



यूको बैंक UCO BANK

प्रधान कार्यालय Head Office

Personnel Services Department

3-4, डीडी ब्लॉक DD Block, सेक्टर Sector-I, साल्ट लेक Salt Lake कोलकाता Kolkata-700 064

CHO/PAS/ 04 /2015-16

Date: 22nd June 2015

CIRCULAR TO ALL BRANCHES/OFFICES

Sub: 10th Bipartite Settlement – Revision of Salary and other Service conditions of Workmen Staff.

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The Indian Banks' Association (IBA) on behalf of 43 member Banks and the Workmen Unions Viz ., All India Bank Employees' Association (AIBEA), National Confederation of Bank Employees (NCBE), Bank Employees' Federation of India (BEFI), Indian National Bank Employees' Federation (INBEF) and National Organisation of Bank Workers (NOBW) and with Bank Karmachari Sena Mahasangh (BKSM) and National Union of Bank Employees (NUBE) have signed a Memorandum of Settlement on 25th May 2015 on wage revision and other service conditions of workmen staff. A copy of the settlement dated 25.05.2015 is enclosed in the Annexure marked – 1.

The Board of Directors in its meeting held on 20-06-2015 has approved payment of revised salary and allowances to the workmen employees in the Bank in terms of the 10th Bipartite Settlement dated 25.05.2015 with effect from 01-11-2012. Accordingly , all salary disbursing Authorities are advised to **take steps for making payments of revised salary and allowances in terms of the 10th Bipartite Settlement from the month of June, 2015 onwards through usual 'pay sheet' as per the date of disbursement of salary fixed by the Bank.**



The various provisions of this Settlement shall take effect from the dates specified hereunder:

Sl. No	Particulars	Effective from
1.	Scale of Pay:	1 st November 2012
2.	Dearness Allowance, Professional Qualification Pay/Graduation Pay, House Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill and Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Compensatory Allowance	1 st November 2012
3.	Special Allowance	1 st November 2012
4.	Special Pay	1 st November 2012
5.	Stagnation Increment 8 th	1 st May 2015
6.	Halting Allowance, Washing Allowance; Compensation on Transfer, Compensation for losses due to breakage of damage to goods on transfer, Reimbursement of Expenses on Road Travel	1 st June 2015
7.	LFC, Definition of Family, Amendments in PL, Sick Leave, Casual Leave, Extraordinary Leave	1 st June 2015
8.	Accumulation of PL up to 270 days	1 st June 2015
9.	Paternity Leave	1 st June 2015
10.	Special Sick Leave	1 st June 2015
11.	Maternity Leave, Joining time	25 th May 2015

As clarified by IBA, the benefits and obligations in terms of Bipartite Settlement signed by IBA on 25-05-2015 shall be implemented by all member Banks, on whose behalf the settlement has been signed, to all their employees irrespective of their union affiliation.



The following charts as received from IBA in connection with payment of arrears from 01-11-2012 to 31-05-2015 in terms of settlement dated 25-05-2015 are enclosed :

1.	Chart showing existing and revised Basic Pay, Dearness Allowance, House Rent Allowance, Transport Allowance and Special Allowance (incl. DA) , payable to Clerks as on November 2012	Annexure - A
2	Chart showing existing and revised Basic Pay, Dearness Allowance, House Rent Allowance, Transport Allowance and Special Allowance (incl. DA) payable to Subordinate Staff as on November 2012	Annexure - B
3	Chart showing existing Dearness Allowance paid to Clerks for the period from November 2012 to May 2015	Annexure - C
4	Chart showing revised Dearness Allowance payable to Clerks for the period from November 2012 to May 2015	Annexure - D
5	Chart showing existing Dearness Allowance paid to Subordinate Staff for the period from November 2012 to May 2015	Annexure - E
6	Chart showing revised Dearness Allowance payable to Subordinate Staff for the period from November 2012 to May 2015	Annexure - F
7	Chart showing Special Allowance (incl DA) payable to Clerks & Subordinate Staff for the period from November 2012 to May 2015	Annexure - G

Important Points of the Settlement :

1-The provisions of Awards/Settlements which have not been amended/modified/superseded by the 10th Bipartite Settlement staff shall continue to remain in force.

2-The revised emoluments payable to Workmen employees from the month of **June 2015 are to be carefully worked out and accuracy of calculation is to be ensured by Zonal Offices/Branches.**



3. Hospitalisation : In substitution of Clause 20 of the Bipartite Settlement dated 27th April 2010, the reimbursement of hospitalisation expenses shall be as per the Medical Insurance Scheme detailed in Schedule IV to this Settlement.

However, the existing provision for reimbursement of the Hospitalisation/ Domiciliary treatment expenses, shall be continued till the date of finalization of Medical Insurance Scheme.

4-Payment of Revised salary from 01.06.2015 :

Revised salary and allowances to Workmen Employees may be calculated and paid w.e.f. 01.06.2015

Modified Salary Package for the payment of revised salary from June 2015 onwards is being sent by Head Office, Department of Information and Technology.

5- Payment of arrears from 01.11.2012 to 31.05.2015 (Payment of arrears will be made only after getting the necessary instruction from Head Office)

After paying revised salary for June 2015, Circle offices /Zonal Offices will take steps for calculation of arrears to the Workmen Employees for the period from 01.11.2012 to 31.05.2015 for which a modified salary package will be sent shortly by Head Office, Department of Information and Technology. The arrear calculation sheet so prepared at Circle offices /Zonal Office may be sent to the concerned branches with instruction to scrutinize and inform about changes therein, if any. The Circle offices/Zonal Office will send to the branches the final calculation sheet for payment of arrears, after incorporating the valid changes. **The arrears calculation sheets are to be thoroughly checked by branches before effecting payment of arrears. Test checking of arrear calculation sheet will be done by Officials from Circle/Zonal Office or Inspecting Officers.**

6- Special Allowance:

With effect from 01.11.2012, workmen employees shall be paid Special Allowances at 7.75% of the Basic Pay with applicable DA thereon.

