

VOICE OF CBEU



Monthly e-bulletin of Canara Bank Employees' Union

President : M S Srinivasan

General Secretary : B Ramprakash

From the General Secretary's Desk

Dear Comrades

In the month of September, the Department of Financial Services organised a banking conclave, named PSB Manthan 2025 wherein lot of deliberations took place. The Press Information Bureau in the press release stated that the important outcome of PSB Manthan 2025 was a shared sense of direction to set near-term priorities around governance, customer service, technology, credit delivery and also outlining a long-term pathway for Public Sector Banks to align with sustainable growth and evolve into globally competitive institutions to realise the vision of Viksit Bharat 2047. It also reaffirmed that the future of Indian Banking will be shaped by bold ambitions and transformative purpose, with Public Sector Banks playing a central role in advancing national priorities and aspiring to emerge as

institutions of global standing. The press and media also reported that consolidation is not the key word now. Despite that, the news that is going around in the media is quite disturbing.

71 years ago, it was on 23rd September 1954, our beloved organisation, AIBEA gave the clarion call for the first All India Strike, the details of which are given in this bulletin in the next page, through an excellent writeup by Com P S Sundaresan, Former Vice President. All our comrades are requested to go through the same.

The months of September and October known for festivals and festivities, organisational activities were also less compared to other months.

B Ramprakash
General Secretary

Com P Aruna retires from the services of the Bank

Best Wishes to Com P Aruna

Com P Aruna, CC Member, CBEU retired from the services of our bank after a meritorious innings of 32 years through Voluntary Retirement Scheme on 12/09/2025.

Com Aruna joined our Bank on 26/11/1992 after completing her B.Com and B. Ed. She also worked in a Private Residential School as a Teacher before joining the Bank.

She has worked at our Anantapur Main, Raptadu, Sarada Nagar, Anantapur, Kakinada Main, SME Kakinada and Aditya Academy Branches, Kakinada

.She has worked in our organisation as a State Committee Member, Vice Chairperson and Assistant Secretary in our Andhra Pradesh State Committee. Since 2016, she is a Central Committee Member of CBEU, which position she held till retirement.

In the Federation, she had worked as Assistant Secretary in 2006.



A soft spoken comrade known for her deep rooted commitment to the institution and organisation, she has supported the Bank in Business through her contacts. Her support to the innumerable Social Identification Programmes conducted by AP State Committee is worth mentioning.

Her husband Sri Ch Saibabu is Professor and Director of JNTU Engg College, Kakinada.

Her Son Sri C Suhaas is married and settled at United States. Her daughter Smt C Sruthika is married and settled at

Hyderabad.

It is hard to find comrades like Com P Aruna, known for dedication.

Our Best Wishes to Com P Aruna for a hearty, healthy, happy, contented retired life.

Best Wishes Com Pikkili Aruna

CANARA BANK EMPLOYEES' UNION (REGD)

(Affiliated to All India Bank Employees' Association)

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P.S. Sundaresan,
Former Vice President, AIBEA

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Date : 20.09.2025

71 YEARS AGO

The event happened 71 years ago, on the 23rd of September 1954. The various developments that took place around that time are indeed not only fascinating but throws much light upon the class character of the rulers of this country around that time. It is also very unfortunate to note that even after 71 years this confrontation between the Capitalistic Class and the Exploited working class continues in one form or the other even today.

The AIBEA which was born in 1946 was facing in all Banks a barbaric, brutal exploitation of the unorganised Bank Employees working there. When they all became organised naturally disputes surfaced and demands were made for improvement of our service conditions. As per the then available machinery viz., the Industrial Dispute Act, National Industrial Tribunals began adjudicating on our demands. For the next seven years the AIBEA was fighting our cause before these Tribunals and against several provisions of the Awards of the Tribunal, imposing wage cuts and reduction in our Salary. Litigation after Litigation followed by struggles and strikes surfaced.

One Award after implementation became null and void on some technical ground. Another Award was not even implemented in some big Banks. Many Banks deliberately mal-implemented the provisions. Just imagine the workers seeking justice and reasonable wage increase being rewarded by wage reduction. It was always noted that the ruling Government in one way or another was supporting the Bankers only.

The Government wanted the Banking Industry to make available around 187 crores of rupees for supporting the Five year Plans of development. The Bankers in turn were asking concessions under the plea that they will otherwise incur heavy loss. AIBEA pointed out that Banks are making enormous profits.

At one point a Committee of Bankers headed by Sri. A D Shroff, a Director of Bank of India Limited, even recommended that the existing salaries of Bank employees should be reduced and Banks should be taken out the purview of the Industrial Dispute Act. Those were the times when Monopoly Capital was the dominant owner of all Banks, represented by big industrial houses. Sri.G D Birla, Sir. H P Modi, Sir. Cowasi Jahangir and leading Chettiarys from Tamilnadu were all the owners of the Banks.

Around such a dim atmosphere on the 28th April 1954, the Labour Appellate Tribunal gave its Award. The Tribunal consisted of Justice Jeeji Bhai and two other eminent judges from the highest Judiciary were the members of the Tribunal. In those days for labour disputes the LAT was the highest judicial forum available equivalent to that of Supreme Court for Labour. The Tribunal clearly admitted that earlier Tribunals, particularly the Sastry Award have done great injustice to the Bank Employees.

In such a situation an unexpected development took place. The Cabinet at the initiative of Pandit Nehru, the Prime Minister, modified the Award of the LAT which as we mentioned earlier was the highest labour forum. Never before in any industrial dispute a ruling Government has so nakedly interfered, sided the Capitalistic Class and altered or modified a judicial verdict. The entire working class fraternity was shocked. Spontaneously throughout India demonstrations broke out before all Banks. The Central Committee of AIBE A met at Nagpur on 8.9.1954 and decided to accept the challenge.

The Committee declared that plans for an indefinite strike will be considered and before that a **One Day Token Strike will take place on 23rd September 1954 in all Banks**, condemning the action of the Prime Minister of India. Mean while, Shri. V V Giri, Central labour Minister openly disagreed with Pandit Nehru's action and with tremendous moral courage resigned his position as Central Labour Minister. His courageous action was hailed by the entire working class. The resignation came as a big booster for AIBE A. The Government warned and cautioned the Bank Employees against going on one full day strike, the first of such a kind in our Industry.

The Strike was a splendid success. The AIBE A knowing fully well that the organisation itself has not covered all over India and we are still in the formation stage in many interior areas. Somehow decided that we should go on one day strike despite such problems. As we said earlier, the Strike was total in all major cities and District Head Quarters, etc. Everywhere where processions were taken out, Bank work remained paralysed. Com. Prabhat Kar expressed his great happiness when he received a telegram from Dibrugarh located in the eastern most part of Assam, a place where no employee has ever gone at that time. The Telegram conveyed total strike there also. Another Telegram came from a place called Alleppy in southern Trivandrum District in those days. Com. Prabhat Kar was delighted. He declared that this is what AIBE A is viz., Bank Employees in unorganised remote corners of India responding to the call of the organisation.

