INDIAN OVERSEAS BANK OFFICERS' ASSOCIATION

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

Administrative Office : 763, Anna Salai, Chennai - 600 002
Ph. General : 2851 7072, 2852 1925, 2852 5214 President / General Secretary : 2851 4134
email : ioboa@iob.bank.in / gs.ioboa@gmail.com website : https://www.ioboa.org.in

Cir. No. 14/2026 **29-Aug-2026**

Dear Members,

PLI 2024 – 25 | FIVE-DAY BANKING | WORK - TO - RULE PROGRAMME ORGANISATIONAL AND LEGAL DEVELOPMENTS

The Association places before the membership the following important developments concerning issues that directly affect the legitimate rights, interests and dignity of our officers.

1. STRONG AND UNEQUIVOCAL PROTEST AGAINST PLI FOR SCALE IV AND ABOVE

IOBOA has taken a clear, firm and unequivocal stand against the release of PLI for 2024–25 to Officers in Scale IV and above, particularly when the issue is presently under consideration before the Conciliation Authority and the Court.

The Association strongly objects to any unilateral or precipitate action on an issue which is under conciliation. Such action, while the matter is pending before the competent authority, is neither conducive to meaningful industrial relations nor consistent with the spirit of the conciliation process.

IOBOA will vigorously pursue this issue at every appropriate forum and will leave no stone unturned in protecting the legitimate interests of the affected officers.

Our position is unequivocal:

- An issue under conciliation cannot be settled unilaterally.
- The legitimate rights of our officers cannot be compromised.
- IOBOA will firmly resist every such attempt.

2. FIVE-DAY BANKING — A LEGITIMATE AND LONG-PENDING DEMAND

IOBOA reiterates its firm and uncompromising demand for the early implementation of Five-Day Banking.

Five-Day Banking is not a favour or concession. It is a legitimate and long-pending demand of the banking fraternity, arising from the changing nature of banking operations, technological advancement and the need for a better work-life balance for employees and officers. This is also one of the core residual issues after the last bipartite settlement.

IOBOA remains firmly committed to pursuing this demand along with other residual issues through all appropriate organisational, institutional and collective forums until a meaningful outcome is achieved.

Our position is absolutely clear:

- We strongly oppose the release of PLI for 2024–25 to Officers in Scale IV and above while the matter remains under conciliation.
- We demand the early implementation of Five-Day Banking.
- We will continue to pursue both issues with determination and organisational discipline.
- We will continue to pursue other residual issues and fight for our legitimate demands.

3. AGITATION via "WORK TO RULE"

As part of the ongoing collective efforts towards the legitimate demand for Five-Day Banking and other legitimate demands, IOBOA has decided to observe Work-to-Rule with effect from 31st August 2026.

Members are advised to strictly follow the instructions of the Association and observe the programme with complete organisational discipline and uniformity.

WORK-TO-RULE — GUIDELINES FOR MEMBERS

With effect from 31st August 2026, members shall strictly observe the following:

1. Attend duty normally and maintain regular attendance as prescribed.
2. Discharge all duties and responsibilities assigned in the normal course, diligently and professionally.
3. Strictly follow the Bank's prescribed rules, circulars, systems, procedures and laid-down working arrangements.
4. Members shall strictly adhere to the prescribed working hours/designated office timings and shall not routinely extend their working hours beyond the prescribed timings on a voluntary basis.
5. Do not undertake voluntary or unpaid overtime beyond the prescribed working hours, except where specifically required and duly authorised in accordance with the applicable rules.
6. Strictly adhere to delegated powers, prescribed controls and established procedures while processing transactions, proposals, sanctions and other official work.
7. Do not bypass, relax or deviate from any prescribed procedure, control or approval requirement for expediting or completing work.
8. Continue to provide normal customer service and attend to legitimate banking work during the prescribed business hours.
9. Do not deliberately slow down, delay or withhold work and do not refuse any legitimate duty or lawful direction.

