



ALL INDIA ALLAHABAD BANK OFFICERS' ASSOCIATION

AIBOC - IBA

Joint Notes on Wage Revisions

1984

1987

1992

1997

2002

2007

2012

2017

A Momentous Journey...



ALL INDIA ALLAHABAD BANK OFFICERS' ASSOCIATION

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VISION

AIBOC is a value based Trade Union, committed to Consolidation of Bank Officers' Movement and the entire Managerial Staff in India and abroad.

It is against Exploitation, Victimization and Attacks on the Working Class.

Through Dedicated Service and Struggle, it upholds the Dignity, Self esteem, Professional Competence of its Members to seek Fair, Equitable Compensation and Service Conditions.

AIBOC is Politically not affiliated, Self Reliant, Internally Led, Independent Trade Union upholding Democratic values and involving itself in socially relevant issues.

It is committed to National Unity, National Interest and the Public Sector.

VALUE STATEMENT

- ✎ Affiliate wise Autonomous ; Confederation wise Supportive ;
- ✎ Inculcating a sense of belongingness amongst the Members, Affiliates and the Working Class at large ;
- ✎ To be sensitive and to protect Human Dignity and Self Respect ;
- ✎ To improve Professional Outlook and Commitment to the Institution ;
- ✎ To seek continuous Enhancement of Working Knowledge and Skills through Research, Training and Development ;
- ✎ To root out Corruption at all levels ;
- ✎ To work for the National Interest and to confront new Challenges with Eternal Vigilance, Determination and Bold Initiatives ;
- ✎ To Resolve Internal Organizational Challenges through Mutual Dialogue, Discussion and Consensus ;
- ✎ To Work Democratically to Enhance Unity and Camaraderie amongst Members and Affiliates.



CONTENTS

S N	PARTICULARS	PAGES	
		FROM	TO
01	AIBOC FOREWORD	01	03
02	AIABOA PREFACE	04	09
03	MOMENTOUS JOURNEY OF AIBOC BEGINS	10	11
04	PILLAI COMMITTEE RECOMMENDATIONS		
	CHAPTER I PAY STRUCTURE	12	13
	CHAPTER II FITMENT IN NEW GRADES & SCALES	14	15
	CHAPTER III APPOINTMENT, PROBATION, ETC.	16	17
	CHAPTER IV ALLOWANCES	17	19
	CHAPTER V PERQUISITES	19	21
	CHAPTER VI LEAVE	21	22
	CHAPTER VII REIMBURSEMENT - TRAVEL EXPENSES	23	25
	CHAPTER VIII TERMINAL BENEFITS	25	26
	MISCELLANEOUS	26	26
05	IV BIPARTITE SETTLEMENT WEF 01.02.1984	27	27
06	JOINT NOTE DATED 24.09.1985 ON SALARY REVISION	28	31
07	V BIPARTITE SETTLEMENT WEF 01.11.1987	32	34
08	SALARY REVISION WEF 01.11.1987		
08 a	IBA LETTER TO BANKS DATED 18.10.1989	35	35
08 b	GOVT.'S APPROVAL DATED 13.10.1989 OF SALARY REVISION	36	36
08 c	AMENDMENTS TO OFFICERS' SERVICE REGULATIONS	37	49
09	VI BIPARTITE SETTLEMENT WEF 01.11.1992	50	52

CONTENTS

S N	PARTICULARS	PAGES	
		FROM	TO
10	JOINT NOTE DATED 21.10.1993 ON PENSION	53	54
11	JOINT NOTE DATED 23.06.1995 ON SALARY REVISION	55	63
12	VII BIPARTITE SETTLEMENT WEF 01.11.1997	64	67
13	JOINT NOTE DATED 14.12.1999 ON SALARY REVISION	68	76
14	VIII BIPARTITE SETTLEMENT WEF 01.11.2002	77	81
15	JOINT NOTE DATED 02.06.2005 ON SALARY REVISION	82	92
16	IX BIPARTITE SETTLEMENT WEF 01.11.2007	93	104
17	MINUTES OF MEETING DATED 27.11.2009 BETWEEN IBA & FOUR OFFICERS' ASSOCIATIONS	105	105
18	MINUTES OF MEETING DATED 27.11.2009 BETWEEN IBA & UFBU	106	107
19	RECORD NOTE OF MEETING DATED 27.11.2009 BETWEEN IBA & UFBU	108	109
20	JOINT NOTE DATED 27.04.2010 ON PENSION II OPTION	110	112
21	JOINT NOTE DATED 27.04.2010 ON SALARY REVISION	113	128
22	X BIPARTITE SETTLEMENT WEF 01.11.2012	129	131

CONTENTS

S N	PARTICULARS	PAGES	
		FROM	TO
23	JOINT NOTE DATED 25.05.2015 ON SALARY REVISION	132	143
	MEDICAL INSURANCE SCHEME ANNEXURE IV	144	149
	MEDICAL INSURANCE SCHEME APPENDIX I	150	160
	MEDICAL INSURANCE SCHEME APPENDIX II	161	163
	SPECIAL AREA ALLOWANCE ANNEXURE V	164	167
24	CORRECTION OF ANOMALY - STAGNATION INCREMENT IBA LETTER NO. 76 DATED 16.04.2016	168	169
25	XI BIPARTITE SETTLEMENT WEF 01.11.2017	170	181
26	JOINT NOTE DATED 11.11.2020 ON SALARY REVISION NEW INTRODUCTION - ANNEXURE V	182	200
	ANNUAL PL ENCASHMENT	201	201
	PERFORMANCE LINKED INCENTIVE	201	201
	LEAVE RULES - ANNEXURE VI	202	203
27	SUPPLEMENTARY MINUTES DATED 04.01.2021 BETWEEN IBA & FOUR OFFICERS' ORGANIZATIONS	204	206
28	PAY STRUCTURE : PCR TO 2017	207	211
29	STAGNATION INCREMENTS : 01.01.1985 TO 01.11.2017	212	213
30	INCREMENT PATTERN : PCR TO 2017	214	216
31	EVOLUTION OF DEARNESS ALLOWANCE FORMULAE : PCR TO 2017	217	218

