobile Reimbursement : The existing cost of mobile reimbursement limit of 5000/ 7500/15000- for the scale up to Scale IV, may be enhanced to 15000/15000/20000 respectively, due to cost escalation of handsets (Android Mobile).

15. Canteen Allowance: In view of the importance of the facility for employees, the earlier canteen-related allowance/benefit may be restored with suitable enhancement to the staffs in all the branches/ROs.

16. Revision of Education allowance for wards : Considering escalation of Fees structure in education institutes, present Allowance (Rs.2000/Rs.4000/Rs.6000) shall be revised to Rs.10000/Rs.20000/Rs.30000 for maximum of Two wards.

**Work-Life Balance**

• A systematic analysis may be undertaken to assess the actual working hours spent by employees in offices and branches, including instances of regular late sitting.

• The reasons for extended working hours may be identified separately, particularly with reference to staff shortages, workload, process-related issues, inadequate deployment of manpower. This infact is affecting the Bank's operational expenses considerably.

• Appropriate measures may thereafter be taken to address the root causes rather than merely managing the consequences.

• An ideal staffing model for each type of branch/entity may be assessed and implemented, taking into account business volume, customer footfall, digital workload, regulatory requirements and operational responsibilities.

• Adequate staffing may be ensured so that employees are able to complete their duties within reasonable working hours, while maintaining service quality and operational efficiency.

1. **Unauthorized opening of GL Heads :** Opening/creation of GL heads without proper authorization/instructions, reportedly by various Regional Offices violating the Banks own guidelines should be stopped.

2. **VCs/Reviews:** VCs, review meetings and similar official interactions should be conducted after business hours but within the working hours (4PM to 5PM). This will help employees to complete their day to day routine operations along with other mandatory compliance matters before EOD. Similarly VCs /Reviews should not be conducted on a daily basis, which takes away the precious time of officers to do their work in branches/ canvassing customers for business.

3. **Biometric attendance and salary:** Biometric attendance should be delinked from salary deduction; salary should not be deducted merely on the basis of biometric exceptions.

4. **Denial of leave:** Genuine leave requests, including situation involving personal /family requirements, should not be routinely denied because of business targets or staff shortage. Joining time leave, Paternity leave etc which are decided as per the Joint Note, cannot be denied or reduced by Sanctioning authority. Leave sanctioning should be dealt objectively and not arbitrarily. Suitable clear instructions may be issued to Regional Offices. Eligible Special Leaves may be provided to all the OBs

**Policy Matters :** In general we request Management to have discussion with the recognised Officer Association before implementing any modification/changes in the Transfer Policy/Promotion Policy/Staff Accountability Policy etc.

1. **Staff Accountability policy – Non-performance clause :** Transfer should not be used as a measure for dealing with alleged non-performance; performance-related issues should be addressed through the prescribed procedure.

2. **Frequent intra-region transfers – Transfer Policy :** Frequent transfers within the same region, particularly during the middle of the academic year, should be avoided, especially where employees have school-going children.

3. **Transfer of staff who have foregone promotion :** Transfer of staff who have foregone promotion, is a double jeopardy, which shall be avoided.

4. **Promotion policy – probation clause :** The probation clause in the promotion policy should be reviewed and removed.

5. **Display of Examination marks in Chris- Promotion policy :** Last 3 years of Promotion exam's marks (written exam) shall be published in the Chris of the respective member, to make aware the officer to assess himself and prepare for future exams.

6. **APAR- Promotion policy :** Appeal shall be made reasonable. Enough time for filing appeal and due consideration for the change in marks shall be given before selecting candidates for promotion exam. The minimum eligibility criteria (APAR) for qualifying promotion examination shall be considered on last 3 years average.

7. Posting of Office Bearers in Administrative Offices- Transfer Policy : Bank has issued a circular in the year 2013 advising that office bearers of Association/Union/other organisation are not to be posted in Administrative Offices. Recent Transfer Policy also stand in line with it. The same is requested for review and rescinding. Other pending maters with regard to Office Bearers already presented in on going CLC meeting shall be resolved.

