



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under the Trade Unions Act 1926 - Registration No. B-2334)

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All letters to be addressed to the General Secretary

CIRCULAR NO: 18

Date: 19.03.2026

TO ALL AFFILIATES & MEMBERS

Dear Comrades,

**URGENT INTERVENTION SOUGHT AGAINST DFS COMMUNICATION TO BANKS
OVERRIDING THE ONGOING CONCILIATION PROCESS BY DIRECTING
IMPLEMENTATION OF REVISED PLI SCHEME FOR SCALE IV AND ABOVE**

We reproduce hereunder the full text of UFBU Letter No. UFBU/2026/LTR-2 dated 19.03.2026 addressed to Chief Labour Commissioner (Central), issued by all Nine Constituents of United Forum of Bank Unions on the captioned subject, the contents of which are self-explanatory.

With revolutionary greetings,

Yours Comradely,

**(L CHANDRASEKHAR)
GENERAL SECRETARY**

“We write to bring to your urgent notice, and place formally on record, a matter of immediate concern arising during the pendency of conciliation on the issue of PLI in Public Sector Banks. Copies of our concerned communications are enclosed for ready reference. (1. UFBU Circular dated 12-2-2026 on payment of PLI upto Scale III in violation of status quo advice of the Dy. CLC and minutes dt. 17-6-2025, 2. Minutes of conciliation meeting held on 9-3-2026; and 3) UFBU circular dt. 9-3-2026)

The position already on record is clear. By circular dated 12.02.2026, UFBU recorded that the PLI scheme finalized under the 11th Bipartite Settlement / 8th Joint Note is a uniform settlement-based scheme applicable up to General Managers in Scale VII, and further recorded the unions’ objection to any unilateral departure therefrom while the dispute remained pending in conciliation. By circular dated 09.03.2026, UFBU further recorded before the Dy. CLC that PSBs had disbursed PLI for FY 2024-25 only up to Scale III, excluding Scale IV to VII, and specifically demanded that for FY 2024-25 the existing uniform PLI scheme under the Bipartite Settlement / Joint Note must apply, while any revised formula, if at all, could be discussed only for a future period.

The signed minutes dated 09.03.2026 also show that the issue of payment to Scale IV to VII for FY 2024-25 as per the existing Bipartite Settlement / Joint Note remained under active consideration in conciliation, with further steps to be taken through the conciliation and bilateral process. The residual issues were thus clearly alive and unresolved.

In the above background, the subsequent action of DFS on 18.03.2026 is deeply disturbing. DFS has now issued bank-specific communications which, though titled as communications regarding "Performance Linked Incentive to Whole-Time Directors," go much beyond WTDs and expressly direct necessary action for payment of PLI to eligible officers from Scale IV to Scale VIII as per DFS unilateral formula; in SBI, the direction also extends to DMDs. These communications further record that bank performance and WTD performance for FY 2024-25 have already been evaluated under the revised scheme, assign bank-wise scores, quantify WTD-wise PLI amounts, refer to the bank's board-approved policy, and state that they issue with the approval of the competent authority.

This is not advisory correspondence. It is concrete implementation during pendency of conciliation. It frustrates the process already underway before your office, defeats the purpose of the proceedings recorded on 09.03.2026, and seeks to create a fait accompli on a live industrial-relations issue that directly concerns the sanctity of settlements, fairness in treatment, industrial discipline, and respect for collective bargaining besides non-adherence to provisions of law.

If a central government organisation/department openly defies the CLC's directions, it sets a most undesirable and unhealthy precedent, gravely undermines the sanctity of conciliation, and jeopardises the entire workforce, directly affecting and threatening the interests of the workers.

We must also place on record that the industrial situation on the ground is extremely grave. In our considered assessment, the day the DFS scheme is implemented in banks for scale IV officers and above, the workforce will be on the streets in protest. We say this not by way of rhetoric, but to underline the seriousness of the unrest that unilateral implementation is bound to trigger across the sector.

In these circumstances, we respectfully request your immediate intervention and pray that your office may be pleased to:

1. take immediate cognizance of the DFS action vide their communications to Banks dated 18.03.2026;
2. convene an urgent conciliation hearing at the earliest;
3. advise/direct DFS, IBA and all PSBs to keep in abeyance all action pursuant to the DFS communications dated 18.03.2026, including release or credit of PLI under the revised DFS scheme for Scale IV and above;

4. ensure that for FY 2024-25, PLI for officers in Scale IV to VII is dealt with only under the existing Bipartite Settlement / Joint Note framework, subject to final resolution in conciliation; and
5. record that unilateral implementation during pendency of conciliation is prejudicial to industrial peace and cannot prejudice the unions' demand under the existing settlement/joint note framework.

The matter is urgent and calls for immediate protective intervention before further irreversible steps are taken.

With revolutionary greetings,”

NATIONAL CONFEDERATION OF BANK EMPLOYEES.....ZINDABAD
UNITED FORUM OF BANK UNIONS.....ZINDABAD
OUR SOLIDARITY.....ZINDABAD
OUR UNITYZINDABAD
INQUILAB.....ZINDABAD

UNITED FORUM OF BANK UNIONS

(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

CIRCULAR No. UFBU/2026/9

Date : 12-2-2026

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

**Govt/DFS/IBA move to enforce divisive PLI Model
Unacceptable while dispute is sub judice**

All our unions and members aware that a PLI scheme was finalised in the 11th BPS/8th Joint Note in 2020 applicable from Part time employees to General Managers in Scale VII. Since then, PLI is being paid to employees and officers at a uniform rate in each Bank according to the performance of that Bank.