FOREWORD FROM AIBOC

We take immense pleasure and pride, too, that one of our active affiliates, All India Allahabad Bank Officers' Association, the **AIABOA**, has come out with a well compiled and well documented **Compendium** of the details of all the **8** Salary Revisions since **01.02.1984**, i.e., before the formation of All India Bank Officers' Confederation, the **AIBOC**, including all the **Joint Notes** signed by the IBA with the AIBOC, on successive and successful Salary Revisions and also on all the relevant Service matters of Bank Officers. The Compendium also covers the details of Pillai Committee Recommendations, popularly known as **PCR**, for the benefit of all the members.

Besides these Joint Notes and related aspects, the Compendium also explains various struggles launched and also to be launched by the AIBOC, in order to improve up on the Monetary Compensation system of the Bank Officers, majority of whom are represented by the AIBOC. The struggles, the sacrifices and also the hard toil of the entire membership of AIBOC ; the Cadres and the Leaders in ensuring today's comfortable position of all of us, have been placed in an impressive manner, paying rich tributes and accolades to the members / leaders of yester years, who are mainly responsible for present militant, vibrant and effective Trade union movement of Bank Officers under the umbrella of the AIBOC, the largest Trade Union representing the Supervisory Cadre in the Banking Industry.

Many of present Bankers may not be knowing the struggles of the AIBOC in ensuring removal of utter discriminatory clauses in Payment Dearness Allowance to Bank Officers and in achieving 100 % neutralization of Dearness Allowance, effective from **01.02.2005** which has been protecting the Officers against the Price Rise and also all the ill effects of inflationary impact !

The automatic movement of Officers in JMGS-I and MMGS-II, to next higher scale, also known as **Sliding**, effective from **01.11.1987**, which monetarily benefited and is benefitting huge number of Officers, who could not / can not get promoted to higher Scales, for no fault of theirs, is the exclusive brain-child of the then leadership of the AIBOC.

The **Stagnation** Increments which were initially payable once in **5** years during 1980s, that too on single occasion in case of MMGS-II & III Officers, have been vastly improved up on, not only in numbers (**5** in case of JMGS-I and MMGS-II ; **6** in case of MMGS-III ; **2** in case of SMGS-IV and **1** in case of SMGS-V Officers) but also in periodicity, which has now been made once in **Two** years effective from **01.11.2017** ! This could be possible only due to relentless efforts of the AIBOC and the unmistakable commitment of its membership to the cause of the Bank Officers.

The **Second Option** for **Pension**, which is the hard earned achievement of the AIBOC in the year **2010**, which was a long awaited dream of many Bankers, who could not opt for it initially, owing to the draconian, deterrent clause on participation in Strike, has been ensuring/ assuring decent bread and butter to several lakh Officers after their retirement, under the low interest regime that has of late, been severely straining the interest income of the retirees on their hard earned lifelong Savings.

The milestone achievement of having the **Second** & the **Fourth** Saturdays of every month as Bank **holiday** wef **01.09.2015**, could not have been possible but for the **solid** support of the Membership to the Leadership of the AIBOC in clinching the issue during the Salary Revision of **2012**. i.e., the **Seventh** Joint Note.

This **Compendium** rightly and timely reminds all of us, of the importance of the history and also of the history makers and how the historic and glorious moments in the Trade Union movement of Bank Officers under the proud banner of **AIBOC** should be cherished, while recollecting and saluting the great commitment of those Members and their Leaders of **AIBOC**, who are primarily responsible for the comfortable work life and also the personal life we, the Bankers have been leading and enjoying today !

This **Compendium** details, how various benefits and perquisites have started accruing to the kitty of the Bank Officers and how they have been improved up on constantly, owing to the **vision** of the leadership of the **AIBOC** during the past more than **35** years and more notably, the continuous support being provided to the Leadership by over 3.20 lakh members to various agitational calls of the Leadership !

This **Compendium** should be a perfect referral guide in an academic sense also and should be pretty useful tool at the time of future Salary Revisions, while drawing the Charter of Demands for Bank Officers. This **Compendium** also helps in the most important task of course corrections, if any and also, as a trend setter provoking and invoking certain out of box thought process, aimed at helping and securing the long term interests of the Bankers' Community.

This **Compendium** should inspire the younger lot of the Officers, who are the future of the Banking Industry and also the Confederation, to shoulder the leadership responsibilities with much more confidence and composure.

The leadership of the **AIABOA** deserves all appreciation for their efforts in compiling these contents in such a lucid and meticulous manner, within short span of Two months from the signing of Eighth Joint Note on 11.11.2020, that too, with the incorporation of the latest **Minutes** signed between the IBA and the AIBOC and other Three Officers' Organizations on **04.01.2021**.

Though the name and fame of the **Allahabad** Bank, the oldest Nationalized Bank, ceased to exist as an entity, with effect from **01.04.2020** leading to the Amalgamation of the AIABOA with All India Indian Bank Officers' Association, the **AIIBOA**, another proud affiliate of AIBOC, the good works of AIABOA, including the present **Compendium**, should last for a very long period, enhancing in the process, the reputation of the AIBOC and also further furthering and cementing the faith and the confidence of the members in the ability and the competence of AIBOC in providing a viable and able leadership to the Bank Officers, numbering more than Three Lakh Twenty Thousand !

The strong, patriotic commitment of the AIABOA which has surfaced on many occasions, to the Public Sector ; to the Trade Union movement of the Bank Officers and most importantly to the AIBOC, the apolitical and internally led Trade Union, funded from internal sources, has been amply and sufficiently reflected in a telling manner through this **Compendium** !


