

State Banks' Staff Union (Kerala Circle)

(Affiliated to All India State Bank of India Staff Federation)

Reg. No. 01-36-2000

Circular No.53/25
To All Unit Secretaries



State Bank of India
Local Head Office
Poojappura
Thiruvananthapuram-695 012

Dear Comrade,

Date: 07.07.2025

MINUTES OF CONCILIATION MEETING DATED 17.06.2025 **COMMITTEE ON OUTSOURCING STAFF**

We reproduce hereunder the full text of Circular No.10 dated 5th July, 2025, issued by Com. L Chandrasekhar, General Secretary, AISBISF, the contents of which are self explicit.

Yours comradely,

(Akhil S)
General Secretary

"All our Affiliates and members are aware that United Forum of Bank Unions (UFBU) has served a strike notice dated 05.03.2025 to the Chairman of the Indian Banks' Association (IBA) and the Chief Labour Commissioner (Central), declaring our decision to go on strike on the 24th and 25th of March 2025.

Following the issuance of the strike notice, the Chief Labour Commissioner (C) convened conciliation meetings. During these sessions, UFBU representatives engaged in serious and comprehensive deliberations on all the demands raised in the strike notice. An issue of serious concern that was extensively discussed was the alarming rise of outsourcing of permanent jobs, which is particularly relevant to State Bank of India was discussed in detail. We unequivocally voiced our strong opposition to this practice, as it results in non-recruitment/retrenchment, which undermines the spirit of long-standing bilateral agreements. The Chief Labour Commissioner took cognizance of our concern and advised the formation of a committee comprising representatives from both the IBA and UFBU constituents. This committee has been directed to prepare and submit a comprehensive report to the Department of Financial Services (DFS).

In view of the ongoing proceedings before the Chief Labour Commissioner and with the final report from the committee still pending, All India State Bank of India Staff Federation has taken a clear stand that no unauthorized deployment of outsourced staff shall be permitted for any duties beyond the agreed duties in the Memorandum of Settlement dated 29.08.2009 which restricts such outsourcing strictly to maintenance tasks like dusting and sweeping.

In view of the recent unfortunate incidents involving fatal attacks on cash van personnel and security guards during cash remittances between branches, as well as ATM/CDM cash replenishment/evacuation operations across the country, we strongly urge all our members to remain extremely vigilant and to ensure strict adherence to the Bank's extant guidelines vide circulars NBG/BOD-GB/22/2004-05 dated 07.03.2005 and CPCs R&Ops/RK/AKH/589 dated 05.01.2017 on protective and security arrangements during remittance of cash between branches and Currency Administration Cell (CAC) operations.

We remind all comrades that these measures are not optional. They are essential to safeguard human lives, protect Bank assets, and maintain operational discipline. Any deviation or negligence could lead to serious consequences.

We call upon all our affiliates and members to respond proactively and unitedly, ensuring strict implementation of these instructions. Let us remain vigilant, disciplined, and steadfast in upholding our rights and preserving the sanctity of our bilateral agreements.

With revolutionary greetings,"

STATE BANKS' STAFF UNION (KERALA CIRCLE)	ZINDABAD
ALL INDIA STATE BANK OF INDIA STAFF FEDERATION.....	ZINDABAD
NATIONAL CONFEDERATION OF BANK EMPLOYEES.....	ZINDABAD