Similarly, there was another incident a few days before the One day strike at Agra, a huge procession was taken out consisting of family members of all Bank Employees in Agra. Workers from several Factories in Chennai and Calcutta expressed their readiness to go on strike along with Bank Employees. Hundreds of Telegrams reached the Prime Minister opposing his action in modifying an Award.

Another development took place. The AIBE A noted that for the first time Bank Customers and the members of the public are being approached by all Chambers of Commerce and other monopolistic media giving false information about the Bank Employees and their work load. The AIBE A brought out a meticulously prepared ten-page pamphlet giving all detailed particulars regarding the salaries and perks of the higher officials and comforts they enjoy. The public came to know that apart from Dog Allowance mentioned earlier, in many Banks entire monthly provision bills of Top Executives are being reimbursed from Bank's funds.

Slowly the Office of the Prime Minister came to know that most of the information given by the Bankers were misleading and that no Bank will incur any loss after implementing the Award. But the influence of the monopoly capital was very tight. However, the success of the one day strike unnerved the Government. The New Labour Minister and

the Cabinet sub committee invited AIBE A to meet them and appraise them of our problems. The meeting took place during the first week of October but without any success.

Later the Conference of AIBE A held at Chennai during the last week of October gave a call for indefinite strike from 10th December 1954. Subsequent events, enormous preparations, grim determination of the Bank Employees to go ahead with the indefinite strike despite all threats, all these resulted in Pandit Nehru relenting and announcing another Tribunal mandated to give its opinion regarding the implementation of the LAT recommendations and capacity of all Banks to bear the load. Of course, it is a matter of history that subsequently the stand of AIBE A was totally vindicated.

But the significance of the one day strike on 23rd September 1954 came out glaringly. The attitude of the Prime Minister in modifying the Award of a Tribunal was a clear instance of a clash between monopoly capital versus the working class in India.

71 years have gone. The AIBE A has grown. Prime Minister after Prime Minister have come and gone. Even ruling parties have changed. But Bank Employees should note one thing has not changed at all. That is the perpetual struggle and battle between monopoly capital and the working class. That is the tragedy of a great country like India.

Take the Nationalisation of Banks. It was described as a second independence revolution. So much it has achieved, so large it has expanded, so huge it has ensured the savings of the people to mind-boggling levels, so much credit it has deployed in the Industrial Sector and Agricultural operations, that instead of strengthening the Public Sector ownership of the Industry, the rulers of the country to whichever party they belong to are steadily and slowly diluting their ownership and even had announced eventual privatisation of this glorious people oriented National Asset and Public Sector owners.

Thus when Bank Employees observe the 23rd September 2025 as a day of remembrance of the 23rd September 1954 Strike should note that AIBE A have no choice but to struggle and struggle, strike and strike, irrespective of results opposing privatisation of Banks. Bank Employees are aware that the rulers of this country have now started a new game viz., declaring the IDBI as a Private Bank by a notification even though the overwhelming majority owners are public sector Government enterprises. At this rate of duplicity and double standard, suddenly a pukka Public Sector Bank like Central Bank or Indian Bank may be declared by a notification that it is classified as a Private Sector Entity.

It looks as though that even after 71 years we cannot rest and relax for 7 minutes as otherwise the class character of the rulers of the country will overwhelm everybody and India itself may become an India Private Limited, as once said by the late true socialist, Jurist Justice V. R. Krishna Iyer.

There is only one way out. Eternal vigilance and ever readiness to struggle and struggle, strike and strike to ensure that India's Banking Industry for ever remains owned by the people.

The Tribunal agreed with the arguments of the Lawyers of AIBE A led by Mr. A. S. R. Chari that the Salary Package of higher officials were disproportionately very high compared to the employees. The AIBE A published a Document that while the Bank Clerk was being paid Rs.96/- the General Manager of the Bank was getting a Salary of Rs.20,001/-, just a rupee more than the salary of the Last Viceroy of India. Added to this the Executives were also getting a Dog Allowance of Rs. 300/- per month. All these disparities were admitted by the Tribunal also. However, when the recommendations of the Tribunal were published, it was not satisfactory and upto our expectations. Still the AIBE A decided to put an end to the seven years of adjudication and accept the LAT Award and move ahead. But the Top Bankers decided to pressurise the First Prime Minister of India Pandit Jawaharalal Nehru and some how persuade him to interfere and alter the Award.

One by one steps were taken in this connection. As per the Industrial Dispute Act an Award once given should be implemented within 30 days of its publication. The Government brought an Ordinance providing 120 days grace period for the Bankers to implement the Award. This was the first indication of collusion between the Government and the Bankers.

The Bankers through the Media cautioned the public that all Banks will incur heavy losses if the revised wages of the LAT were implemented. Another Committee of Bankers recommended rationalisation of staff strength and consequential loss of jobs. The Associated Chamber of Commerce brought out an interesting Pamphlet and widely circulated the same. The Chamber argued that as a consequence of increasing the wages of Bank Employees, all Banks will naturally increase the interest rates of borrowers proportionately. Consequently all Bank Borrowers have to pay more interest on their loans. The result would be increase in prices of all articles of consumption by the public. People of India will all have to pay more as a result of wage revision for Bank Employees. What they forgot was just because 80,000 Bank Employees are going to get after 7 years a little wage rise will affect around 40 crores of Indian People. There cannot be a more misleading propaganda than this.

Around this time another development took place. Before the LAT the Government pleaded that the recommendations of the LAT should not apply for all Bank Employees who are working throughout India in places with a population of 30000 and below. The anger of the Bank Employees could not be controlled. That too the Government itself is interfering in the Industrial dispute. At Bombay, while the earlier LAT was sitting, mighty massive demonstrations were held and the Court Hall was overflowing with employees from all Banks. Ofcourse, the LAT rejected this plea of the Government but the double standard of the Government was exposed.

The Foreign Banks categorically told the Tribunal that they are not prepared to incur losses by increasing the wages of their employees. The Foreign Banks literally had a monopoly of all Foreign Exchange business in those days. They never invested as capital a single rupee in India. They treated the Indian workers with a contempt. They were allowed to transfer all their profits abroad. Despite many concessions they argued for exemption from LAT Award.

The above article is written by Com P S Sundaresan, former Vice President of AIBEA and the seniormost veteran leader of AIBEA available with us today.

He became Central Committee Member of AIBEA in 1956. He was elected as Vice President of AIBEA in 1968 and continuously re-elected for the next 28 years upto 1996 when he volunteered to step down.

He was the General Secretary of Karnataka Pradesh Bank Employees Federation for 37 years from 1956 to 1993, President of KPBEF from 1993 to 1998 and then as Chairman of KPBEF from 1998 to 2003. Thus, he was the leader of KPBEF was 47 long years.

Born in August, 1929, he has completed 96 years and is now running 97.