Fervently hoping that the membership ocean of the AIABOA will derive vital organizational gains with the help of this **Compendium**.

Wishing all our members a Sparkling and Radiant New Year **2021**,




(SUNIL KUMAR)
PRESIDENT




(SOUMYA DATTA)
GENERAL SECRETARY

PREFACE FROM AIABOA

It is our proud privilege to showcase a **Compendium** on the struggles & campaigns, launched by the All India Bank Officers' Confederation, **AIBOC**, the largest Trade Union Organization for Supervisory Cadre, in bringing myriad benefits, monetary compensation etc., to commemorate the fruitful and meaningful existence of AIBOC since the year **1985**. The saga of struggles launched by AIBOC spurred similar Trade Union actions in the financial sector and other Public Sector Undertakings. The Compendium chronicles the series of struggles and sacrifices of the Rank & File across the Banking Industry under the banner of AIBOC, which set the standards of negotiations on equal footing with the IBA and the Government.

The Compendium takes the reader down the memory lane and gives a vivid picture of the series of Bipartite meetings between the AIBOC and the IBA and also the moments of confrontation with the powers that be. The AIBOC traversed a long distance from the position of “No-Dialogue” stand to “Dialogue on Implementation of Satisfactory Monetary Compensation Package” to the Officers working in the Banking Industry.

The Government's action of implementation of **Pillai** Committee Recommendations popularly known as PCR, in the Banking Industry in later part of 1970's motivated the Officers to organize themselves forcefully and struggle for a meaningful Bipartite settlement with Indian Banks' Association.

The Fourth Bipartite agreement during **1984** was signed before the formation of the AIBOC. Thereafter, on **06.10.1985**, the All India Bank Officers' Confederation was formed which paved way for focusing the Officers' legitimate demands and the struggles waged thereafter have become a part of glorious history for all. Along the line, there were moments of trials and tribulations to the rank and file, who, with their indomitable spirit of commitment achieved the goals set by the AIBOC and in the process gained many facilities, benefits which were commensurate with their roles and responsibilities. The salaries and perquisites enjoyed by the Bank Officers were envied by the Officers working in the Public Sector undertakings. Needless to say that, this was the singular contribution of the AIBOC.

In **1979**, the Pillai Committee Recommendations brought uniformity in Pay scales and Service conditions of Bank Officers.

In **1984**, the signing of Joint Note by the AIBOC as “Other Banks Officers' Organizations” paved way for the **first** Bipartite negotiations of Officers. By that time Three Bipartite Settlements were signed by the Workmen unions.

The **1987** Wage Revision brought in the concept of **automatic** movement from Scale I to Scale II and to III. Also, the date of implementation was same as that of Award Staff.

The **1992** Agreement was more significant, because of **two** reasons. The Award Staff Organizations were aggrieved that Officers' Wage Revision was better than theirs. They also went on a 3 Day- strike, which made the Government form 'Shankar Committee'. The other significant issue, which was sorted out, was the long pending demand of the Bank Officers for formulation of a **Pension** Scheme.

The **1997** Wage Revision was an historic one; in the sense, that all the Officers' Organizations and the Award Staff Organizations in the Industry came on a single platform to sign the Agreement.

The **2002** Wage Revision brought Officers on par with the Award Staff as far as **Dearness Allowance** formula is concerned and 100 % **neutralization** was achieved.

Year **2007** is historic because the long pending demand for 2nd Option for Pension was achieved. There is a record increase in Salary and allowances with **2** more Stagnation increments to Scale I to III.

The **2012** Wage Revision created history with the introduction of 2 Saturdays Off in the Banking Industry providing great and significant relief to the Officers. Also, the Scale IV Officers received One Stagnation Increment.

The latest **2017** Wage Revision which started with a paltry offer of **2 %** increase in wages, included an agreement on Improvement of Family Pension, a befitting tribute to the families of the those departed Bankers, who contributed their entire life for the betterment of the Bank and also the AIBOC, Other significant gains include One additional Stagnation increment to all the Officers up to SMGS-V, Introduction of Non CCA Allowance a long pending demand of the AIBOC, Introduction of Learning Allowance to all Officers, with applicable DA thereon & a decent increase of **15 %** in recognition of the great services of the Bankers to the great Nation, before and during the Covid-19 pandemic.

These achievements were products of the mature and intelligent leadership of the AIBOC. These benefits reduced the level of frustration among the Officers working in the Banking Industry and brought immense joy and happiness to all sections of the Officers' community. All these achievements need to be recorded in golden letters and the same set a benchmark for negotiation for Officers working in the Public Sector undertakings, Financial and Insurance Sector.

The Settlements signed by the AIBOC, give a glimpse of the struggles waged and the achievements. We have the confidence that the Compendium will serve as a very useful source material and reference book for the posterity. We thought it fit to come out with the Compendium to share with the Officers' community of Today, the first hand information about the historic struggles waged by the AIBOC and enlighten them as to how the present day salaries and perquisites did not come on a platter but came after a long drawn battle where many Office bearers, Rank and File had to suffer untold miseries, victimization.

For AIBOC, **success** has never remained a destination but a **journey** where the leadership kept the interest of the Officers' community on top of their agenda and waged relentless struggles to achieve the goals, so as to take care of the wholesome good of the Officers. This chronicle should enliven the spirit of Trade Unionism amongst the Officers and spur them to be in readiness to wage struggles against Disparities, Discriminations as far as Salaries, Perquisites, Monetary Benefits, Better Working Conditions etc., are concerned.

AIBOC has redeemed its commitment to the Bank Officers of fair wage revisions during the past more than Four decades. If all these could be achieved against heavy odds and hostile forces, the credit must go to the valiant soldiers of the AIBOC who were ever prepared to go to the streets and strike work, not for one day but indefinitely. It is a saga of great victory for the unity and solidarity of the membership.