Note: The Special Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., pension including contribution to NPS, PF & Gratuity.



7- Norms to be followed in respect of contribution to PF/Pension fund of the employees **who retired/expired between 01.11.2012 to 31.05.2015** (ie., those who are not in service now).

Member's Contribution to PF (**and not the Bank's contribution to PF/Pension**) in respect of the above retired/expired employees has to be refunded to the retirees/legal heirs of the deceased employees directly from the branch/office. For this purpose Branches/Offices are advised that Member's contribution to PF deducted from concerned employee may be credited to Sundry Creditor A/c. Same day, debit Sundry Creditor A/c and credit concerned employee's/legal heir's SB A/c with like amount .

However, a separate PA-2 statement for all the retired/expired employees of the branch should be prepared superscribing 'Credit-Arrear of the retired/expired' showing Bank's contribution to PF/Pension. In remarks column of PA-2, the relevant period should also be mentioned against each member. This PA-2 statement should be sent to Head Office along with Credit Advice and Bank's contribution amount to PF/Pension has to be remitted to Head Office, PF Collection a/c.

8- Under no circumstances, Bank's contribution to PF/Pension on account of any retired/expired employee be paid to the retiree/legal heir of the deceased at branch/office level.

9- For all the employees in service, a separate PA-2 statement superscribing 'Arrear of staff in service should be prepared and sent to Head Office, PF Department along with the related credit advice.

10- For all the employees (in service, resigned or cessation of service for any other reason) who are covered under New Pension Scheme (NPS), a separate PA-2A statement superscribing 'Arrear of staff in service (NPS)' should be prepared and sent to NPS Cell, Personnel Services Department, Head Office along with the related credit advice and the amount shall be remitted to NPS Collection A/c.

11- For calculation of additional amount of gratuity/pension, for eligible retired employees, a statement superscribing 'For Additional Gratuity and Revised Pension' having old and revised salary details for the last 12 months prior to date of retirement/ deceased of each such employees should be prepared and sent to Head Office, PF Section.



12- Pension : Employees in service of the Banks as on 1st November 2012 and who have retired thereafter but before 25th May 2015 and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension. **(Annexure – H)**

For information to the retired employees, who were retired between 01/11/2012 to 31/07/2013 ,their revised basic pension will be calculated as under,(as communicated by IBA)

Example an employee was retired on 31/03/2013 having put in 33 years of service and his basic pay was Rs. 24900/- (as per BPS dated 27/04/2010)

(1) For the period of service prior to 01/11/2012

i.e.(i) from 01/06/2012 to 31/10/2012 old basic $24900 \times 5 = \text{Rs.} 124500/-$ **(a)**

(ii) Dearness Allowance payable @0.15% for every slab of 4 points over the index number 2836 points and up to 4440 points in all India CPI 1960-100(4440-2836=1604/4=401 slab $\times .15$ i.e. 60.15% $(24900 \times 60.15\%)$
 $14977/35 \times 5 = 74886.75$ **(b)**

Total of (a) & (b) Rs. 199386.75 **(A)**

(2) For the service rendered, on or after 01/11/2012 upto the date of retirement, corresponding revised basic pay i.e. up to 31/03/2013(5 months)

(a) basic pay as per BPS dated 25/05/2015 Rs. 40710/- $\times 5 = \text{Rs.} 203550/-$ **(B)**

Total of (A) and (B) = Rs. 402936.75 (C)

3- Average Basic Pay for preceding 10 months of retirement i.e. $(C/10)$
 $402936.75/10 = 40293/-$

Basic pension in terms of regulation 35(2) of the bank = 50% of
 $40293 \times 33/33 = \text{Rs.} 20146.50$

13- After calculating arrears, the Circle offices /Zonal Offices will prepare a consolidated statement showing year wise and category wise financial load on account of payment of arrears for the entire Zone including their own office and send the same to Head Office, Personnel Services Department.

Please note that arrear will be paid after getting necessary instruction from Head Office.



14- All, Circle Offices and Zonal offices are advised to keep a copy of final arrear payment sheet of each Employee in concerned employee's service folder.

15- All branches are advised to inform the retired employees (who have retired between 01.11.2012 to 31.05.2015 & drawing pension from their branches) about submission of Option Form-H by those **who do not desire** to avail incremental Commutation on revised Basic Pay as mentioned in Point No. 11.

16- Please note that the arrear of the employee (in service/retired/deceased) shall be paid by the branches/Offices where he/she is presently posted/was last posted. Therefore, Circle Offices/Zonal Offices are advised to collect the data from branches/offices where he/she was last posted.

Branches/Offices are advised to display a copy of this Circular along with its enclosures on the Notice Board for information of all concerned.


(S.P. Singh)
General Manager
Personnel Services

Enclosure: **Annexure 1, A to H**



ANNEXURE – 1

ENCLOSURE TO CIRCULAR NO. CHO/PAS/ 04 /2015-16 DATED 22nd JUNE 2015

MEMORANDUM OF SETTLEMENT dated 25th May 2015 between the Managements of 43 Banks as represented by the Indian Banks' Association and their workmen as represented by the All India Bank Employees' Association, National Confederation of Bank Employees, Bank Employees' Federation of India, National Organisation of Bank Workers and Indian National Bank Employees' Federation.