We salute him for writing this article with such admirable commitment and passion even at this advanced age to educate the members of AIBEA. We request all our members to read the article.



Com. P.S. Sundaresan, presenting garlands to Mrs. Indira Gandhi, the then Prime Minister of India when she came to Bangalore after Nationalisation of Banks during July 1969.

MEETINGS

Tamilnadu

Circle Level Joint Meeting with Chennai Circle was held on 17/09/2025 at Chennai. Team was led by Com B Ramprakash, General Secretary, CBEU.

Com R Karthik, JGS and State Secretary, Tamilnadu State Committee and other functionaries present. Meaningful discussions took place



Kerala

Circle Level Joint Meeting was held at Circle Office Kozhikode(Calicut) on 19/09/2025.

Com B Ramprakash, General Secretary participated and led the team.



Circle Level Joint Meeting of Thiruvananthapuram Circle for September quarter was held on 22/09/2025 at Circle Office, Thiruvananthapuram. Com B Ramprakash, General Secretary, CBEU led the team.

Sri T R Balaji Rao, DGM, CO, Thiruvananthapuram was felicitated in the meeting. Sri Balaji Rao retired from the services of the Bank on 30/09/2025.



Social Identification Programmes

Tamilnadu

State Committee Tamilnadu organised a Social Identification Programme at A K Nayak Bhavan, Chennai on 17/09/2025.

A hearing aid was donated to Kum.Lavanya, having hearing issues.

Com B Ramprakash, General Secretary, CBEU; Com K Srikrishna, Treasurer, AIBEA and Functionaries of CC/State Committee were present.

Congrats to Tamilnadu State Committee.



Andhra Pradesh

State Committee, Andhra Pradesh, organized a Social Identification Programme as a part of Platinum Jubilee Celebrations of our beloved Union, on 27/09/2025 at Nachiketha Aawasam, Kakinada, a home for underprivileged children.

Union extended its support by sponsoring an inverter, book shelves, fruits, and biscuits for the well-being of the inmates.

We congratulate Com. Aruna, former CC Member

who graciously sponsored the entire programme on the occasion of her retirement.

Her gesture stands as a shining example of selfless service and unwavering commitment to societal welfare.

Com. E. Ravi Chandra Reddy, (Chairman, CBEU, SC, AP), and Com. Sanjay Ram, (Secretary, CBEU, SC, AP), Com. UVSS Harivarma, (Former Secretary, CBEU, SC, AP), along with functionaries attended.



CBEU CIRCULAR



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(Affiliated to All India Bank Employees' Association)

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PLATINUM JUBILEE CELEBRATIONS – SPECIAL BULLETIN IV

Dear Comrades,

CAN HISTORY BE FORGOTTEN ?

1936 – 1946

In this Platinum Jubilee Year of our beloved Union, from June 2025 – we are coming out with special bulletins covering the history of Indian Banking, Canara Bank, Trade Union Movement, AIBEA and CBEU through 12 bulletins, one bulletin each month. As such the history of the first three decades since 1906 (the year in which our bank was born) were released. This is the fourth bulletin in the series, covering the third decade – 1936 to 1946.

THE BRETTON WOODS TWINS

The period of 1936-1946 was a turbulent time for global banking, shaped significantly by the tail end of the Great Depression and the entirety of World War II. The Swiss financial institutions played a notable role in aiding Nazi Germany during the war and they acted as custodial banks regardless of political affiliation.

Policy makers recognised the crucial link between finance and development. On July 1, 1944, as the battles of the Second World War raged in Europe and the Pacific, delegates from forty-four nations met at the secluded Mount Washington Hotel in Bretton Woods, New Hampshire to participate in what became known as the Bretton Woods Conference. Their purpose was to agree on a system of economic order and international cooperation that would help countries recover from the devastation of the war and foster long-term global growth. At its conclusion, the conference decided to create International Bank for Reconstruction and Development (IBRD) known as the World Bank and the International Monetary Fund (IMF). The Bank for International Settlements (BIS), founded in 1930, had started working in full swing during this decade.

COLLAPSE OF TRAVANCORE NATIONAL QUILON BANK

The period between 1936 and 1946 was a significant time for banking in India, marked by the establishment of the Reserve Bank of India (RBI) and the influence of World War II.

The Travancore National Quilon Bank was created in 1937 through the merger of two prominent banks, namely the Travancore National Bank (founded in 1912) and the Quilon Bank (founded in 1919). At the time of its formation, the bank was the fourth-largest bank in India, after Imperial Bank of India, Central Bank of India and Bank of India and the largest in South India, with 75 branches across the region.

The bank collapsed in 1938 and downed its shutters causing a devastating effect in the landscape of Indian Banking industry. The failure of the bank was a major catalyst for the enactment of the Banking Regulation Act 1949. In the RBI Website, under chronology of

events, it is mentioned as “The Failure of the Travancore National and Quilon Bank, the largest bank in the Travancore region, underlined the need for comprehensive banking reform and legislation.”

In the year 1936, Sir Osborne A Smith, the first Governor of RBI resigned. Sir James Taylor succeeded him as Governor. In 1943, Sir C.D. Deshmukh became the first Indian Governor of the RBI. He represented India at the Bretton Woods Conference in 1944.

In the year 1940, RBI changed the accounting year from Jan – Dec to July – June. In 1944, the security thread on notes were introduced for the first time in India as a security feature. In 1946, high Denomination Bank Notes of Rs 500, Rs 1000 and Rs 10,000 were demonetised to curb unaccounted money.

DEVELOPMENTS IN OUR BANK – PAY SCALES CONSTITUTED FOR EMPLOYEES

More than the failure of the Arbuthnot Bank Ltd in the first decade of the twentieth century, it was the failure of the Travancore National & Quilon Bank that struck a warning chord in the South Canara Banks. Our bank was also affected to certain extent, and experienced a run. But it was restricted to just one or two branches, the big ones like Bombay. But Sri P S Nayak, then General Manager, was ready to face the situation. And he was in full control. ‘Employ half a dozen cashiers if necessary but pay everyone who comes without questioning,’ were his clear instructions. He arranged for mobilisation of funds from different branches to be sent by Telegraphic Transfer (present generation of bank employees might not have heard this term at all) to Bombay and other affected branches. Within two days, the run subsided. When depositors realised that Canara Bank was paying unquestioningly, they started coming back. Courage and instant decision-making did the trick.



Bank opened branches in Cannanore, Badagara and Payyanur in 1936, Quilon and Kayamkulam in 1937 and Belgaum in 1938.

Though living in the 1930s was cheap and salaries were low, by 1937 the bank had come to the conclusion that a definite scale of pay for the employees had to be laid down, the implication being that, till then fixation of salaries etc. was somewhat haphazardly done. On October 1937, the Board drafted a pay scale for various categories of employees and said: The scales now recommended have been based on the following consideration mentioned in order of importance attached to them: Firstly, every employee should be given a minimum living wage and that as early as possible after his entering service. Secondly, the allowance or higher salary is both an inducement as well as compensation for the higher cost of living entailed. The creation of different grades is also necessary not merely for rewarding merit but for encouraging self-improvement and a higher standard of work. The aspiring and more deserving might naturally, get discontented and discouraged. At the same time, those who have perforce to remain in the lower Grades must still get some regular increment up to a point, thus, the maximum of each grade was also to be fixed.

