



KARUR VYSYA BANK EMPLOYEES' UNION
(Affiliated to AIBEA)
CHENNAI



KARUR VYSYA BANK OFFICERS' ASSOCIATION
(Affiliated to AIBOC)
KARUR

October 10, 2025

Dear Comrades,

We append hereunder text of our letter dated 07.10.2025 written to our management in respect of Concerns regarding Commencement of Recruitment under IBA Pay Scale for the information of our Members.

With greetings,

Yours comradely,

T . SEKAR
GENERAL SECRETARY, KVBEU

S.RENGAN
GENERAL SECRETARY, KVBOA

October 7, 2025

To

The Managing Director & CEO,
Karur Vysya Bank Ltd.,
Central Office,
Karur.

Dear Sir,

Subject: Commencement of Recruitment under IBA Pay Scale

We had earlier represented this matter through our communications dated 17.02.2025, 01.03.2025, and 15.04.2025. Following this, our Human Resources Department invited both OA & EU for discussion on 24.04.2025 and 25.04.2025. In the discussion, in the matter of Career Development System (CDS) based on our representation Management agreed to remove certain clauses for Officers and put on hold the circular for Workmen. We welcome this positive consideration of our representation by the Management.

However, the crucial issue of recruitment of Officers, Clerical and Sub-staff under the IBA pay scale remains unresolved. It is pertinent to note that since 2017, no recruitment has been undertaken by our Bank under the IBA scale, despite continuous representations from both the Organizations. Over this period, branch

operations have increasingly faced manpower shortages, resulting in heavy workloads and compelling employees to take up multiple responsibilities beyond their defined roles.

It is heartening that our Bank has recently crossed the milestone of Rs.2 lakh crore in total business, a proud achievement made possible by the dedicated efforts and sacrifices of the existing workforce. Yet, this very achievement underscores the urgent necessity of augmenting human resources adequately to sustain growth, improve operational efficiency, and ensure continued customer service excellence. Employee strength cannot remain stagnant while business volume keeps expanding.

It is a matter of serious concern that recruitment under IBA norms has still not been initiated, while peer institutions such as Federal Bank and Karnataka Bank have actively inducted personnel under industry standard pay scales during this period. It is further noted that during this period, Management is continuously recruiting personnel under CTC model and posted them at various branches. The Bank's continued reliance on the CTC model has proved insufficient, resulting in persistent attrition, instability, and increased operational costs.

We once again represent for immediate commencement of recruitment of Officers and Workmen under the IBA pay scale for all existing and prospective vacancies, in alignment with industry standards and peer practices. We also request an appointment to meet you for further detailed discussion on this crucial matter.

Timely resolution of this long-pending matter will:

- Relieve the overburdened workforce,
- Strengthen employee morale and job satisfaction,
- Stabilize branch functioning, and
- Enable the Bank to sustain its growth momentum well beyond the Rs.2 lakh crores milestone.

We trust the management will accord top priority to this issue and respond favorably, thereby reinforcing the Bank's commitment to employee welfare and industrial harmony.

Thanking you,

Yours faithfully,

Sd/-
T.Sekar
General Secretary
KVBEU

Sd/-
S. Rengan
General Secretary
KVBOA