[Under Section 2(p) and Section 18(1) of the Industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules, 1957]

Names of the Parties 43 Banks which are listed in Schedule I to this Memorandum of Settlement and their workmen

**Representing the Employers
(Member Banks)**

1. Shri T M Bhasin
2. Shri Ashwani Kumar
3. Shri Animesh Chauhan
4. Shri Shyam Srinivasan
5. Shri Ashwini Mehra
6. Shri M V Tanksale
7. Shri K Unnikrishnan
8. Shri K S Chauhan

Duly authorised on behalf of the Indian Banks' Association

Representing the Workmen

All India Bank Employees' Association

1. Shri Rajen Nagar
2. Shri C H Venkatachalam
3. Shri B S Rambabu
4. Shri E Arunachalam
5. Shri Vishwas Utagi
6. Shri J P Sharma
7. Shri N Venugopal
8. Shri M M Rai
9. Ms. Lalita Joshi
10. Shri D D Rustagi
11. Shri V K Sharma
12. Shri P P Varghese



13. Shri R Vijayakumar
14. Shri Gourdas
15. Shri S K Gautam
16. Shri Nandakumar Chavan
17. Shri Janak Raval
18. Shri Soumitra Talapatra

National Confederation of Bank Employees

1. Shri Vinil Kumar Saxena
2. Shri M V Murali
3. Shri Sanjeev K Bandlish
4. Shri R K Sharma
5. Shri K K Khosla
6. Shri Jyothi B Mohapatra
7. Shri Ajay N Badani
8. Shri Brajesh K Mishra
9. Shri Arun Bhagoliwal
10. Shri P Monoharan
11. Shri Dharmendra Agarwal
12. Shri A Jaya Kumar
13. Shri P Babu Joseph
14. Shri N Radhakrishnan
15. Shri Ashok Varma
16. Shri K K Singh

Bank Employees' Federation of India

1. Shri C J Nandakumar
2. Shri Pradip Biswas
3. Shri K Krishnan
4. Shri Joydeb Dasgupta
5. Shri Srinivasa Babu
6. Shri P Venkataramaiah



7. Shri Vijay Aroskar
8. Shri Dinesh Kakati

National Organisation of Bank Workers

1. Shri Prabal Pratap Singh
2. Shri Ramnath R Kini
3. Shri Mohan Kumtakar
4. Shri Man Mohan Gupta
5. Shri S Sudhakar Shetty
6. Shri Ravindra Joshi
7. Shri Rajeev A Pande
8. Shri Chandrakant V Khanzode

Indian National Bank Employees' Federation

1. Shri Subhash S Sawant
2. Shri Narendra Kumar Tehri
3. Shri Siddharth B Menon
4. Shri Dharnidhar Swain
5. Shri Shyam Mukhopadhyay
6. Shri R Meenakshi Sundaram
7. Shri Santosh K Jain
8. Shri Ashok Kumar

SHORT RECITAL OF THE CASE

- (A) The Indian Banks' Association (IBA) on behalf of its member banks named in the Schedule I hereto, signed a settlement dated 27th April 2010 with the All India Bank Employees' Association (AIBEA), National Confederation of Bank Employees (NCBE), Bank Employees' Federation of India (BEFI), National Organisation of Bank Workers (NOBW) and Indian National Bank Employees' Federation (INBEF) representing the workmen employees of the Banks mentioned in the said Schedule I, inter alia regarding various terms and conditions of their service. The Settlement dated 27th April 2010 was operational for a period of 5 years from 1st November 2007.
- (B) The AIBEA, NCBE, BEFI, NOBW and INBEF (hereafter jointly called the Unions) submitted their Charter of Demands dated 30th October 2012 for revision in wages and other service conditions of workmen to IBA and requested for negotiations on the same, with a view to arriving at an amicable settlement.
- (C) Simultaneously, IBA also raised with the Unions, issues on behalf of the managements of banks concerned, to be discussed and settled with a view to improving efficiency of operations in banks.
- (D) The parties agreed that the total quantum of wage revision increase (salary slip component) shall be Rs.2270 crores being 15% of the salary slip component of Establishment Expenses of Public Sector Banks which are parties to this settlement for the year ending March 2012. It was further agreed that the new salary of pay would be constructed, after merging Dearness Allowance corresponding to 4440 points and with a loading of about 2%. It was further agreed that every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days. All other issues of the Management and Workmen Unions discussed during the process of negotiations would be settled to the mutual satisfaction. The parties signed and exchanged minutes in this regard on 23rd February 2015 at Mumbai.
- (E) The parties negotiated the aforesaid demands and issues and have reached an agreement as set out herein under in full satisfaction of their demands.
- (F) The agreement reached as aforesaid shall amend, modify and supersede the relevant provisions of the Awards and Settlements wherever referred to in this Settlement.



NOW, IT IS HEREBY AGREED AND DECLARED by and between the parties hereto as under:-

TERMS OF THE SETTLEMENT

GENERAL

1. In respect of 43 Banks listed in Schedule 1 to this Memorandum of Settlement, except the State Bank of India, Indian Overseas Bank and Bank of Baroda, the provisions of the Sastry Award in Reference No.S.R.O. 35 dated 5th January 1952, notified on 26th March 1953 as finally modified and enacted by the Industrial Disputes (Banking Companies) Decision Act, 1955, the Industrial Disputes (Banking Companies) Decision Amendment Act, 1957 and the provisions of the Award of the National Industrial Tribunal presided over by Mr. Justice K T Desai in Reference No.1 of 1960 which Award inter alia modifies certain provisions of the Sastry Award (hereinafter referred to as the Awards) as modified by the settlements dated 19th October, 1966, 12th October, 1970, 23rd July, 1971, 8th November, 1973, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions except to the extent the same are modified by this settlement.
2. (i) In respect of State Bank of India, the provisions of the Awards as modified by the Settlements dated 31st March, 1967, 24th February, 1970, 15th September, 1970, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 15th September, 1998, 27th March 2000, 10th April 2002, 22nd July 2003, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.



- (ii) In respect of Bank of Baroda, the provisions of the Awards as further modified by the Settlements dated 23rd December, 1966, 19th December, 1970, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.
- (iii) In respect of Indian Overseas Bank, the provisions of the Awards as further modified by the Settlements dated 14th December, 1966, 17th December, 1970, 29th July, 1972, 23rd March, 1973, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.
- (iv) In respect of State Bank of India, Bank of Baroda and Indian Overseas Bank, Settlements referred to in Clauses 2(i), (ii) and (iii) above refer to settlements entered into between State Bank of India, Bank of Baroda and Indian Overseas Bank with the All India State Bank of India Staff Federation, All India Bank of Baroda Employees' Federation and the All India Overseas Bank Employees' Union, respectively, representing the workmen of those banks (hereinafter referred to as the said separate settlements).
3. (i) The provisions of the said Awards, the First Bipartite Settlement dated 19th October, 1966 and/or other subsequent settlement(s) including the above mentioned separate settlements hereinafter collectively referred to as said settlements shall stand modified or superseded to the extent and in the manner detailed hereunder.