We salute and fondly remember the founding leaders of AIBOC, Com.R.N. Godbole and Com.S.R. Sengupta who with their visionary statesmanship laid strong foundations on the **principles** of being not politically affiliated, internally led and self sufficient in augmenting financial resources for organizational activities. The grit and the determination of the leaders in the formative days along with the unstinted support of the membership laid strong foundations of **Bipartism** with the IBA. Subsequent leaders followed their footprints with a missionary zeal in building up the biggest movement of supervisory cadre in the world.

AIBOC has to go a long way in achieving many more benefits for the Officers' community and many other issues remain to be settled. These are :

@ Issues like Regulated working Hours, Full 5 Day-Week, Compensation for extra Hours of work, including for working on Weekly off and holidays.

@ The Bank Employees should be treated on par with Government Employees for the purpose of Income Tax and Perquisite Tax.

@ The various loan facilities to Officers should be introduced uniformly in the Banking Industry as to the quantum, repayment schedule etc. and should carry concessional rate of interest.

@ Appeal and Review Procedures which vary from Bank to Bank should be made uniform.

@ There should be a permanent structured forum at the IBA level for consultation with IBA on all the issues concerning the service matters and also the Banking Industry.

@ Accumulation of **300** days of Privilege Leave.

@ Up-dation of Pension, to neutralize inflationary effect.

@ Meaningful and affordable Medical facilities to **Retired** Officers and their family members.

@ Sharing of a portion of Profit with the Officers & Welfare Fund based on Operating Profit, etc.

Notwithstanding, many hurdles, detractors, the AIBOC and the Bank Officers will march on to a meaningful and fruitful future under a non-political and independent banner. In this Herculean task every Bank Officer should join hands so that, what is due for an Officer i.e., the Dignity, the Self-Respect and the Right to shape his / her own destiny can be achieved.

We, on behalf of the entire All India Allahabad Bank Officers' Association, the **AIABOA**, committed and wedded to the philosophies of the AIBOC since **13.04.1986**, express our deep gratitude to Com. Sunilkumar, the President, AIBOC, Com. Soumya Datta, the General Secretary, AIBOC, Com. GD Nadaf whose Compendium of 2010 & other guidance helped this publication very much, Com. G Muthuswamy and many others for their encouragement and support in bringing out this Compendium. Following the Amalgamation of the Allahabad Bank with the Indian Bank wef **01.04.2020** the name and the fame of the **155** year- old grand institution might be lost, in the records of the Regulator and the Owner, but the spirits behind the rich tradition of the Officers' Trade Union movement maintained in this oldest Bank are sure to live forever ! Also the **11000** plus strong force of the **AIABOA**, to whom we humbly & wholeheartedly **dedicate** this **Compendium**, will continue to strengthen the **Cause** of the Public Sector Banks and also that of the Bank Officers and their Unity under the proud banner of the AIBOC, irrespective of the label they wear on its head.

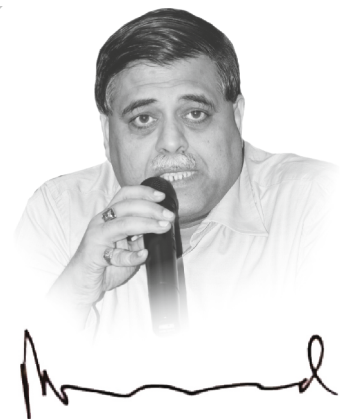
Let us continue to march on together to realize our hopes, dreams and aspirations.

We will be very glad to receive remarks, review and critical observations from the readers on the **Compendium**.

With warm greetings,



(BISWARANJAN RAY)
PRESIDENT



(PANAND RAO)
GENERAL SECRETARY

BIPARTITE NEGOTIATIONS & SETTLEMENTS MOMENTOUS JOURNEY OF AIBOC BEGINS

The Salary structure for Officers working in the Banking Industry was arbitrarily fixed by the individual Bank Managements during the 1960's and 1970's. The salaries, DA pattern, HRA etc. were differed from Bank to Bank. The Salary structure introduced in different Banks, had many anomalies. Officers working at Two different places drawing the same Salary were placed at different Basic Pay. The salary scales had many perversities and wrought injustices to Officers. The fitment formula for Officers was a poor structure and the Officers had become pawns in the Executives' chess board.

DA formula for Officers caused great injustice, the cost of living affects everyone but for a compensation, Officers had to wait for an increase of 8 to 24 points DA index.

The story of HRA was no different. While the Clerical staff received a revision of House Rent Allowance, the Officers were left untouched.

The story of discrimination did not end here. It engulfed other benefits like Bonus, Medical Allowance, Loan facilities etc. Even Casual Leave had become a serious issue of conflict resulting in massive upheaval amongst the Bank Officers.

In **1979**, the Pillai Committee pay scales were implemented in the Public Sector Banks. Earlier, massive opposition was mounted against imposition of Pillai Committee Recommendations by the first All India **Strike** on **27.09.1977**. With this Demonstrative action, All India Confederation of Bank Officers' Organizations had emerged as a force to be reckoned with. The Government had invited the representatives of **AICOBOO** for talks. From "No Dialogue" stand, it became "Dialogue on Modalities of Implementation". Dialogue commenced between the AICOBOO and the IBA in October 1977 only to reach a point of break. The IBA broke off talks unilaterally and went ahead with implementation. The AICOBOO gave a call for Nation wide **Strike** on **12.06.1978**, in which, overwhelming majority of Officers participated. This gave a clear message to the Government and the IBA who came forward to accept seriously the idea of Bilateral discussions on PCR. The Government agreed that implementation of Pillai Committee Recommendations, would be through bipartite process. It was a definite gain for AICOBOO. After a series of Bipartite dialogue, many points of disagreement could be settled. A few points of disagreement still persisted until November, 1978 and a deadlock surfaced again owing to fundamental differences on DA formula and Ceiling. Once again, on **29.12.1978**, the vast rank and file of the AICOBOO participated in a **strike** along with workmen. This paved the way for dialogue with Government and IBA and further forward movements were made in some important areas like D.A formula and ceiling issues, Protection of total Emoluments etc. But, unfortunately organizational discipline was not enforced. Even before final conclusions could be reached at Bipartite with IBA, some affiliates of AICOBOO, hurried into Bank level understandings to implement the Recommendations, which opened Pandora's Box. Officers of some Banks got substantial benefits. In some Banks, the Officers felt that their position was downgraded. It created a maze of anomalies, incongruities and unfair categorization. However, AICOBOO had taken a view that standardization, per se, was in the interest of the Officers' community, although there were serious distortions.