The salary of Office boy was fixed at Eight rupees per mensem, of a Peon Rs 10 to Rs 15, a Probationary Clerk Rs 20, a clerk at Rs 25, an accountant (present day Officer) Rs 30 and an agent (now known as Manager) Rs 40.

In 1943, the General Manager's office was shifted from Mangalore to Bombay. The idea was to give Sri Sarvotham Nayak an opportunity to study modern methods of banking.

INDIAN TRADE UNION MOVEMENT AND THE BIRTH OF AIBEA

The period saw a rise in union activity and a significant increase in trade unions and their membership, as they became more involved with the broader nationalist movement. The National Federation of Trade Unions merged with the AITUC in 1938, signifying a period of greater unity and consolidation within the labour movement. Despite a favourable atmosphere, Bombay Industrial Disputes Act was passed in 1939, with an aim to restrict labour militancy and curb strikes. The outbreak of World War II in 1939 brought new challenges and divisions to the trade union movement.

Key labour acts were passed in our country between 1936 and 1946 including the Payment of Wages Act, 1936, which regulates wage payments and prevents arbitrary deductions; the Employees' liability Act, 1938, covering worker compensation; the Weekly Holiday Act, 1942, ensuring a weekly day of rest; the War Injuries (Compensation Insurance) Act, 1943, addressing compensation for war-related injuries; and the Industrial Employment (Standing Orders) Act, 1946, which lays down rules for employment conditions.

The birth of our movement – AIBEA - also took place in the last year of the decade (1936 to 1946). The spark was lit in the year 1946 not only on the banks of river Hooghly, but almost simultaneously in the vast Gangetic plains across the Ganga in Kanpur, Allahabad, Lucknow and also in Patna. Similarly on the banks of the Sutlej and the Yamuna, be it in Rawalpindi or in Lahore or in Delhi, unrest among bankmen unfolded. In the Arabian coast, in that citadel of capitalism, in the city of Bombay, strike actions took place in National Bank of India and in Bank of India.

The 3rd November, 1945 is a date of great significance in our history. On this day a convention of bank employees at Calcutta was held at Mahabodhi Society Hall. Everyone was surprised that the whole hall was not only jam packed, but many were found standing in the corridors. Speeches were made on the emerging political situations and also on the problems of bank employees in several banks. As a result of exchange of views, it was unanimously felt by the entire audience on that day that steps must be taken to form a trade union for bank employees immediately. An interesting debate ensued amongst the comrades as to whether the organisation should confine itself to Bengal only or it should have an All-India character. Eventually, it was decided that the trade union movement should embrace the whole of India and therefore, the appropriate name should be All India Bank Employees' Association. Even though differences in the matter of calling the organisation as Union or Association, all felt that the name Union will create misunderstanding later when bank wise unions in the country would like to join whereas the word Association will give a large dimension to the organisation. The founding fathers had the wisdom to name the union in a most appropriate and acceptable form that in the ensuing years, AIBEA, true to its name spread throughout the country.

CBEU CIRCULAR

The first Foundation Conference was held on 20th and 21st of April 1946 in the city of Calcutta. Com K C Neoga and Com R C Chakraborty were elected as the President and General Secretary of AIBEA respectively. Around 108 banks existed in the city of Calcutta during that period. The total expense for the Foundation Conference was Rs 2132/- only.

During the same period, when AIBEA was born, strikes and adjudications took place in a couple of banks. The Bengal Circle of the Imperial Bank of India, Indian Staff Union (just see the name of the Union. It means that plenty of foreign staff were working in Imperial Bank then), one of the founding and affiliated units of AIBEA, launched a magnificent strike for 46 days. In Bank of India at Bombay, a Union was formed in March 1946. They conducted strike for 13 days from 23rd July to 4th August 1946. In Uttar Pradesh, employees began revolting against the brutal treatment meted out to them by the bankers (Banker is a term used to refer the owners of Bank and a bank employee is not to be called as a Banker). Both the strikes and the revolts culminated in success with the government referring for adjudication. As a result, later through the B B Gupta Award, S C Chakraborti Award and Divatia Award, bank employees secured some benefits.

In these years, in the city of Lahore, in the undivided India, the immortal architect of AIBEA, Com H L Parvana, also became part of the history of AIBEA. In fact, his life sketch and the history of the movement run parallel.

Com H L Parvana joined as a Daftary despite possessing a first-class Matriculation qualification in the Punjab National Bank at Lahore in 1939. For switching the room heater in the Manager's cabin on a bitter cold day, for his colleagues, Com Parvana lost his job. He came to Delhi and secured a job in Bharat Bank Ltd. In 1945, Com Parvana formed the first trade union of bank employees in Delhi in the Bank.

Thus, the period 1936 to 1946 is an important period in the annals of our movement. Pages can be dedicated on the Foundation Conference of AIBEA and on Com Parvana and others.

Comrades, history may be boring. But without our past, there is no present and future.

We request our members to go through the Bulletins and get a glimpse of the happenings. The bulletin of the next decade (1946-1956) shall be released on 10th October 2025.

With due courtesy to the books, A Banking Odyssey: The Story of Canara Bank by Sri M V Kamath, Information documents of V V Giri National Labour Institute and Seven Splendid Decades – The History of All India Bank Employees' Association by Com P S Sundaresan.

With Platinum Jubilee Greetings



B RAMPRAKASH
GENERAL SECRETARY



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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CIRCULAR NO. 29/214/2025/61

11-9-2025

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

One more initiative from AIBEA

Pan-India Tie-up with Vasan Eye Care/ASG Hospital Group For concessional Eye check-up and treatment

We are glad to inform our unions and members that in yet another initiative, pan-India Tie-up has been worked out with Vasan Eye Care/ ASG Hospital Group for free consultation for our members/ retirees/ family members and concessional treatments.

Benefits under the Tie-up:

- a) **Free consultation for employees/ retirees on their first visit.**
- b) **15 % Discount on spectacles**
- c) **25 % Discount on higher investigations**
- d) **10 % Discount for Cash Surgeries**

These facilities and concessions will be available in all their **140+ Clinics / Branches** all over the country in various States.

How to avail this facility:

Those who wish to avail this facility i.e. employees including from RRBs and Co-op. Banks / members of AIBOA / retirees/ family members, can visit any of their hospital/ Clinics in the various locations and refer to AIBEA's Tie-Up arrangement along with their ID cards.

We are sure that this Tie-up would be found beneficial to our members.