- (ii) Provisions in the aforesaid Awards/Settlements which have not been amended/modified or superseded by this Settlement shall continue to remain in force.

4. Scales of Pay

In modification of Clause 4 of Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012 the scales of pay shall be as under:-

Clerical Staff

11765	$\frac{655}{3}$	13730	$\frac{815}{3}$	16175	$\frac{980}{4}$	20095	$\frac{1145}{7}$
28110	$\frac{2120}{1}$	30230	$\frac{1310}{1}$	31540	(20 years)		

Subordinate Staff

9560	$\frac{325}{4}$	10860	$\frac{410}{5}$	12910	$\frac{490}{4}$	14870	$\frac{570}{3}$
16580	$\frac{655}{3}$	18545	(20 years)				

Note:

- (a) Fitment in the new scales of pay shall be on a stage-to-stage basis.
(b) There shall be no change in the dates of annual increments because of the fitment.

5. Stagnation Increments

In partial modification of Clause 5 of Bipartite Settlement dated 27th April 2010, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for eight stagnation increments w.e.f. 1st November 2012 at the rate and frequency as stated herein under:

The clerical and subordinate staff including permanent part-time employees on scale wages on reaching the maximum in their respective scales of pay, shall draw eight stagnation increments at the rate of Rs.1310/- and Rs.655/- (pro rata in respect of permanent part-time employees) each due under this settlement, and at frequencies of 3 years and 2 years respectively, from the dates of reaching the maximum of their



scales as aforesaid except that in the case of clerical staff, sixth, seventh and eighth stagnation increments will be released two years after receipt of fifth, sixth and seventh stagnation increments respectively, provided that an employee who has completed two years or more after receiving fifth stagnation increment as on 1st November 2012 shall receive the sixth stagnation increment as on 1st November 2012.

Provided further that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of seven stagnation increments shall be eligible for the eighth stagnation increment on 1st May 2015 or two years after receiving the seventh stagnation increment, whichever is later.

6. Definition of 'Pay'

In reiteration of Clause 6 of the Bipartite Settlement dated 27th April 2010, 'Pay' for the purpose of Dearness Allowance, House Rent Allowance (HRA) and superannuation benefits including for contribution to National Pension System (NPS) shall mean Basic Pay, Stagnation increments, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any.

Note:

The increment component of Fixed Personal Pay as given in column 2 of Schedule III shall rank for superannuation benefits.

7. Dearness Allowance

In substitution of Clause 7 of Bipartite Settlement dated 27th April 2010 with effect from 1st November 2012, the Dearness Allowance shall be payable as per the following rates:-

Clerical and Subordinate Staff

0.10% of 'pay'

Note:



Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 4440 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100.

- (a) It is clarified that there shall be no ceiling on Dearness Allowance.
- (b) Dearness Allowance shall be calculated and paid on Basic Pay, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any, payable under this settlement in respect of both clerical and subordinate staff.
- (c) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.

8. House Rent Allowance

In substitution of Clause 9 of the Bipartite Settlement dated 27th April 2010 with effect from 1st November 2012, the House Rent Allowance payable shall be as under:

	Area	Rate as percentage of Pay [No Minimum/ No Maximum]
(i)	Places with population of more than 45 lakhs and Project Area Centres in Group 'A'	10.00%
(ii)	Places with population of 12 lakhs and above including State of Goa and Project Area Centres in Group 'B'	9.00%
(iii)	Other places not covered in (i) and (ii) above	7.50%

Note:

- (1) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.3% of the first stage of the Scales of Pay.
- (2) All other existing provisions relating to House Rent Allowance shall remain unchanged.

9. Special Allowance

With effect from 1.11.2012, workmen employees shall be paid Special Allowance at 7.75% of the Basic pay with applicable DA thereon.

Note : The Special Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., pension including contribution to NPS, PF & Gratuity.



10. Transport Allowance

In partial modification of Clause 10 of the Bipartite Settlement dated 27th April 2010, Transport Allowance shall be paid as under, with effect from 1st November, 2012:

Clerical and Subordinate Staff

Upto 15 th stage of the scale of Pay	-	Rs.425/- per month
16 th stage of the scale of Pay and above	-	Rs.470/- per month

Provided that a sub-staff drawing transport allowance at Rs.470/- per month, on being promoted to clerical cadre is fitted at a stage lower than 16th stage, he shall continue to be paid the same Transport Allowance of Rs.470/- per month.

Note:

- (i) All permanent part time employees including those on probation and drawing scale wages shall be paid transport allowance on pro rata basis as under:

Upto 15 years of service	-	Pro rata @Rs.425/- per month
Above 15 years of service	-	Pro rata @Rs.470/- per month
- (ii) This provision by itself will not preclude the payment of any existing allowance of this nature paid as a result of Government guidelines/bank level settlements.

11. Special Pay

In modification of Clause 11 of the Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012:

- (i) The Special Pay payable to the clerical staff and subordinate staff in banks other than State Bank of India, shall be as mentioned under Part-A in Schedule II to this Settlement.
- (ii) In all other aspects, the general rules and provisions contained in Chapter V of the Bipartite Settlement dated 19th October 1966 relating to special pay carrying posts, as modified from time-to-time, shall continue to apply.