In the wake of Nationalization of **6** more Banks in **1980**, the Govt. of India appointed the Gupta Committee which suggested that there should be **parity** in Pay scales and there was an attempt to deny certain benefits to Officers.

**PAY SCALES, ALLOWANCES AND PERQUISITES OF OFFICERS
IN THE NATIONALISED BANKS AS PER
PILLAI COMMITTEE RECOMMENDATIONS (PCR)**

**CHAPTER-I
THE PAY STRUCTURE**

The standardised grade structure for the fourteen Nationalised Banks is based on the identification of four broad levels of responsibility in the Officer cadre. Each level would correspond to a grade in the Pay Structure.

Grade	Scales	
1. Top Executive	VII	VI
2. Senior Management	V	IV
3. Middle Management	III	II
4. Junior Management	I	

02. The following are the standardised Pay scales within the grade structure mentioned above.

TEGS-VII

1 2 3 4 5
3000 3125 3250 3375 3500

TEGS-VI

1 2 3 4 5
2750 2875 3000 3125 3250

SMGS-V

1 2 3
2500 2600 2700

SMGS-IV

1 2 3 4 5
2000 2100 2200 2300 2400

MMGS-III

1 2 3 4 5 6 7
1800 1875 1950 2025 2100 2175 2250

MMGS-II

1 2 3 4 5 6 7 8 9 10 11 12
1200 1270 1340 1410 1480 1550 1625 1700 1775 1850 1925 2000

JMGS-I

1 2 3 4 5 6 7 8 9 10 11
700 740 780 820 860 900 950 1000 1050 1100 EB 1200

12 13 14 15 16 17 18 19 20 21
1260 1320 1380 1440 1500 1560 1620 1680 1740 1800

N.B.: All the Scales are related to the figure of **200** with Quarterly average of the All India Working Class Consumer Index (Base 1960-100).

03. EFFICIENCY BAR :

The procedure laid down in the awards/settlements for workmen employees be used for application of Efficiency Bar in the case of Officers. Further, no Officer shall be detained at the Efficiency Bar for a period longer than one year. The Officer so detained should be counselled to enable him to improve and cross the Efficiency Bar the next year.

04. CATEGORISATION :

The categorisation of the posts in existence on the appointed date shall be done before the expiry of Two years from that date in accordance with guidelines of the Government, if any.

CHAPTER - II FITMENT OF EXISTING OFFICERS AND PROMOTEES IN NEW GRADES AND SCALES OF PAY

05. FITMENT IN GRADES/ SCALES :

Every (Officer of the Bank, who, immediately before the appointed date, holds a post in a grade and/or scales and/or stage of Pay specified in regulation unless he opts otherwise in accordance with regulation be placed with effect from appointed date in the new Grade and Scale. Discussions will take place at the Bank level subject to the guidelines to be issued by and the subsequent approval of a committee that would be set up for this purpose as envisaged in Pillai Committee Recommendations.

06. FITMENT IN THE SCALES OF PAY :

(i) Every Officer as has been placed in pursuance of Regulation in a Scale shall be fitted in that Scale in such a manner that his Salary as so fitted shall have relation to the aggregate of Pay and Dearness Allowance payable to him immediately before the appointed date in accordance with guidelines of the Government.

(ii) Subject to regulation, on being so fitted in the new Scale of Pay such Officer shall be eligible to draw the extra Increment, if any in such Scale on the first day of the month in which it falls due.

(iii) Where two or more Officers of different seniorities in the scales of Pay immediately prior to the appointed date are fitted at the same stage in the new Scale of Pay, different dates may be fixed for the eligibility of such Officers for the next Increment in the new Scale of Pay.

(iv) Additional Increment before fitment is to be given to Junior management Grade. If however, this creates anomalies in fitment in any Bank by Officers on the same Basic Pay in the existing Scale being fitted in a higher Basic Pay in the junior Grade and lower Basic Pay in the higher Grade, this would be remedied suitably at the time of the fitment.

07. ADJUSTMENT ALLOWANCE :

If the Pay of an Officer after fitment in the new Scale of Pay is at the maximum of that Scale and even then the Salary of such Officer is lower than the aggregate of Pay and Dearness Allowance payable to him immediately before such fitment, together with additional Increment if any, that may be taken into account for fitment of an Officer in the category to which he belongs, the difference shall be paid to him by way of adjustment Allowance till such time he is promoted to a higher Scale. If Salary on such Promotion is still less than the aggregate of Salary and adjustment Allowance payable to him immediately before such Promotion, the difference shall continue to be paid to him as adjustment Allowance; so, however, that the adjustment Allowance payable after such Promotion shall be absorbed in the future increments to the extent of $33^{1/3}$ % of each such Increment or of $33^{1/3}$ % of the increase in Salary as a consequence of such Increment, whichever is lower.

08. PERSONAL ALLOWANCE :

If the Salary and allowances, if any, other than House Rent Allowance payable under these Regulations to an Officer after fitment in the new Scale of Pay, in the manner referred to earlier is lower than the aggregate of Pay and such allowances, as are set out in the Explanation, to this Regulation and where payable to him immediately before such fitment, the difference shall be paid to him as a Personal Allowance which shall be absorbed in the future increments to the extent of $33^{1/3}$ % of each such Increment or of $33^{1/3}$ % of the increase in the Salary as consequence of such Increment whichever is lower.