**Presence of Association members in various official committees of the Bank**

1. Sports Board : Bank has had a Sports Board consists of representative from Bank as well as Officers Association and Award Staff Union, which would periodically conduct meeting to review the contribution of various Team representing Board and the issues relating to Sportsmen. For the last 8-9 years Bank has dispenses with the procedure. Sportsmen are Brand Ambassadors of the Bank. The Sports Board has to be reconstituted and development activities are to be discussed.
2. **Welfare Committee:** Bank is having a Welfare committee consists of representative from Bank as well as Officers Association and Award Staff Union, which would periodically conduct meeting to review the welfare activities Bank needs to provide for the Staff etc. For the last 1 year the meeting had not been conducted for Welfare Committee/had not invited us for the committee. We request that periodical meetings of welfare committee shall be conducted for the benefit of the staff.
3. **Canteen committee :** We submit that representatives from association may be included in the canteen committee as prevailed in the yester years.
4. **Trustee nomination to IOB Employees Pension Fund Trust, IOB Gratuity Fund Trust, IOB Employees Provident Fund Trust : The nominee of Association in the above Trust are not yet approved. We have not received any communication on any meetings of the said trusts as we are also a trustee to above Trusts.**
5. Appointment of Officer Director on Board of Bank : We would like to reiterate that Government of India has to appoint Officer/Employee Director forthwith to improve transparency and to contribute with our suggestions/ideas for the overall growth and the progress of our esteemed Bank. Till such time Government appoints the Officer Director, we request that HR related agenda to be bilaterally discussed with Association before final note presented to Board for approval.

**Suo-Moto Deduction of Penalty / Recovery**

1. **Value-dated deposits :** Our long pending request for reversal of deducted amount from salary on account of opening value dated deposits may considered at the earliest. No penalty/recovery should be imposed on officers for value-dated deposit-related issues without establishing individual responsibility.
2. **CRL Penalty :** Suo motu deduction/recovery relating to CRL penalty shall be avoided till responsibility is established following due process and wherever deducted may be reversed.

**Health insurance**

Reimbursement of speech therapy etc for autistic kids. Settlement delay - Bank to ensure that the claim are settled without delay as per the Minimum TAT prescribed. Till last FY, there used to be regular meetings organised by Bank with the Insurance Authorities along with Officers Association as well as Award Staff Union, wherein the grievances and issued faced by the staff while availing the medical reimbursement/hospital treatment is discussed for smooth settlement of the claims. We request that regular such meetings may be conducted

**General points**

1. **Oral instructions should be followed by written communications :** RO s and RM s must be strictly instructed to adhere to established SOPs in force. We submit that any oral instructions must be promptly followed by written communication to the concerned officer/ employee. In the absence of written confirmation, officers should not be expected or compelled to act on such oral directives from branch head/ RO officials/ RM s in order to avoid procedural lapses.

2. **Safety of Lady / PH officers :** Provide travel facility to employees (Women and PH), where they are leaving office after 7 pm due to exigencies/Technical issues. And if the branches are kept opened late in case of any exigencies/Technical issues, it shall be informed to local police station officially, in order to avoid any mishap.

3. **To revise the fitment formula :** Banks can follow the fitment formula for officers accepted by the Board or the IBA agreed fitment structure on promotion by an officer. At present our bank is following board approved fitment structure way back approved in 2006-07. We request bank to consider the IBA agreed fitment structure hereafter for officers on promotion.

4. **Automation of LFC :** Dependant details are presently approved by HRMD, ROs. Hence sanction of encashment of LFC shall be automated for instant sanction.

5. **Implementation/ modification of software / digital platforms :** Improving digital platforms are always welcome, whereas before implementing any such new/ modified platforms need to be thoroughly checked and shall be implemented after various trail runs , so that customer complaints can be reduced. Staff shall also be properly informed/ educated about such initiatives.

6. **CKYC updation :** Though the field level staff s are updating CKYC on a daily basis, the pending data is updated at back end only after 3-4 days interval. This cause grievance to staff, as they are not aware whether the data fed in the system is updated properly. In case of rejection at back end, the reason shall be properly communicated to branch so as to feed the data properly to avoid further rejections.

7. **Non- Sanctioning of Staff Loans:** Instances have been reported where Staff Loans are denied stating the reason "Clearance not obtained". Despite the completion of Disciplinary proceedings citing the reasons of ODI list, Staff loans are declined by ROs. We request to issue suitable clarifications and instructions to ROs in this regard.

8. **New Account Opening :** We appreciate the Bank strategy in increasing the clientele base by opening new accounts. At the same time, we are receiving concern from members with regard to scope of the same as saturation is attained in many areas and a risk involved due to recent money mule activities. In this regard we suggest Bank instead to give more thrust on increasing CASA by canvasing High value accounts wherever the scope is available.

9. **Swot Analysis on Targets :** The Planning Department should undertake a SWOT analysis and branch-wise potential assessment before dividing and allotting business targets. As per the present classification, the Bank has approximately, 772 Metro branches, 754 Urban branches, 1,120 Semi-Urban branches and 960 Rural branches. At present, targets, particularly for high-value Current Accounts, Credit Cards and other specialised products, appear to be allocated largely by dividing the overall target across branches. A uniform distribution of targets does not adequately reflect the varying business potential and operating conditions of

individual branches. Targets for products such as high-value Current Accounts, Credit Cards, CASA, loans and other specialised products cannot be realistically fixed by applying a common formula to all branches irrespective of their location, customer profile, staff strength and business potential. Hence, a scientific, transparent and branch-specific target-setting mechanism may be adopted, based on SWOT analysis and objective data. This would ensure that targets are realistic, achievable and aligned with the actual potential of each branch, while also avoiding undue pressure on branches and employees.