- (iii) With effect from 1st November 2012, Graduation Pay and Professional Qualification Pay payable to the clerical staff in banks shall be as mentioned in Part B of Schedule II to this Settlement.
- (iv) The Special Pay, Graduation Pay and Professional Qualification Pay as mentioned in Part B of Schedule II shall rank for superannuation benefits.
- (v) The rates of Special Pay and the duties of Special Pay carrying posts for workmen staff in State Bank of India may be reviewed and settled at the bank level.
- (vi) In reiteration of sub-clause (xv) of Clause 11 of the Bipartite Settlement dated 27th April 2010, a member of the non-subordinate cadre acquiring a Graduate/National Diploma in Commerce or JAIIB/CAIIB (either or both parts) qualification/s at a time when he/she does not have the requisite number of increments in the scale to be earned as advance increments shall in the first instance be released increments for such qualification(s) acquired to the extent available in the scale and in lieu of the remaining increments(s) not available for being so released as advance increments be granted / released the first installment of Graduation Pay or PQP, as the case may be. Release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided that in the case of an employee acquiring such qualifications after reaching the maximum of the scale of pay, he shall be granted from the date of acquiring such qualification the first installment of Graduation Pay or PQP, as the case may be and the release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided further that in case where the non-subordinate employee as on the date of this Settlement, has already acquired JAIIB (Part-I) or CAIIB (Part-II)/ Graduation after reaching maximum of the scale of Pay (in case



of JAIIB/ CAIIB/ Graduation) or after reaching 19th stage of scale of Pay (in case of CAIIB/Graduation), and has not earned increment(s), otherwise entitled on account of acquiring such qualification, when there were no increments to provide in the scale of pay of those employees, the stagnation increment in such cases may be advanced by one year or two years as the case may be.

12. Hill and Fuel Allowance

In partial modification of Clause 12 of the Bipartite Settlement dated 27th April 2010, the Hill and Fuel Allowance shall be payable at the following rates with effect from 1st November 2012:

- a. At places situated at a height of 3000 metres and above 8% of pay
(Max. Rs.1500/-p.m.)
- b. At places situated at a height of and over 1500 metres but below 3000 metres 4% of pay
(Max. Rs.600/-p.m.)
- c. At places situated at a height of over 1000 metres but less than 1500 metres and Mercara Town 3% of pay
(Max. Rs.500/-p.m.)



Note: All other existing provisions shall remain unchanged.

13. Fixed Personal Pay

In partial modification of Clause XIV of Bipartite Settlement dated 29th October 1993, Clause 13 of Bipartite Settlement dated 27th March 2000, Clause 13 of the Bipartite Settlement dated 2nd June 2005 and Clause 13 of Bipartite Settlement dated 27th April 2010, the Fixed Personal Pay shall be revised with effect from 1st November 2012 as per Schedule III.

Note : Only employees who were in the service of the bank on or before 1st November 1993 will be eligible for FPP, one year after reaching the maximum scale of pay, they are placed in.

14. Payment of Overtime Allowance

The overtime allowance paid to the employees for the overtime work performed uptil the date of this settlement shall not be recalculated on account of this Settlement.

15. Pension (including State Bank of India)

With effect from 1st November 2012, the Pay as defined under Clause 6 of this Settlement and drawn by the employees who are members of the Pension Fund shall be taken into consideration for the purpose of calculation of pension as per the Pension Fund Rules/ Regulations in force.

Note: Employees in service of the Banks as on 1st November 2012 and who have retired thereafter but before 25th May 2015 and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

15(A). Pension for Part-time Employees

With effect from 1st November 2012, for the purpose of calculating the amount of pension in respect of permanent part time employees in scale wages who are covered by the Pension Scheme, their actual service shall be reckoned for qualifying service and not pro rata. The actual service/qualifying service shall be calculated from the date of recruitment/appointment as permanent part time employee in scale wages or from 1st September 1978 whichever is later.



15(B). Dearness Relief on Pension

With effect from 1st November, 2012, in respect of employees who retired or died while in service on or after 1st November, 2012, Dearness Relief shall be payable at 0.10 % of the Basic Pension or Family Pension or Invalid Pension or compassionate allowance as the case may be. Dearness Relief in the above manner shall be paid half yearly for every rise or fall of 4 points over 4440 points in the quarterly average of the All India Consumer Price Index for industrial workers in the series 1960=100.

16. Provident Fund

It is reiterated that -

- (a) The employees who are presently covered under the Pension Scheme shall continue to contribute 10% of the Pay towards Provident Fund, but there shall be no matching contribution.
- (b) Employees of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.
- (c) Employees who are presently covered under Contributory Provident Fund Scheme and have not opted for Pension Scheme under the Settlement dated 27th April 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

17. Medical Aid

In partial modification of Clause 17 of the Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012, the reimbursement of medical expenses under medical aid scheme shall be restricted to an amount of Rs.2200 /- per annum.

For the year 2012, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2012.



18. Definition of 'Family':

In substitution of Clause 18 of the Bipartite Settlement dated 27th April 2010, for the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean -

- (i) the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brother/ sister with 40% or more disability, widowed daughters and dependent divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters, as also parents wholly dependent on the employee.
- (ii) The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding Rs.10,000/- p.m. If the income of one of the parents exceeds Rs.10,000/- p.m. or the aggregate income of both the parents exceeds Rs.10,000/- p.m., both the parents shall not be considered as wholly dependent on the employee.
- (iii) A married female employee may include her natural / legal parents or parents-in-law under the definition of family, but not both, provided that the parents/parents-in-law are wholly dependent on her.

Note: For the purpose of medical expenses reimbursement scheme, for all employees, any two of the dependent parents/ parents-in-law shall be covered.

19. Leave Fare Concession

- (i) In modification of Paragraph 19 of Bipartite Settlement dated 27th April 2010, with effect from the date of this Settlement, leave fare concession payable will be the actual return railway fare or steamer fare incurred by the workman and members of his family subject to the following:
 - a) For availment of leave fare concession under a 2 year block for visit to any place within India, the maximum permissible distance shall be 2500 kms. (one way), for the subordinate staff and 2000 kms. (one way) for non-subordinate staff.
 - b) For availment of leave fare concession under a 4 year block for visit to any place in India, the maximum permissible distance shall be 5000 kms. (one way) for subordinate staff and 4000 kms. (one way) for non-subordinate staff.