EXPLANATION

The allowances referred to in this Regulation as being payable before fitment are the following : Here are set out various allowances which were obtaining in the Bank before fitment and which are expected shall be taken into account for the purpose of payment of personal Allowance, House Rent Allowance being included in the following basis-

- (i) Where a House Rent Allowance was payable to the Officer immediately before such fitment, the amount of such Allowance; and
- (ii) Where immediately before such fitment, the Officer had been provided with Rent free residential accommodation in accordance with the rules of service then applicable to him, the amount of house rental Allowance which would have been payable to him under these rules if he had not been provided with such Rent free residential accommodation or 10 % of Pay on such fitment in the new Scale of Pay, whichever is higher.

09. ABSORPTION AGAINST FUTURE INCREMENTS & INCREASE :

For the purpose of absorbing the allowances mentioned earlier the $33^{1/3}$ % referred to therein shall be applied first for absorbing the adjustment Allowance, if so necessary and then the personal Allowance.

10. OPTION FOR EXISTING OFFICERS :

(i) Notwithstanding anything contained in these Regulations, an Officer in the service of the Bank immediately before the appointed date shall have the option to continue even after that date in the Scale of Pay applicable to him immediately before the appointed date by communicating to the Bank within 30 days of the receipt of the intimation regarding his fitment in the new Scale of Pay Provided, that such option shall continue to have effect only till the Officer is promoted to a higher Scale.

(ii) Where an Officer has exercised such option, he shall continue to draw Pay and allowances according to his entitlement in the service of the Bank immediately prior to the appointed date.

Provided, that in any case the Officer shall not be eligible for the perquisites under such entitlement but shall be entitled only to such perquisites as are admissible to him under the revised terms.

11. APPEAL AGAINST FITMENT :

(i) Any Officer aggrieved by a fitment accorded to him in the new scales of Pay, may prefer an appeal to the Committee constituted by the Board for this purpose.

(ii) Such appeal shall be preferred within 30 days of the receipt of the communication of the fitment accorded to him.

(iii) The decision of the Committee on such appeal shall be final. Provided that the Board may review any such case suo moto.

CHAPTER - III
APPOINTMENT, PROBATION, CONFIRMATION, PROMOTIONAL
SENIORITY, RETIREMENT AND TERMINATION

12. PROBATION :

(i) An Officer directly appointed to the Junior Management Grade shall be on probation for a period of two years.

(ii) An employee of the Bank promoted as an Officer in the junior management grade shall be on probation for one year.

(iii) Direct recruits to the Officers' cadre would draw Pay and applicable allowances from the date of their entry. They will also be allowed to draw their first annual Increment on the completion of one year's service.

Provided that the competent authority may in the case of any Officer, reduce the period of probation or dispense with probation.

13. CONFIRMATION :

(i) If in the opinion of the competent authority, an Officer has not satisfactorily completed either or both the trainings referred to in Regulation or if the Officer has not passed the test referred to therein, the Officer's probation may be extended by a further period not exceeding one year.

(ii) Where during the period of probation, including the period of extension, if any, the competent authority is of the opinion that the Officer is not fit for confirmation.

(a) In the case of a direct appointee, his services may be terminated by one month's notice or payment of one month's emoluments in lieu thereof, and

(b) In the case of a promotee from the Bank's service, he may be reverted to the grade or cadre from which he was promoted.

14. PROMOTIONS :

(i) Promotions to all grades of Officers in the Bank shall be made in accordance with the policy laid down by the Board from time to time having regard to the guidelines, if any, of the Government.

(ii) For the avoidance of doubts, it is clarified that this provision shall also apply to promotions of any category of employees to the Junior Management grade.

15. SENIORITY :

(i) Each year, the Bank shall prepare a list of Officers in its service showing their names in the order of their seniority on All India basis and containing such other particulars as the Bank may determine. A copy of such list shall be kept at every branch or office of the Bank.

(ii) Seniority of an Officer in a grade or Scale shall be reckoned with reference to the date of his appointment in that grade or Scale. Where there are two or more Officers of the same length of service in that grade or Scale, their interse seniority shall be reckoned with reference to their seniority in the immediately preceding grade or Scale or the previous cadre to which they belonged in the Bank's service. Where two or more Officers have the same length of service in such preceding grade or Scale or such previous cadre, their seniority shall be determined with reference to their seniority in the immediately preceding grade or Scale or cadre, as the case may be.

(iii) The interse seniority of Officers directly recruited in a batch to any grade or Scale shall be reckoned with reference to the rank allotted to them at the time of such recruitment.

(iv) In the case of an Officer whose probation has been extended, his seniority shall be reckoned just below all the Officers, if any, recruited or promoted in the same batch along with him.

(v) Nothing in this Regulation shall affect the seniority among themselves of the Officers as existing immediately prior to the appointed day.

16. TERMINATION OF SERVICE :

(i) The Bank may terminate the services of any Officer by giving him **Three** months notice in writing or by Pay him three months emoluments in lieu thereof.

(ii) No Officer shall resign from the service of the Bank otherwise than on the expiry of **Three** months from service of a notice in writing of such resignation. Provided further that the competent authority may reduce the period of three months or remit the requirements of notice.

CHAPTER - IV ALLOWANCES

17. DEARNESS ALLOWANCE :

Dearness Allowance shall be payable to an Officer, only if the points in the quarterly average of the All India Working Class Consumer Price index (Base 1960-100) hereinafter referred to as "the Index", rise above **200**. Such Dearness Allowance shall be computed as under:-

(a) for every block of **8** points over 200 in the index, D.A. shall be computed at **3 %** of Pay subject to a maximum of Rs. **30/-** p. m.