10. **Inclusion of IOBOA representation in the Business plan conference :** There was continuing practice earlier in our bank that The principle Office bearers of Recognised Association were invited for Business plan Conferences at CO/RO Level. This will give an opportunity for us to know about the strategies, the Management wish to implement for the business development and also our suggestions for the same could be delivered in the meeting. Even though the Bank conveys the same to the staff members through circulars, we can also supplement through our meetings to the field level functionaries to contribute for the business growth and achievement of the corporate goals. We request that the same practice may be re-introduced.

इण्डियन ओवरसीज़ बैंक Indian Overseas Bank
एचआरएमडी – आईआर अनुभाग / HRMD-IR Section
केंद्रीय कार्यालय, चेन्नै Central Office Chennai

## MINUTES OF THE STRUCTURED INDUSTRIAL RELATIONS MEETING WITH IOBOA HELD ON 21.09.2026

A Structured Industrial Relations (IR) Meeting was chaired by Shri G. V. Dayal Prasad, General Manager (HR). The meeting was attended on behalf of the Management by Shri Arvind Kumar Sinha, AGM; Shri Niraj Kumar, Chief Manager; Smt. Jeena P, Chief Manager; and Shri Ashok Kumar E, Manager.

On behalf of IOBOA, Shri R. Sreenivas Naick, General Secretary; Shri C.Senthil Kumar, Treasurer; Smt. Jyothi K. P., Joint General Secretary; Shri H. Padmanabhan, Senior Vice President; Shri Murugananth, Vice President (All India); Shri Manoj Kumar, DGS (All India); Shri Vijayaraghavan, DGS (All India); and Shri Brijlala Prasad, DGS (All India) attended the meeting.

GM (HR) welcomed the representatives of IOBOA and Shri R. Sreenivas Naick, General Secretary, IOBOA, thanked the Management for convening the meeting and proceeded with the agenda items.The agenda-wise discussions held during the meeting are recorded below:

### 1. Staff Requirement

The Association expressed concern over the shortage of manpower vis-à-vis the increase in business and expansion of the Bank's network. It highlighted shortage of officers, clerical staff and sub-staff, branches functioning without regular sub-staff/clerical staff and around 300 branches being operated by a single officer. The Association also pointed out that recruitment of officers since 2020 had not kept pace with attrition and requested augmentation of manpower based on workload and business requirements.

**Management Response:** Management explained that manpower requirements are being continuously reviewed keeping in view business growth, branch expansion, operational requirements and attrition. If compared with other banks, our business per employee is still lesser than our peer banks. However, the Management clarified that recruitment indents have already been placed with IBPS. The concerns relating to single-officer branches and shortage of clerical staff/sub-staff were noted for appropriate examination and need-based deployment.

### 2. Allowances / Financial Benefits: Improvements Requested

The Association sought improvement in various allowances and financial benefits including absorption of perquisite tax, officiating/deputation allowance, entertainment expenses, newspaper and conveyance reimbursement, Staff Housing Loan and Staff Vehicle Loan facilities, staff CC/DPN limits, liability/group insurance, rental limits, Master Health Check-up, spectacles, mobile reimbursement, canteen allowance and education allowance. It also requested extension of suitable salary-account benefits available to customers to staff members.

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**Management Response:** Management informed that various allowances, perks and value-added benefits for employees are under consideration and would be taken up progressively based on feasibility and applicable guidelines. The request regarding absorption of perquisite tax and the issues relating to officiating allowance and deputation allowance for officers deputed as RSETI Directors were noted for examination. Parallel availability of two-wheeler and four-wheeler facilities under SVL would be examined for necessary action. The proposal concerning Master Health Check-up and suggestions given are well taken would also be favourably considered.

Regarding staff loans, Management observed that the Bank has already extended substantial benefits and that enhancement of loan/EMI-based facilities has to be assessed prudently. Excessive indebtedness resulting in financial stress is neither in the interest of the employee nor the Bank. Feasibility of the other enhancements sought, including staff CC/DPN facilities and employee salary-account benefits, would be examined. The issue of liability insurance would again be explored with the insurer, considering the premium involved. The Group Insurance cover has recently been enhanced to ₹20 lakh and the request for further enhancement was noted.

**3. Work-Life Balance**

The Association stressed the need for a better work-life balance and sought measures to address extended working hours through adequate staffing and better work allocation. It requested that VCs/review meetings be regulated, unnecessary EOD restrictions and unauthorized opening of GL heads be avoided, genuine leave requests be considered objectively, and biometric attendance exceptions should not result in automatic salary deduction.