With greetings,

Yours Comradely,



**C.H. VENKATACHALAM
 GENERAL SECRETARY**



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CIRCULAR NO. 29/215/2025/62

14-9-2025

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

Group Medical Insurance Policy for 2025-26 For in-service employees/officers and retirees

Units are aware that we had taken up this issue with IBA under the banner of UFBU for renewal of the Group Medical Insurance Policy for the next year i.e. from November, 2025 to October, 2026. Units are further aware that in the bipartite talks held between IBA and UFBU on 13-6-2025, an MOU was signed wherein it was agreed that the Policy would continue to be a combined policy covering both in-service staff and retirees. It was also agreed to make some improvements and modifications on sum assured, buffer amount, inclusion of some ailments/treatments, option to add dependents of retirees who are persons with physical/mental disabilities, top-up facility, etc.

On the basis of the above MOU, IBA has finalised the tender and the procedure has also been completed. National Insurance Co. continues to be the insurer, being the L-1 bidder with lowest quote of premium.

The following are the important improvements/modifications:

1. The sum insured for

Award staff	Rs. 4.00 lacs	(now Rs. 3 lacs)
Officers upto Scale V	Rs. 5.25 lacs	(now Rs. 4 lacs)
Officers Scale VI & above	Rs. 7.00 lacs	(now Rs. 4 lacs)
Corporate Buffer	Rs. 125 crores	(now Rs. 100 crores)

2. For Cataract operation, upper cap shall be Rs.40,000/- per eye.
3. Hormonal therapy for cancer and Immunotherapy for non-cancer to be included
4. Robotic surgery shall be considered in cases where the condition of patient warrants such treatment. This needs to be vetted by the treating doctor.
5. Thyroid cancer shall be included under critical illness
6. For retirees: Mentally/physically challenged Dependent family member shall be included by way of add-on. Premium to be paid by retiree/spouse.
7. Top-up options to be made available for Rs.1 lac, 2 Lacs, 3 Lacs and 4 lacs, the premium of which shall be borne by the retiree/spouse.

AIBEA CIRCULARS AND LETTERS

The following rates of premium has been accordingly finalized for the ensuing Policy for 2025-26.

In-service staff	Insurance cover	Premium
Workmen (clerical/Substaff)	4.00 lacs	31,001
Officers Scale I to V	5.25 lacs	40,231
Officers Scale VI and above	7.00 lacs	60,001

(Rates are Without GST)

Note: Premium for the in-service staff will be paid by the Banks. Additional premium for domiciliary treatment coverage, Ex-gratia amount for critical illness (Rs.1 lac) and Corporate Buffer (Rs.125 crores) amount will also be paid by the Banks.

Retirees (with spouse)	Insurance cover	Premium
Retired Workmen	3.00 lacs or	27,001
	4.00 lacs	31,001
Retired officers upto scale V	5.25 lacs	40,231
Retired officers Scale VI & above	5.25 lacs or	40,231
	7.00 lacs	60,001

(Rates are Without GST) (without Domiciliary cover)

Retirees (without spouse)	Insurance cover	Premium
Retired Workmen	3.00 lacs or	24,301
	4.00 lacs	29,251
Retired officers upto scale V	5.25 lacs	37,181
Retired officers Scale VI & above	5.25 lacs or	37,181
	7.00 lacs	48,001

(Rates are Without GST) (without Domiciliary cover)

Retirees TOP UP	Premium – with spouse	Premium – without spouse
Rs. 1 lac	12,501	10,621
Rs. 2 lacs	20,001	17,001
Rs. 3 lacs	29,301	24,901
Rs. 4 lacs	39,001	31,201

(Rates are Without GST)

Optional - Add on For Retirees - for dependent physically or mentally challenged family member	Premium
Insurance cover Rs. 3.00 lacs	10,001
Insurance cover Rs. 4.00 lacs	12,501
Insurance cover Rs. 5.25 lacs	15,001
Insurance cover Rs. 7.00 lacs	35,001

Optional - Add on For Retirees - for dependent physically or mentally challenged family member	Premium
Top up – Rs. 1 lac	5,001
Top up – Rs. 2 lacs	10,001
Top up – Rs. 3 lacs	20,001
Top up – Rs. 4 lacs	30,001

AIBE CIRCULARS AND LETTERS

GST on premium: As per the decision of the GST Council/announcement by the Government, only individual Medical Insurance Policies are exempted from GST. From AIBE/UFB, it has been taken up with the Government to exempt GST on premium for Group Policy for the senior citizens.

Policy coverage:

The Policy will cover all the features and provisions as provided in the Scheme under the 10th Bipartite Settlement dated 25-5-2015 with subsequent modifications/improvements which includes the following:

- i. Treatment for Age Related Macular Degeneration (ARMD) and Intra vitreal injections for eye disorders other than ARMD also.
- ii. Approved targeted therapies for treatment of Cancer in Day Care and standalone basis (Immunotherapy – Monoclonal Antibody Cancer treatment on standalone basis).
- iii. Hormonal therapy for cancer and Immunotherapy for non-cancer to be included
- iv. Robotic surgery shall be considered in cases where the condition of patient warrants such treatment. This needs to be vetted by the treating doctor.
- v. Thyroid cancer shall be included under critical illness for payment of ex-gratia of Rs. one lac.
- vi. Domiciliary coverage will continue to be extended for serving employees and dependent family members.
- vii. Retired workmen employees will have the option to take the base policy for Rs. 3 lacs or Rs. 4 lacs.
- viii. Retired Scale VI and above officers will have the option to take the base policy of Rs. 5.25 lacs or Rs. 7 lacs.
- ix. Employees will be permitted to add/update dependents during the currency of the Policy on account of birth of a child/marriage of the employee.
- x. Substitution/change of dependents shall be allowed before the commencement of the Policy (1-11-2025) and not during the policy period.
- xi. Corporate Buffer amount is increased to Rs. 125 cores.
- xii. A Committee consisting of CGM-HR/GM-HR of 5 participating member banks will be formed to monitor the performance of TPAs on regular basis and will recommend to delist hospitals/medical units in the event of adverse feedbacks. If the performance of the TPA is found wanting despite repeated observation of deficiency in the service, the Committee may recommend removal of the TPA.
- xiii. Retirees who have not joined the Policy so far will be given an opportunity to join the Policy now.**

With greetings,

Yours Comradely,



C.H. VENKATACHALAM
GENERAL SECRETARY

**ALL INDIA BANK EMPLOYEES' ASSOCIATION**

Central Office: "PRABHAT NIVAS" Regn. No. 2037
Singapore Plaza, 164, Linghi Chetty Street, Chennai-600 001
Phone: 2535 1522 Web: www.aibea.in Mobile: 98400 89920
e mail : chv.aibea@gmail.com & aibeahq@gmail.com

CIRCULAR NO. 29/216/2025/63**27-9-2025****TO ALL OUR UNIONS AND MEMBERS**

Dear Comrades,

DISCUSSIONS WITH IBA ON 26-9-2025

UFBU CIRCULAR Dt. 26-9-2025: Further to the Strike Notice served by us on IBA on 5-3-2024, there have been few rounds of conciliation proceedings held by the Chief Labour Commissioner (Central), Ministry of Labour, Government of India. Various issues raised by us in the Strike Notice have been under discussion during the conciliation meetings and the details have also been periodically informed to our members.