(b) For the purposes of computing Dearness Allowance in accordance with clause (a) above, in the case of Officer drawing Pay of Rs. **901/-** and above three successive blocks of **8** points each beginning from **201** points shall constitute a cycle. Where the Pay per month of the Officer is -

(i) Rs. **901/-** and above but does not exceed Rs. **1,600/-** the Dearness Allowance, in respect of each cycle at the rate mentioned in clause (a) above, shall be paid first in respect of two blocks of **8** points each and then those in respect of the remaining block of **8** points in the above cycle;

(ii) Rs. **1,601/-** and above, the Dearness Allowance in respect of each cycle, at the rate mentioned in clause (a) above, shall be paid only for a completed cycle of **24** points.

(c) The aggregate of Pay and Dearness Allowance shall not in the case of any Officer exceed Rs.**2750/-** per month with slight marginal adjustments subject to a minimum Dearness Allowance of Rs. **150/-** being payable also to Officers drawing above Rs. **2,750/-**

18. HOUSE RENT ALLOWANCE :

(i) Where an Officer is provided with residential accommodation by the Bank, the Officer shall Pay to the Bank every month 10% of his Basic Pay or the Standard Rent for the accommodation, whichever is less.

(ii) Where an Officer is not provided with residential accommodation by the Bank, the Officer shall be eligible for a House Rent Allowance being a sum equivalent to the excess of the actual Rent paid by him for his residential accommodation over 10% of his Basic Pay, such sum being subject to a ceiling as under :

WHERE THE ACCOMMODATION IS IN

- (i) Cities of Bombay, Delhi, Madras, Calcutta and Hyderabad.
- (ii) **Area I** not covered by item (i) above
- (iii) **Area II**
- (iv) **Area III**

CEILING SHALL BE

- 25%** of the Basic Pay or Rs. **400/-** whichever is lower.
- 20%** of the Basic Pay or Rs. **300/-** whichever is lower.
- 15%** of the Basic Pay or Rs. **250/-** whichever is lower.
- 10%** of the Basic Pay or Rs. **250/-** whichever is lower.

(3) Provided House Rent Allowance can be drawn without reference to the quantum of Rent paid by all Officer employees drawing Pay upto Rs. 750 p.m. Employees drawing Pay exceeding Rs. 750 can draw House Rent Allowance as admissible to those drawing Rs. 750 without producing any Rent receipt.

(4) All those employees drawing HRA without production of Rent receipt shall certify that they are incurring some expenditure on payment of Rent.

(5) All those drawing Pay above Rs. 750 can also draw HRA without production of Rent receipt, but they will be eligible to draw whatever percentages they are eligible as per formula only upto Rs.750 Basic Pay.

(6) Where an Officer resides in his own accommodation he shall be eligible for a house Rent allowance on the same basis as mentioned earlier as if he were paying by way of monthly Rent a sum equal to one-twelfth of the higher of A or B below :-

A

The aggregate of :

(i) Municipal taxes payable in respect of the accommodation and

(ii) 8 % of the capital cost of the accommodation, including the cost of the land and if the accommodation is part of a building, the proportionate share of the capital cost of the land attributable to that accommodation, excluding the cost of special fixture, like air-conditioners or

B

The annual rental value taken for municipal assessment of the accommodation.

EXPLANATION :

For the purpose of this Regulation, Standard Rent shall mean :-

(a) in the case of any accommodation owned by the Bank the Standard Rent calculated in accordance with the procedure for such calculation in vogue in the Government;

(b) where accommodation has been hired by the Bank, the contractual Rent payable by the Bank.

19. OTHER ALLOWANCES :

An Officer shall be eligible for the following other allowances :-

(i) If he is serving in a place in Area I or in the urban agglomeration of Panaji and Marmugao, **City Compensatory Allowance** at the rate of 10 % of his Pay subject to the maximum of Rs. 100 /Month

ii) If he is serving at any place in Andamans and Nicobar Islands, Lakshdweep, Mizoram, Arunachal Pradesh, Ladakh, Manipur, Nagaland, Tripura, Meghalaya, Willingdon Island (Cochin), Coorg (except Mercara), and other places to be decided by the Board from time to time, a **Special Area Allowance** at such rate as may be decided by the Board from time to time.

(iii) If he is serving in an area to be specified as project area falling in Group A or Group B, a **Project Area Compensatory Allowance** at the rate of Rs. 40/- per month or Rs. 25/- per month, according as the area has been classified as Group **A** or Group **B**.

(iv) If an Officer is transferred from one place to another in the midst of an academic year and if he has one or more children studying in school or college in the former place, a **Mid Academic Year Transfer Allowance** of Rs. 100/- per month from the date he reports to the latter place upto the end of the academic year in respect of all the children, provided that such Allowance shall cease if all the children cease studying at the former place.

(v) If an Officer is deputed to serve outside the Bank he shall be eligible to receive the emoluments attached to the post to which he is deputed or at his option, the aggregate of his Salary, House Rent Allowance and other allowances to which he is otherwise eligible and a **Deputation Allowance** at the rate of 20 % of his Pay.

(vi) If an Officer is deputed to serve as a member of the faculty in any teaching establishment of the Bank, he shall be eligible to a **Deputation Allowance** at **10 %** of Pay.

(vii) If he is required to officiate in a post in a higher grade for a continuous period of not less than 7 days at a time or an aggregate of **7** days during a calendar month, an **Officiating Allowance** equal to the difference between Salary drawn by him and the minimum Salary of the grade in which he is required to officiate subject to **minimum** of Rs. **150/-** per month. Officiating Allowance will rank as Pay for purposes of Provident Fund and not for other purposes.

Provided that where the Officer comes to officiate in a higher grade, as a consequence solely of the review the categorisation of posts under Regulation 6, he shall not be eligible for the Officiating Allowance for a period of one year from the date on which the review of the categorisation takes effect.