**Management Response:** Management clarified that certain system checks are necessary from the compliance perspective. It was observed that around 75% to 80% of branches complete EOD before 8.00 p.m. Senior Management meetings are normally conducted after customer-service hours and, depending upon administrative and business exigencies, may sometimes extend beyond such hours.

Management further clarified that the biometric attendance system is intended to ensure attendance discipline and not to punish employees. Genuine leave requirements would be dealt with objectively in accordance with the applicable rules and eligible special leave benefits may be extended to Office Bearers as applicable.

**4. Policy Matters**

The Association requested that discussions be held with the recognised Officers' Association before major modifications to the Transfer, Promotion and Staff Accountability Policies. It sought review of transfers on grounds of non-performance, frequent intra-region transfers during the academic year, transfer of officers who had foregone promotion, probation provisions on promotion, display of examination marks, APAR provisions and restrictions regarding posting of Office Bearers in Administrative Offices.

**Management Response:** Management clarified that decisions under the Staff Accountability and related policies are taken in accordance with the applicable rules and guidelines. The suggestions concerning Transfer and Promotion Policies, including issues relating to intra-region transfers, officers foregoing promotion, probation, APAR, examination marks and posting of Office Bearers, were taken note of.



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GM (HR) assured that every genuine concern and grievance raised during the meeting would be duly examined and addressed within the framework of the Bank's policies, rules and guidelines.

**5. Presence of Association Members in Various Official Committees of the Bank**

The Association requested appropriate representation in the Sports Board, Welfare Committee and Canteen Committee and sought consideration of its nominees in the IOB Employees Pension Fund Trust, Gratuity Fund Trust and Provident Fund Trust. It also reiterated the matter of appointment of an Officer Director on the Board is pending and hence requested bilateral discussions on HR-related matters, wherever appropriate.

**Management Response:** Management took note of the requests regarding representation of the Association in various committees and trusts. The issues would be examined keeping in view the applicable policies, rules, constitution of the respective committees/trusts and the authority concerned.

**6. General Points**

The Association raised certain other matters including suo-moto recovery in respect of value-dated deposits/CRL penalties, inordinate delay in health insurance claim settlement and coverage of speech therapy for autistic children. Association also sought confirmation of oral instructions, safety arrangements for women/PH employees working late, automation of LFC, proper testing and communication before introduction of digital platforms, realtime CKYC updates, clarity on sanction of staff loans, appropriate account-opening strategy, scientific branch-specific target setting and participation of the Association in Business Plan Conferences. Regarding fitment on promotion, the Association pointed out that the Bank is presently following the Board-approved fitment structure and the agreement entered into between the Union and Management in 2006-07 for clerical-to-officer promotees. Considering subsequent developments in the industry, it requested the Bank to consider the IBA-agreed fitment structure for officers on promotion and suitably review/update the existing agreement between the Union and Management.

**Management Response:** Management stated that the feasibility of revising the fitment formula would be examined. The possibility of reviewing/reviving the existing agreement with the Union and suitably updating the Bank's fitment policy would also be examined through appropriate discussions with the concerned stakeholders, subject to feasibility and applicable guidelines. The feasibility of automation of LFC would be considered. With regard to non-sanction of staff loans on account of ODI-related issues, suitable instructions/clarifications would be issued to Regional Offices.

The other concerns relating to salary recoveries, health insurance, employee safety, digital platforms, CKYC, target setting and Association participation were taken note of for examination. GM (HR) assured that every genuine concern and grievance raised during the meeting would be duly examined and addressed within the framework of the Bank's extant policies, rules and guidelines.

The matters would be examined by the respective functional departments and appropriate action would be considered wherever feasible. Management reiterated its commitment towards employee welfare, operational efficiency and maintaining a constructive Industrial Relations environment.



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**ATTENDANCE SHEET**

**Structured Industrial Relations Meeting with IOBOA held on 21.09.2026**

**Management Representatives**

| Name & Designation | Signature |
|---|---|
| Shri G. V. Dayal Prasad, General Manager (HR) | |
| Shri Arvind Kumar Sinha, AGM | |
| Shri Niraj Kumar, Chief Manager | |
| Smt. Jeena P, Chief Manager | |
| Shri Ashok Kumar E, Manager | |

**Association Representatives (IOBOA)**

| Name & Designation | Signature |
|---|---|
| Shri R. Sreenivas Naick, General Secretary | |
| Shri C. Senthil Kumar, Treasurer | |
| Smt. Jyothi K. P., Joint General Secretary | |
| Shri H. Padmanabhan, Senior Vice President | |



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| [illegible], Vice President (All India) | [illegible] |
| [illegible] Kumar, DGS (All India) | A. Manj Kumar |
| [illegible] Vijayaraghavan, DGS (All India) | [illegible] |
| [illegible] Brijlala Prasad, DGS (All India) | Brijlala Prasad |

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