One of the important issues taken up by us during these conciliation meetings was relating the PLI scheme advised by the Government applicable to Scale IV officers and above because this scheme was in total variance with the PLI scheme agreed by us in the Bipartite Settlement/Joint Note.

In the last round of conciliation meeting held on 11-8-2025, the CLC advised the Unions and IBA to discuss the issue bilaterally and submit the views so that the same be taken up for consideration by the Government.

Accordingly, IBA had invited UFBU for discussions today. After a lot of discussions, we submitted that while the Government's PLI formula may be implemented for the Top Management with certain modifications on the quantum of PLI, it should be ensured that no one should be denied of PLI as is payable under the bilateral PLI scheme applicable the employees and officers.

We have also suggested that the existing quantum of PLI as per scheme available under the settlement should be adequately improved upon.

IBA agreed that our suggestions would be duly communicated to the CLC and DFS for their consideration and further discussions so that the issue can be amicably and bilaterally resolved.

Issue will be further discussed in the ensuing conciliation meeting with CLC on 15th October, 2025.

Other issues: The following issues were also raised by us during the discussion today.

- i. Early introduction of 5 day banking
- ii. Finalising the details of Leave Bank scheme

AIBE CIRCULARS AND LETTERS

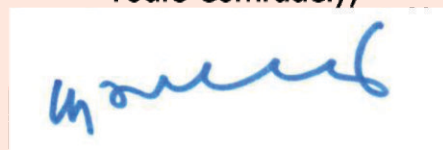
- iii. Implementation of Ex-gratia in all private banks
- iv. Exemption of GST on Group Medical Insurance premium
- v. Option for remaining employees/officers/retirees to join pension scheme
- vi. Uniform DA rates for all pensioners at 8088 points
- vii. Exemption of income tax on additional 4% of NPS contribution
- viii. Increase in ceiling on Gratuity under the Act
- ix. Recruitment of Substaff and Armed Guards
- x. Advisory to Banks to advice Zonal/Regional Managers not to use abusive language on Branch Managers and others during meetings

Discussions on these issues will be further continued in the next meeting. During the discussions, IBA informed that they have taken up the issue with DFS, CBDT and GST Council for exemption of income tax on the premium on Group Medical Insurance policy for retirees.

It was also mutually clarified that the new feature of Add-on facility under the Group Medical Insurance scheme for the retirees to include dependent physically/mentally challenged family member would be applicable only to the children of the retirees.

With greetings,

Yours Comradely,



C.H. VENKATACHALAM
GENERAL SECRETARY



ALL INDIA BANK EMPLOYEES' ASSOCIATION

Central Office: "PRABHAT NIVAS" Regn. No.2037

Singapore Plaza, 164, Linghi Chetty Street, Chennai-600001

Phone: 2535 1522 Fax: 2535 8853 Web: www.aibea.in M-98400 89920

e mail ~ chv.aibea@gmail.com & aibeahq@gmail.com

AIBEA/GS/2025/130

28-9-2025

To
Sr. Advisor HR & IR
Indian Banks' Association
Mumbai

Dear Sir,

Reg: Formula for fitment of substaff on promotion to clerical cadre for those who have passed JAIIB/CAIIB – IBA Circular to Banks No. HR&IR/MBR/515/2024-25/1340 dated 17th August, 2024.

Ref: AIBEA Letter No. GS/118 dated 4-9-2025

Vide our above letter, we had drawn your attention to the need to add a clarificatory provision in the above IBA Circular dated 17th August, 2024 for substaff promoted to clerical cadre similar to provision available for officers promoted from clerical cadre, to the effect that for those who have passed JAIIB/CAIIB before their promotion, the 3 additional increments drawn by them for such qualification will be notionally reduced and then given fitment by adding 3 increments

Quote:

If the promotee officer has passed JAIIB or CAIIB at the time of promotion, notional basic pay will be arrived at after reducing the increments earned for passing JAIIB/CAIIB, from the clerical basic pay. He shall be fitted in the officers' Scale in accordance with the above table and the reduced number of increments earned shall be added with the basic pay so fixed, in the Officers' scale.

This provision is not provided for fitment for the substaff promoted to clerical cadre and who have passed JAIIB/CAIIB as a substaff.

Because of the absence of this provision, substaff who have passed JAIIB/CAIIB while working as a substaff, they are adversely affected in their fitment on promotion:

Example:

Basic Pay of a substaff with JAIIB/CAIIB	23,820
Fitment on promotion as CSA as per IBA formula	28,070
By adding the provision	
Basic Pay of a substaff with JAIIB/CAIIB	23,820
Notional Basic Pay by reducing 3 increments	21,495
Fitment on promotion as CSA as per IBA formula	25,390
Fitment by adding 3 increments for JAIIB/CAIIB	29,720

AIBE CIRCULARS AND LETTERS

Thus, it can be observed that there is a clear disadvantage for the substaff promoted to clerical cadre if the provision is not added.

Right from 1st Bipartite Settlement in 1966, and upto 10th Bipartite Settlement in 2015, the additional increments for JAIIB/CAIB were extended only to the clerical staff.

It was only under the 11th Bipartite Settlement in 2020, the additional increments for passing JAIIB/CAIB were extended to substaff also. The reason was to encourage and motivate the substaff to pass JAIIB/CAIB examinations. We are happy to observe that after introduction of this benefit, substaff are also appearing for JAIIB/CAIB examinations and are becoming successful.

In view of the above, we once again request you to issue a clarification to the Banks that the provision of notionally reducing the increments earned for JAIIB/CAIB for fitment and then the additional increments for such qualification to be added for the fitment will be applicable for subordinate staff promoted to clerical cadre also.

Thanking you,

Yours sincerely,



C.H.VENKATACHALAM
GENERAL SECRETARY





ALL INDIA BANK EMPLOYEES' ASSOCIATION

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 e mail : chv.aibea@gmail.com & aibeahq@gmail.com

CIRCULAR NO. 29/217/2025/64

30-9-2025

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

CLARIFICATION ON FITMENT FORMULA FOR SUBSTAFF WITH JAIIB/CAIIB ON PROMOTION TO CLERICAL CADRE.

To encourage subordinate staff to acquire professional qualifications of JAIIB / CAIIB, it has been provided in the Bipartite Settlement that such substaff on passing JAIIB/CAIIB will also be eligible to be granted one additional increment for JAIIB and two additional increments for CAIIB in their pay scales.

It has been provided in the fitment formula for clerical staff on promotion to officer cadre and who have acquired JAIIB/CAIIB before their promotion, these increments will be notionally reduced from their Basic Pay and after corresponding fitment in clerical cadre, will be granted such additional increments in the pay scale applicable to Officer Grade Scale I.