Last year, the Department of Financial Services (DFS), Ministry of Finance, Government of India, abruptly advised Public Sector Banks to shift from the settlement-based PLI framework to a discriminatory mechanism for officers in Scale IV and above. Whereas the PLI scheme under the Bipartite Settlement/Joint Note is uniformly linked to the overall performance of the Bank, the DFS-advised model seeks to make PLI for Scale IV and above dependent on individual performance, thereby placing officers in the higher scales into different "risk" brackets and creating an artificial and divisive classification within the cadre.

Accordingly, we have consistently opposed this unilateral and discriminatory PLI dispensation, under which more than 90% of employees, who actually generate the business, are confined to a maximum of 15 days' Basic Pay plus DA, while officers in Scale IV and above would be extended PLI up to 360 days Basic Pay.

On the one hand, this would amount to discrimination between Scale IV officers and above and the bulk of the workmen staff and officers upto Scale III and on the other hand dividing the senior officers by extending PLI on individual performance basis. Therefore, we included this as one of the major issues in our Strike Notice served in March 2025.

Thereafter, in the conciliation proceedings held by the CLC(C), the banks were advised to maintain status quo and to work out an amicable solution through bipartite discussions between IBA and UFBU. It is pertinent that representatives of all PSBs, along with DFS and IBA, were parties to and signatories to the conciliation minutes—hence any departure from this recorded understanding is unacceptable in principle, untenable in law and practice, and corrosive to settled industrial relations.

During the discussions with IBA, we have suggested changes with certain improvements in the PLI scheme to make it more equitable. These suggestions have been duly forwarded to the DFS for their consideration.

During the conciliation meetings held on 22nd and 23rd January, 2026 in connection with the proposed strike on 5 Days Banking, the representative of

DFS informed the unions that if we proceed with the strike on 27th January, 2026 on the demand of 5 Days Banking, the Government may not take a favourable view on our other pending demands, including the issue relating to change in the PLI Scheme.

Today, we learn that all PSBs have been advised to credit the PLI for the year ended 31-3-2025, even though the issue is still pending before the CLC. Already Bank of India has credited the PLI today. This is a blatant violation of the requirement to maintain status quo.

This is nothing but an attempt to browbeat UFBU. This is an attempt to divide the workforce in the Banks. We shall take up the matter during the next round of conciliation meeting.

In the meantime, all our unions and members should remain united and vigilant against such attempts of the Government.

Yours comradely,

AIBEA

AIBOC

NCBE

AIBOA

BEFI

INBOC

INBEF

NOBW

NOBO

UNITED FORUM OF BANK UNIONS

(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

CIRCULAR No. UFBU/2026/10

Date : 9-3-2026

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

CONCILIATION MEETING HELD TODAY

Further to the conciliation meeting held on 4-11-2025 and on 22/23-1-2026, another round of conciliation meeting was held today by the Dy. Chief Labour Commissioner in the office of the CLC in New Delhi on the various issues and demands raised by us in our strike notices.

The conciliation proceedings were conducted by Shri Susanta Kumar Nayak, Dy. CLC and Shri Pankaj Dahiya, RLC-HQ. Representatives of the DFS, IBA and all the PSBs were present. From UFBU, all our Unions were present.

We informed the Dy. CLC that after our successful protest strike against the delay in implementing 5 Days Banking, instead of coming forward to resolve the issues amicably, the Government and IBA/Bank managements have taken further negative attitude.

We informed him that despite the clear advice of the Dy. CLC as mentioned in the Minutes of conciliation proceedings dated 17-6-2026 signed by all the parties to the dispute, all the Public Sector Banks have disbursed PLI for the year 2024-25 partially for the staff from substaff and clerks and upto Scale III officers, and excluding Scale IV to VII officers whereas our Bipartite Settlement and Joint Note covers Officers upto Scale VII particularly, when the dispute on PLI is pending in the conciliation.

We further informed that as per the advice of the CLC, the new Scheme on PLI as applicable to Scale IV officers and above was discussed by IBA and UFBU and already our suggestions have been forwarded to the Government for their consideration.

We pointed out that this is nothing but an attempt to discriminate and divide the workforce besides being a ploy to pit one section of the workforce against the other. We further pointed out that the new PLI scheme of the Government will seriously affect the relativity in the remuneration of 93% of the workforce.

We also explained that the revised scheme has to be understood looking to the cost implications. We also informed that this division will adversely affect the team work with which the employees and officers are working in the Banks amidst multiple challenges.

Hence, we submitted that for the year 2024-25, the existing uniform PLI scheme is to be implemented and the new scheme can be taken up for discussion to arrive at an amicable formula for the next year.

After hearing the views of the IBA and DFS, the Dy. CLC opined that the Banks should give the implications of the revised scheme based on which, the office of CLC will take up the issue with the DFS.

We also raised the issues of 5 days banking, increase in the Gratuity limit under the Gratuity Act, recruitment of clerical and substaff/Armed Guards, etc. We particularly emphasized that the undue delay in implementing 5 days banking is adding to the unrest amongst the employees and officers and will lead to further industrial actions. It was agreed to discuss this issue and other demands in the next round of conciliation meeting.

UFBU meeting : Prior to this conciliation meeting, a virtual meeting of the UFBU was held on 7-3-2026. The meeting conveyed its greetings to the entire membership of all our unions for the magnificent manifestation of their unity in action and for making the strike on 27th January, 2026 a massive success.

The meeting noted that while there is no forward movement in our genuine demand for 5 days banking, there are attempts to bypass our collective settlement/joint note and to divide the workforce through discriminatory PLI scheme. The meeting noted that on other pending residual issues also, there is no positive development.

Hence the meeting decided that further agitational programmes and strike actions would be necessary. It was decided to await the outcome of the conciliation meeting and thereafter chalk out the programmes including strike actions. Hence all our unions and members are to remain prepared for the same.

Yours comradely,

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