- (ii) With the effect from 1st June 2015, the class of fare to which the workman and the members of his family would be entitled, shall be as follows:

Subordinate Staff :

AC III Tier for the journey by mail/express train. By Steamer – II Class Cabin

Non-subordinate Staff :

II AC for the journey by mail/express train. By Steamer – I Class Cabin

Note: The above entitlement shall also be applicable for travel on duty.

Provided further that where the non-subordinate employee and / or members of his family undertake travel by air either to his place of domicile or to any other place for rest and recuperation within India, he shall be entitled to be reimbursed the actual air fare so incurred or the II AC class fare by train by a direct route in case of travel to place of domicile or to the extent of the maximum admissible distance in case of travel to any other place for rest and recuperation, during the two year/four year block respectively, whichever is less.

- (iii) An employee and/or members of his family, when availing leave fare concession may undertake travel by any mode of surface transport between places and the employee will be eligible to claim in respect of such journey his actual expenditure or the notional train fare by the entitled class for the admissible distance, whichever is less, within his overall entitlement.

For the purpose of this sub-clause, travel by any approved mode of surface transport would mean such travel undertaken through any public transport or transport (including taxi) operated by agencies / tour operators approved by appropriate Government authorities or motorcar owned by the employee with permission of the Bank.

- (iv) By exercising an option anytime during a block of 2 years or 4 years, as the case may be, an employee can either undertake travel availing of leave fare concession and claim reimbursement upto his entitlement or to encash the facility for the concerned block. The option so exercised shall be irrevocable for the block concerned. On opting to encash the facility, he will be entitled to receive a lump sum equivalent to notional train fare for the admissible distance (depending on a 2 year or 4 year block) by the entitled class, subject to deduction of admissible tax at source. Leave Fare Concession for travel to place of domicile is not encashable.



(v) An employee opting to encash his LFC shall prefer the claim for himself and his family members only once during the block / term in which such encashment is availed of. The facility of encashment of privilege leave while availing of Leave Fare Concession is also available while encashing the facility of LFC.

(v) All employees will be given an opportunity to exercise an option within 90 days from the date of this Settlement to avail LFC under two years/four years block as the case may be. If no option is exercised within the stipulated period, the earlier option will continue to be operative.

20. Hospitalisation

In substitution of Clause 20 of the Bipartite Settlement dated 27th April 2010, the reimbursement of hospital expenses shall be as per the Medical Insurance Scheme detailed in Schedule IV to this Settlement.

21. Compensation on Transfer

In supersession of Clause 22 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, compensation on transfer, shall be as under:-

An employee on transfer shall be paid the cost actually incurred for transporting his personal effects, as under:

By Train:

	Non Sub-staff	Sub-staff
a. For married persons	3000 kg.	2000 kg.
b. For unmarried persons	2000 kg.	1150 kg.

By Road: An employee on transfer from one station to another can transport his/her personal effects by rail/road upto the stipulated weights by an IBA approved Transport Operator.

22. Compensation for losses due to breakage or damage to goods on Transfer

In modification of Clause 23 of Bipartite Settlement dated 27th April 2010, with effect from the 1st June 2015, compensation on transfer, shall be as under:-

a. Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum of:

Clerical Staff	:	Rs.1,500/-
Subordinate Staff	:	Rs.1,000/-

b. Where no receipts/statement of loss are produced, a lumpsum payment of:

Clerical Staff	:	Rs.1,000/-
Subordinate Staff	:	Rs.750/-



23. Halting Allowance

In modification of Clause 24 of the Bipartite Settlement dated 27th April 2010 , with effect from 1st June 2015, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

	(A)	(B)	(C)
	Places with population of 12 lakhs and above and States of Goa	Places with population of 5 lakhs and above, State Capitals/ Capitals of Union Territories not covered in column (A)	Other Places
Clerical Staff	Rs.700/- per diem	Rs.600/- per diem	Rs.450/- per diem
Subordinate Staff	Rs.500/- per diem	Rs.400/- per diem	Rs.250/- per diem

24. Washing Allowance

In supersession of Clause 25 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, washing allowance shall be payable at Rs.150/- p.m., where the washing of livery is not arranged by the bank.

25. Cycle Allowance

In supersession of Clause 26 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, cycle allowance is payable to the members of the subordinate staff who are required to use a cycle on regular assignment for outdoor duties at Rs.100/-p.m. at all centers.

Cycle allowance would not be paid to workman member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

26. Split Duty Allowance

In partial modification of Clause 27 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, Split Duty Allowance shall be payable at all centers at Rs.150/- p.m.

27. Project Area Compensatory Allowance

In partial modification of Clause 28 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, workmen in project areas shall be paid project area compensatory allowance as under :



Project Area Group 'A'	Project Area Group 'B'
Clerical Staff – Rs.250/-p.m.	Clerical Staff – Rs.200/- p.m.
Sub-Staff - Rs.200/- p.m.	Sub-Staff - Rs.175/- p.m.

28. Special Area Allowance

In partial modification of Clause 29 of Bipartite Settlement dated 27th April 2010, in view of revision in 'Pay Scale', w.e.f. 1st November 2012, the Pay referred to under Columns (3) and (4) of Schedule VI of Bipartite Settlement dated 27.4.2010, shall be read as Rs.24,000/- instead of Rs.14,700/-, the rates, other details and conditions remaining unchanged.

29. Reimbursement of expenses on Road Travel

In substitution of Clause 31 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st June 2015, where an employee has to travel on duty / LFC between two places he shall be reimbursed actual road mileage cost or at Rs.6/- per k.m., whichever is less.

30. Privilege Leave

In partial modification to Clause 13.20 of Bipartite Settlement dated 19.10.1966 (other than State Bank of India) and para 7.20 of Settlement dated 31st March 1967 (in case of State Bank of India), an employee other than a member of the Executive Committee of a registered trade union of the employees of the Bank shall not be entitled to take privilege leave on more than four occasions in a calendar year.