Similar provision was not provided in the fitment formula for substaff on promotion to clerical cadre. On our taking up the issue with IBA, they have now issued their clarificatory Circular No. MBR/FITMENT/2538 dated 30-9-2025 (furnished overleaf).

Hence, subordinate employees who have passed JAIIB/CAIIB and thereafter get promoted to clerical cadre will also be eligible for such notional reduction from basic pay and addition of these additional increments after fitment in clerical cadre.

Our Unions may now take up the matter with their managements for revising the fitment of the eligible substaff who had passed JAIIB/CAIIB and who had been promoted to clerical cadre.

Eligible substaff promoted to clerical cadre may also submit their representation to the management quoting the IBA Circular.

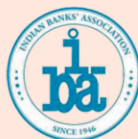
Units are aware that as per already existing IBA guidelines, in the case of **substaff who are graduates** before the date of promotion to clerical cadre, they are eligible for two additional increments after fitment in clerical cadre.

With greetings,

Yours Comradely,



**C.H. VENKATACHALAM
GENERAL SECRETARY**



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

HR&IR/MBR/FITMENT/2538

September 30, 2025

MD & CEOs of all Member Banks party to the 12th Bipartite Settlement / 9th Joint Note signed on 08.03.2024

Dear Sir/Madam,

Fitment Formula under XII BPS

1. We refer to our circular **HR&IR/MBR/515/2024-25/1340 dated August 17, 2024**, regarding the implementation of the **XII Bipartite Settlement fitment formula**.
2. We have provided the fitment formula for clerical staff on promotion to Officer who have passed JAIIB or CAIIB qualifications at the time of promotion in point No. 5 under the Note, which is reproduced below.

"If the promotee Officer has passed JAIIB/CAIIB at the time of his promotion, notional basic pay will be arrived at after reducing the increments earned for passing JAIIB/CAIIB, from the clerical basic pay. He shall then be fitted in the Officers' scale in accordance with the above table and the reduced number of increments earned shall be added with basic pay so fixed, in the Officers' scale. The date of increment will be determined as per (1&2) above, if after reduction of increments in the clerical cadre, the basic pay falls in the lower clubbed stage."
3. We would like to suggest that the same guideline **shall also be considered in cases of promotion from Sub-Staff to Clerical Cadre**, provided the Sub-staff employee has completed JAIIB/CAIIB qualifications at the time of such promotion.
4. Member Banks are requested to be guided accordingly and ensure uniform application of this formula while effecting fitments under the XII BPS, after seeking approval from the appropriate level.

Yours faithfully,

Sd..

Brajeshwar Sharma
Senior Advisor (HR & IR)

UNITED FORUM OF BANK UNIONS

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

CIRCULAR No. UFBU/2025/13

Date : 26-9-2025

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

Discussions with IBA on 26-9-2025

Further to the Strike Notice served by us on IBA on 5-3-2024, there have been few rounds of conciliation proceedings held by the Chief Labour Commissioner (Central), Ministry of Labour, Government of India. Various issues raised by us in the Strike Notice have been under discussion during the conciliation meetings and the details have also been periodically informed to our members.

One of the important issues taken up by us during these conciliation meetings was relating the PLI scheme advised by the Government applicable to Scale IV officers and above because this scheme was in total variance with the PLI scheme agreed by us in the Bipartite Settlement/Joint Note.

In the last round of conciliation meeting held on 11-8-2025, the CLC advised the Unions and IBA to discuss the issue bilaterally and submit the views so that the same be taken up for consideration by the Government.

Accordingly, IBA had invited UFBU for discussions today. After a lot of discussions, we submitted that while the Government's PLI formula may be implemented for the Top Management with certain modifications on the quantum of PLI, it should be ensured that no one should be denied of PLI as is payable under the bilateral PLI scheme applicable the employees and officers.

We have also suggested that the existing quantum of PLI as per scheme available under the settlement should be adequately improved upon.

IBA agreed that our suggestions would be duly communicated to the CLC and DFS for their consideration and further discussions so that the issue can be amicably and bilaterally resolved.

Issue will be further discussed in the ensuing conciliation meeting with CLC on 15th October, 2025.

Other issues: The following issues were also raised by us during the discussion today.

- i. Early introduction of 5 day banking
- ii. Finalising the details of Leave Bank scheme
- iii. Implementation of Ex-gratia in all private banks
- iv. Exemption of GST on Group Medical Insurance premium
- v. Option for remaining employees/officers/retirees to join pension scheme
- vi. Uniform DA rates for all pensioners at 8088 points
- vii. Exemption of income tax on additional 4% of NPS contribution
- viii. Increase in ceiling on Gratuity under the Act

UFBU CIRCULAR

- ix. Recruitment of Substaff and Armed Guards
- x. Advisory to Banks to advice Zonal/Regional Managers not to use abusive language on Branch Managers and others during meetings

Discussions on these issues will be further continued in the next meeting.

During the discussions, IBA informed that they have taken up the issue with DFS, CBDT and GST Council for exemption of income tax on the premium on Group Medical Insurance policy for retirees.

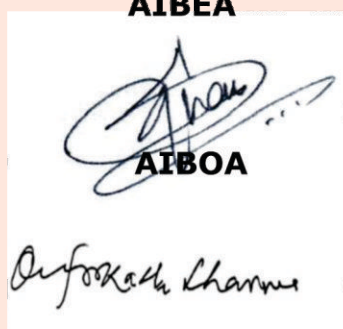
It was also mutually clarified that the new feature of Add-on facility under the Group Medical Insurance scheme for the retirees to include dependent physically/mentally challenged family member would be applicable only to the children of the retirees.

With greetings,

Yours comradely,




AIBEA



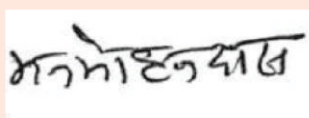
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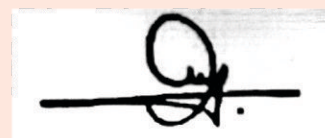
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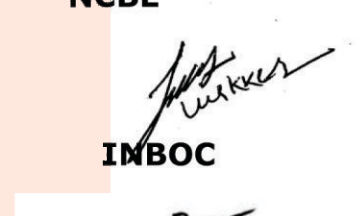
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INBOC



NOBO

UNITED FORUM OF BANK UNIONS

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

26th September, 2025

To
Shri. Brajeshwar Sharma,
Sr. Advisor-HR&IR,
Indian Banks' Association
Mumbai

Dear Sir,

**Reg: Opportunity and option to join the Pension Scheme for
those who have not opted for pension scheme so far**

You are well aware that in terms of the Settlement dated 29-10-1993, pension scheme was introduced in the Banks and employees and officers of banks covered by the settlement were given the option to join the pension scheme or to remain in Provident Fund scheme.

Again, vide settlement dated 27-4-2010, one more option was extended to the employees and officers to join the pension scheme including for those who had retired from the Banks under the Special voluntary retirement scheme.