10. Meetings, VCs, reviews and other official activities shall be attended in accordance with the exigencies of work and dealt with as per prescribed rules. Routine extension of working hours beyond the prescribed timings shall not be voluntarily treated as part of the normal working arrangement.
11. Where EOD operations are delayed or cannot be completed within the prescribed working hours due to system non-availability or other circumstances beyond the member's control, members shall follow the prescribed procedure, appropriately record/report the position through the official channel and inform the concerned authority, wherever required.
12. Any recurring requirement involving work beyond the prescribed working hours may be brought to the notice of the Association through the appropriate organisational channel.
13. Members shall maintain complete professionalism, discipline and decorum at all times and ensure that normal banking operations and customer service are not disrupted.

Work-to-Rule does not mean refusal to work or go-slow. It means strict adherence to the prescribed rules, procedures, working hours and conditions of service, while continuing to discharge all legitimate duties and responsibilities diligently and professionally.

Members are expected to observe the above programme uniformly and with complete organisational discipline from 31st August 2026.

4. ORGANISATIONAL AND LEGAL DEVELOPMENTS — STAND FIRM, REMAIN UNITED

Members are aware that certain organisational decisions of the Association have subsequently become the subject matter of proceedings before the Honorable Court and that interim judicial directions have been obtained in the matter.

The issue is presently sub judice. IOBOA is contesting the matter firmly, effectively and through the appropriate legal process. The Association remains confident that the matter will be resolved in accordance with law and the rights of the organisation.

Since the matter is presently before the Court, IOBOA considers it neither necessary nor appropriate to conduct a parallel public debate on the merits of the proceedings. Our answer will be before the Honorable judicial forum.

The pendency of the legal proceedings does not dilute the organisational resolve of IOBOA or weaken our commitment to the legitimate interests of our membership. The Association will continue to pursue the matter before the judicial forum and will take such further organisational or legal steps as may be warranted, strictly in accordance with law.

A MESSAGE TO THE MEMBERSHIP

At this crucial juncture, unity, discipline and collective strength are our greatest assets. Members are requested to remain vigilant and not to be carried away by messages designed to create doubt, fear, confusion or division among us.The Association has chosen a clear and disciplined course of action.

From 31st August 2026, WORK-TO-RULE shall be strictly observed.

Members are requested to strictly follow the instructions of the Association and remain guided by the Work-to-Rule programme being implemented by IOBOA in furtherance of our legitimate demand for Five-Day Banking.

The programme forms part of the ongoing collective efforts of the banking fraternity towards achieving Five-Day Banking and other legitimate demands.

While different courses of agitational action may be adopted in pursuit of these legitimate demands, the directive of IOBOA to its members is clear - members shall strictly observe Work-to-Rule alone till the demand of 5-days banking is accomplished.

Accordingly:

- Work strictly as per rules.
- Observe prescribed working hours.
- Do not routinely extend working hours beyond the prescribed timings on a voluntary basis.
- Do not undertake voluntary or unpaid overtime beyond the prescribed working hours, except in accordance with applicable rules and duly authorised arrangements.

Maintain normal attendance and discharge duties strictly as prescribed.

Our strength does not lie in disruption. Our strength lies in disciplined collective action and strict adherence to the rules governing our work. IOBOA will continue to act with clarity, courage, responsibility and organisational discipline.

We will defend the rights of our officers. We will protect the dignity of our membership. We will pursue every legitimate demand.And wherever necessary, we will fight through every appropriate forum available to us.

OUR ISSUES - OUR RIGHTS - OUR ORGANISATION.
OUR DISCIPLINE - OUR UNITY - OUR STRENGTH.

With Unity, Determination and Collective Strength,we shall continue to fight for the legitimate rights and Interests of every member.

Yours sincerely,

(RAGHAVENDRA SHRIPAD HEGDE)
PRESIDENT

(R SREENIVAS NAICK)
GENERAL SECRETARY

SCAN AND FOLLOW OUR OFFICIAL CHANNEL FOR REGULAR UPDATES