Where however, the reasons for the request by an employee for leave on more than four occasions in a year are adequate and genuine and it is not administratively inconvenient, such leave may be granted.

Privilege Leave should be applied not less than 15 days before the proposed date of commencement of such leave.

In partial modification to Clause 8 of Bipartite Settlement dated 29.6.1990, Privilege Leave accruing to an employee on or after the date of this settlement, shall be allowed to be accumulated beyond 240 days up to a maximum of 270 days. However, encashment of privilege leave shall be restricted up to a maximum of 240 days.



31. Maternity Leave

Clause 30 of Bipartite Settlement dated 27th April 2010 shall be substituted by the following:

- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.
- (b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.
- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.
- (d) Leave may also be granted once during service to a childless female employee for legally adopting a child who is below one year of age, for a maximum period of six months, subject to the following terms and conditions: -
 - (i) Leave will be granted for adoption of only one child.
 - (ii) The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.
 - (iii) The permanent part-time employees are also eligible for grant of leave for adoption of a child.
 - (iv) The leave shall also be available to biological mother in cases where the child is born through surrogacy.
 - (v) The leave shall be availed within overall entitlement of 12 months during the entire period of service.



32. Paternity Leave

With effect from the 1st June 2015, male employees with less than two surviving children shall be eligible for 15 days Paternity Leave during his wife's confinement. This leave may be combined with any other kind of leave except Casual Leave. The leave may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

33. Casual Leave

In supersession of Clause 13.22 of Bipartite Settlement dated 19.10.1966 (in case of State Bank of India, Clause 7.22 of the Settlement dated 31st March 1967), an employee shall be entitled to Casual Leave upto a maximum of 12 days in each calendar year, provided that not more than 4 days may be taken continuously. It is reiterated that holidays and weekly offs prefixing/suffixing or falling within the period of Casual Leave will not be treated as part of Casual Leave.

34. Sick Leave

In partial modification to Clause 27 of Bipartite Settlement dated 27.3.2000, Casual Leave converted into Sick Leave may also be availed without production of medical certificate for 4 days at a time once in a year or two days at a time, twice a year.

35. Special Sick Leave

With effect from the 1.6.2015, Special Sick Leave up to 30 days may be granted to an employee once during his/her entire period of service for donation of kidney/ organ.

36. Extraordinary Leave

In partial modification of Clause 13.34 of Settlement dated 19th October 1966, (in case of State Bank of India, Clause 7.34 of Agreement dated 31st March 1967) in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion and upto a maximum of 24 months during the entire period of an employees' service.



37. Joining Time

It is agreed by and between the parties that with effect from the date of the Settlement, joining time of six days allowable under Para 551 of Sastry Award may be granted either immediately after relieving or within three months after joining the new place of posting.

38. Holidays

In terms of understanding dated 23rd February 2015 reached between IBA and Workmen Unions, every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days. IBA has initiated steps to get clearances from the Reserve Bank of India and Government of India. The change will be effective after approval by the Reserve Bank of India and Notification of the change issued by the Government of India.

39. Special provision for State Bank of India

Special compensatory provisions in respect of State Bank of India as in bank level settlements may be reviewed and settled at bank level.

40. Implementation

The various provisions of this Settlement shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating therefrom shall be given effect to within a period of 90 days from the date of this Settlement.



With effect from

1.	Scales of Pay: As per Clause 4	1 st November 2012
2.	Dearness Allowance, Professional Qualification Pay/ Graduation Pay, House Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill & Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Compensatory Allowance	1 st November 2012
3.	Stagnation Increment - 8 th	1 st May 2015
4.	Special Allowance	1 st November 2012
5.	Special Pay	1 st November 2012
6.	Halting Allowance, Washing Allowance, Compensation on Transfer, Compensation for losses due to breakage of damage to goods on transfer, Reimbursement of Expenses on Road Travel	1 st June 2015
7.	LFC, Definition of Family, Amendments in PL, Sick Leave, Casual Leave, Extraordinary Leave	1 st June 2015
8.	Accumulation of PL up to 270 days	1 st June 2015
9.	Paternity Leave	1 st June 2015
10.	Special Sick Leave	1 st June 2015
11.	Maternity Leave, Joining Time	25 th May 2015

41. Date of Effect and Operation

- i. This Settlement shall be binding on the parties for five years from 1st November 2012.
- ii. The terms and conditions hereof shall continue to govern and bind the parties even thereafter until the Settlement is terminated by either party giving to the other a statutory notice as prescribed in law for the time being in force.
- iii. The All India Bank Employees' Association, the National Confederation of Bank Employees, the Bank Employees' Federation of India, the National Organisation of Bank Workers and the Indian National Bank Employees Federation on behalf of the workmen agree that during the operation of this Settlement, the workmen will not for any reason whatsoever, raise any demand of any nature whatsoever on any of the banks in respect of matters, monetary or otherwise, covered by this Memorandum of Settlement.



- iv. Copies of the Memorandum of Settlement will be jointly forwarded by the parties to the authorities listed in Rule 58 of the Industrial Disputes (Central) Rules, 1957 so that terms and conditions thereof are binding on the parties as provided in law.

42. Interpretation

If there is any difference of opinion regarding interpretation of any of the provision of this Settlement the matter will be taken up only at the level of the Indian Banks' Association, the All India Bank Employees' Association, the National Confederation of Bank Employees, the Bank Employees' Federation of India, the National Organisation of Bank Workers and the Indian National Bank Employees Federation for discussion and settlement.