However, those employees and officers who had left the banks through resignations were not extended this benefit, since they were not covered by the scheme. This was pursued by us repeatedly and vide MOU dated 7-11-2023 and Bipartite Settlement/ Joint Note dated 8-3-2024 an opportunity was extended to the resignees to join the pension scheme.

During the negotiations for the above 12th Bipartite wage revision settlement/ 9th Joint Note, we had raised the issue of extending a final opportunity and option to all those employees and officers who were eligible to join the pension scheme in terms of the above Settlements dated 29-10-1993, 27-4-2010 and 8-3-2024 but unfortunately could not join the scheme for various reasons.

UFBU CIRCULAR

The issue still remains pending and the concerned employees/ officers and retirees/resignees have been repeatedly representing to consider their cases and awaiting anxiously for the same.

As represented by us during the discussions held today, we request the IBA to consider this issue favourably and extend a final opportunity and option for them to join the pension scheme.

Thanking you,

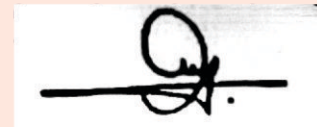
Yours sincerely



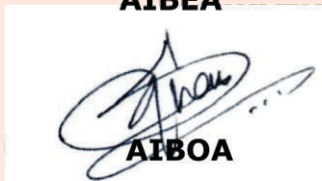
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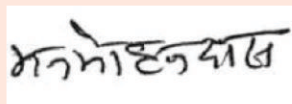
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IMBOC



INBEF



NOBW



NOBO

Annual General Meeting of our Canara Bank Employees' Co-op Thrift and Credit Society, Chennai

The 57th Annual General Body Meeting of Canara Bank Emp Coop Thrift and Credit Society Ltd, Chennai for the year ended 2024-25 concluded successfully on 17/09/2025. The meeting decided to declare 11% dividend to all the members for the shares held by them

Cash Handling and Double Lock System Discipline and Responsibility



B. Madhusudhan
Secretary, CBEU

In every branch, handling of cash is a matter of utmost trust, discipline, and joint responsibility. To ensure security and accuracy in cash management, every staff member handling cash must strictly follow the laid-down procedure.

1. Double Lock – Dual Control

The strong room or double lock is always under the joint custody of two officials, one of whom must be a Power of Attorney holder. Normally, the Branch Manager or Senior Manager holds the first key, and an Officer or Special Assistant holds the second key.

In the absence of supervisory staff, the second key may be held by a Senior Clerk of the branch, if there is more than one Clerk. If the branch has only a single Clerk, he may be entrusted with the second key, but every such instance must be recorded properly in the Double Lock Register (NB.26).

If the first key holder has to go out on urgent work during office hours, the keys should be handed over to another officer or an authorized employee, duly noting the transaction in the register. On return, the keys must be taken back with proper acknowledgment.

Both key holders are jointly responsible for the contents of the strong room or safe. It should always be opened and closed jointly, and all transactions involving cash or securities must be done in each other's presence.

2. Opening of Cash – Start of the Day

At the start of the business day, after CBS “Start Day” (BOD) activities, the Branch Manager should log in and open the Branch Batch (Option 6001) and Vault Batch (Option 9003).

An estimate of the day's cash requirement should be made, and details of cash withdrawn from the strong room should be entered in both the Cash Register (NB.9) and Double Lock Register (NB.26), with amount written in words and the time noted.

Before opening the strong room, ensure that the entrance is locked from inside to prevent access to outsiders. One key holder should remove the cash in the presence of the other, place it in a locked steel box, and record all particulars. The Cashier's acknowledgment must be obtained in both registers when the cash is handed over.

After the vault and branch batches are opened, tellers can open their batches. The Cashier/Teller should “buy” the cash in CBS using Option 9007, and one key holder should confirm it immediately through Option 6006. The system then transfers the cash balance from the vault to the teller's location.

3. Cash Handling During the Day

Whenever cash is taken out from the Double Lock during the day, the same procedure should be followed, proper recording in NB.9 and NB.26, signatures of both key holders, and the register placed back in the Double Lock.

When cash is withdrawn for branch operations, cashiers need to check,

- High-value notes of ₹500 and above must be counted in the presence of both key holders.
- For other denominations, ensure the packets are intact.
- If a packet is opened for verification, it must be done in the presence of a supervisor.
- Only the horizontal twine should be cut, and if needed, the label can be torn vertically up to the right-hand edge.

4. Closing of Cash – Procedure

1. Adhoc Reports:

Adhoc reports for cash tallying are available in

CBS and can be generated through Fast Path – 7775 (Request) / 7778 (Status Enquiry).

2. **Cash Tallying:**

Cashiers should tally the cash using Option 6201 – Cash Balancing. This option should also be used in VTELLER login for tallying cash.

3. **End-of-Day Reports:**

At the end of the day's transactions, the Cashier shall generate the following reports:

Cash Receipt Waste (TPX 604) Cash Payment Waste (TPX 603) Cash Transaction Report – Receipts & Payments (TPX 5049) Branches should mandatorily generate TPX 603, TPX 604, TPX 5021, and TPX 5049. EXCEPT for TPX 604 all other reports should be signed first by the respective cashiers, then verified by the supervisor, and preserved properly.

4. **Verification of Cash Figures:**

Ensure that cash figures are consistent across TPX 603, TPX 604, TPX 5021, TPX 5049, and Option 6201 in VTELLER.

After tallying physical cash with the reports, the Cashier shall sell the balance cash to the Vault using Option FP 9008.

5. **Vault Closing:**

Once all tellers have transferred their cash to the Double Lock and the cash is tallied, the Double Lock user shall close the Vault batch for the posting date using Option FP 9006. On the next day morning, the figures should be cross-checked with the Day Book.

6. **Cash Register Entry:**

The full particulars of denominations of notes and coins (both Double Lock and Single Lock) should be entered in the Cash Register (NB9). The Cashier should arrive at the day's closing cash balance and sign the Cash Register, certifying its correctness.

Conclusion

Cash handling is not just a routine function, it reflects the integrity and vigilance of the branch. Adhering to the double lock and dual control system protects both the Bank and its employees from errors, risks, and misunderstandings.

Every member entrusted with cash duties must remember: "Safety of Bank's cash is a shared responsibility, discipline and documentation are our strongest safeguards."

WE DEMAND

- **Nationalise all Private Banks**
- **Adequate recruitment of regular Clerical and Substaff cadre**
- **Reverse victimisation in Federal Bank**
- **Early wage revision in CSB Bank**
- **Extend Ex-gratia to pensioners in all Private Banks**
- **Don't sell Nainital Bank. Merge it with Bank of Baroda**
- **Extend retirement age upto 60 in Tamilnad Mercantile Bank**
- **Convert all Cost-to-Company (CTC) employees into regular employees**
- **CBDT exempted Pension Fund in Private Banks**



ALL INDIA PRIVATE SECTOR BANK UNIONS' CELL (AIBEA)