Dated: 25th May 2015

Indian Banks' Association

T M Bhasin
Ashwani Kumar
Animesh Chauhan
Shyam Srinivasan
Ashwini Mehra
M V Tanksale
K Unnikrishnan
K S Chauhan

All India Bank Employees' Association

Rajen Nagar
C H Venkatachalam
B S Rambabu
E Arunachalam
Vishwas Utagi
J P Sharma
Lalita Joshi
D D Rustagi
V K Sharma
P P Varghese



National Confederation of Bank Employees

Vinil Kumar Saxena

M V Murali

Sanjeev K Bandlish

R K Sharma

Jyothi B Mohapatra

Ajay N Badani

Brajesh K Mishra

Arun Bhagoliwal

P Monoharan

Dharmendra Agarwal

Bank Employees' Federation of India

C J Nandakumar

Pradip Biswas

K Krishnan

Joydeb Dasgupta

**National
Organisation of
Bank Workers**

Prabal Pratap

Singh

Ramanath R

Kini

Mohan

Kumtakar

Man Mohan

Gupta

**Indian National
Bank**

**Employees'
Federation**

Subhash S

Sawant

Narendra Kumar

Tehri

Siddharth B

Menon

Shyam

Mukhopadhyay

WITNESSES

W Ferreira

Rashmi Patwardhan

R Vijayakumar

Gourdas

M M Rai

S K Gautam

N Venugopal

N Radhakrishnan



A Jayakumar
Ashok Varma
K K Singh
P Babu Joseph
Srinivasa Babu
P Venkataramaiah
S Sudhakar Shetty
Ravindra G Joshi
Dharnidhar Swain
R Meenakshi Sundaram

CC TO: 1. Assistant Labour Commissioner (Central)
2. Regional Labour Commissioner (Central)
3. Chief Labour Commissioner (Central), New Delhi
4. The Secretary to the Government of
India, Ministry of Labour, New Delhi.



SCHEDULE - I

LIST OF BANKS TO BIPARTITE SETTLEMENT

1. Allahabad Bank
2. Andhra Bank
3. Bank of Baroda
4. Bank of India
5. Bank of Maharashtra
6. Canara Bank
7. Central Bank of India
8. Corporation Bank
9. Dena Bank
10. Indian Bank
11. Indian Overseas Bank
12. Oriental Bank of Commerce
13. Punjab & Sind Bank
14. Punjab National Bank
15. Syndicate Bank
16. UCO Bank
17. Union Bank of India
18. United Bank of India
19. Vijaya Bank
20. State Bank of India
21. State Bank of Bikaner & Jaipur
22. State Bank of Hyderabad
23. State Bank of Mysore
24. State Bank of Patiala
25. State Bank of Travancore
26. The Catholic Syrian Bank Ltd.
27. The Dhanalakshmi Bank Ltd.
28. The Federal Bank Ltd.
29. ING Vysya Bank Ltd. (now Kotak Mahindra Bank Ltd.)



30. The Jammu & Kashmir Bank Ltd.
31. The Karnataka Bank Ltd.
32. The Karur Vysya Bank Ltd.
33. The Lakshmi Vilas Bank Ltd.
34. The Nainital Bank Ltd.
35. Ratnakar Bank Ltd.
36. The South Indian Bank Ltd.
37. The Bank of Tokyo-Mitsubishi UFJ, Ltd.
38. BNP Paribas
39. Citibank, N.A.
40. The Hongkong & Shanghai Banking Corporation Ltd.
41. The Royal Bank of Scotland, N.V.
42. Sonali Bank
43. Standard Chartered Bank



SCHEDULE - II**PART A
SPECIAL PAY****For Clerical Staff (w.e.f. 1.11.2012)**

Sr. No.	Post	Special Pay (Rs.)
1.	Single Window Operator 'B'	820
2.	Head Cashier - II	1280
3.	Special Assistant	1930

For Subordinate Staff (w.e.f. 1.11.2012)

Sr. No.	Post	Special Pay (Rs.)
1.	Armed Guard	390
2.	Bill Collector	390
3.	Daftary	560
4.	Head Peon	740
5.	Electrician	2040
6.	AC Plant Operator	2040
7.	Driver	2370
8.	Head Messenger in IOB	1630



SCHEDULE - II

PART B GRADUATION PAY/ PROFESSIONAL QUALIFICATION PAY

For those workmen who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of educational qualification(s), Graduation Pay/ Professional Qualification Pay shall be payable as under:

1. Those who are graduates and/or NDC -
Rs.410/- p.m. after they complete 1 year
Rs.800/- p.m. after they complete 2 years
2. Those who have passed JAIIB or Part I of CAIB/CAIIB-Rs.410/- p.m. after they complete 1 year
3. Those who have passed JAIIB and CAIIB or Both Parts of CAIB/CAIIB
- Rs.410/- p.m. after they complete 1 year
Rs.800/- p.m. after they complete 2 years
Rs.1210/- p.m. after they complete 3 years
4. Those who are graduates/NDC and have passed JAIIB or Part I of CAIB/CAIIB – Rs.410/- p.m. after they complete 1 year
Rs.800/- p.m. after they complete 2 years
Rs.1210/- p.m. after they complete 3 years
5. Those who are graduates/NDC and have passed JAIIB or Both Parts of CAIB/CAIIB –
Rs.410/- p.m. after they complete 1 year
Rs.800/- p.m. after they complete 2 years
Rs.1210/- p.m. after they complete 3 years
Rs.1620/- p.m. after they complete 4 years
Rs.2010/- p.m. after they complete 5 years.

Note: Refer to Clause 11 of this Settlement



SCHEDULE - III

FIXED PERSONAL PAY

Area of Posting	Total FPP payable where bank's accommodation is not provided	Total FPP payable where bank's accommodation is provided	Increment Component of FPP
(1)	(2)	(3)	(4)
CLERICAL STAFF			
(i) Places with population of more than 45 lakhs	1585	1450	1310
(ii) Places with population of 12 lakhs and above including State of Goa	1570	1450	1310
(iii) Other places not covered in (i) and (ii) above	1550	1450	1310
SUBORDINATE STAFF			
(i) Places with population of more than 45 lakhs	790	730	655
(ii) Places with population of 12 lakhs and above including State of Goa	790	730	655
(iii) Other places not covered in (i) and (ii) above	780	730	655