(viii) Officers, who have to do extra work as a result of closing may be paid **Closing Allowance** of Rs. **150/-** for every half yearly closing work.

(ix) If his working hours during a day are split with a minimum interval of 2 hours, a **Split Duty Allowance** of Rs. **25/-** per month.

(x) If an Officer is required to work as custodian of a vault or locker on a **holiday**, a **Diem Allowance** at the rate which he is entitled.

(xi) If he is serving in a place mentioned in column 1 below a **Hill & Fuel Allowance** at the rate mentioned in column 2 below against that place :-

Places :	Rates :
Offices at altitudes of 1500 metres and over 1500 metres above Mean Sea Level	10 per cent of Pay subject to a maximum of Rs. 100/- per month.
Offices at altitudes of over 1000 metres, but below 1500 metres above Mean Sea Level	8 per cent of Pay subject to a maximum of Rs. 75/- per month.

Area I, Area II and Area III mentioned earlier shall have the same meaning as have been accepted for the purpose of service conditions of the workmen staff in the Bank.

CHAPTER - V PERQUISITES

20. An Officer shall be eligible for reimbursement of medical expenses actually incurred by him in respect of himself and his family on the following basis :-

(a) Reimbursement of **Medical Expenses** of the Officer and his family will be made on the strength of the Officers own certificate of having incurred such expenditure supported by a statement of accounts for the amount claimed subject to the following :

Basic Pay Range :	Reimbursement limit per annum.
Officers drawing Rs. 700-1200 per mensem	Not exceeding Rs. 300/-
Officers drawing Rs. 1201-2000 per mensem	Not exceeding Rs. 400/-
Officers drawing Rs. 2001 & above per mensem	Not exceeding Rs. 500/-

No accumulation of the unavailed limit beyond one year will be allowed but 'on account' payment may be made at the end of the half-year, limited to half the total entitlement for the year.

EXPLANATION :

"**FAMILY**" of an Officer for the purpose will consist of spouse, wholly dependent children and wholly dependent parents only.

(b) HOSPITALISATION EXPENSES :

(i) Hospitalisation charges will be reimbursed to extent of **75** per cent in the case of an **Officer** and **50** per cent in the case of his **family** members in respect of all cases which required hospitalisation.

(ii) The reimbursement will be restricted to the following charges :

(1) Charges for **bed** limited to a maximum of Rs. **30/-** per day in **metropolitan** cities and Rs. **20/-** per day in **other** places ;

(2) Hospital charges excluding charges for board ;

(3) Diagnostic material charges, X-Rays, Pathological Tests, EGG. etc ;

(4) Medicines and drugs except tonics ;

(5) Surgeon's fees including Anaesthetists, Blood Transfusion and dialysis ;

(6) Operation Theatre charges ;

(7) Physician's and Consultant's fees.

(iii) The Officers or members of their families (as the case may be) are expected to secure admission in a Government/ Municipal Hospital or any private hospital (i.e. hospitals under the management of a Trust, Charitable Institution or a religious Mission). But in unavoidable circumstances the Officers and/ or their family members may avail themselves of the services of one of the approved private nursing homes/ private hospitals approved by the Bank. Reimbursement in such cases should, however be restricted to the amount, which would have been reimbursable in case the patient was admitted to one of the hospitals.

(iv) In the case of hospitalisation expenses, reimbursement will be on the basis of bills, vouchers, etc., of expenses incurred.

21. ENCASHMENT :

Once in every **four** years, when an Officer avails of Leave Travel Concession, he may be permitted to surrender and encash his Privilege Leave not exceeding **one** month at a time.

For the purpose of such encashment, Pay, Dearness Allowance and House Rent Allowance shall alone be admissible.

22. RESIDENTIAL ACCOMMODATION :

No Officer shall be entitled as of right to be provided with residential accommodation by the Bank. It shall however, be open to the Bank to provide residential accommodation on payment by the Officer of **10** % of his Pay or the Standard Rent for the accommodation, whichever is **less**. Where such residential accommodation is provided by the Bank, the charges for electricity, water, gas and conservancy shall be borne by the Officer.

23. BANK'S CAR FOR PERSONAL PURPOSES :

(1) No Officer shall be allowed the free use of Bank's car for personal purposes.

(2) Where however, a Bank's car is allotted by the Bank to an Officer with permission to use it for personal purposes also, the Officer shall be charged on a monthly rate and/ or the basis of kms. run for such purposes and the Bank shall reimburse such Officer, on monthly basis, the charges for engaging a driver for the car, unless a Bank's driver has been provided.

(3) Where a car is not allotted to an Officer but he is allowed the use of a Bank's car for personal purposes he shall be charged on the basis of the Kms. run.

(4) The monthly rates or the rates on the basis of Kms. run shall be such as may be fixed by the Bank from time to time.

24. LOAN FOR THE PURCHASE OF CONVEYANCE :

The Bank may grant to an Officer confirmed In the Bank's service loans for the purchase of a motor car or other conveyance, subject to such terms and conditions as the Board may decide from time to time.

25. LOANS FOR THE PURCHASE OF HOUSES :

The Bank may grant to an Officer confirmed in the Bank's service, a loan for the purchase of land for construction of a house and/or for purchase or construction of a house, flat or apartment or for extension or renovation of a house, flat or apartment on such terms and conditions/as the Board may decide from time to time.

26. REIMBURSEMENT EXPENSES AND CLUB MEMBERSHIP :

The Bank may reimburse to an Officer such entertainment expenses and such fees for membership of clubs and professional Institutions as may be decided by the Board In accordance with the guidelines of the Government.

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**CHAPTER - VI
LEAVE**

28. KINDS OF LEAVE :

Subject to the grant of leave being determined by the exigencies of service, an Officer shall be eligible for the following kinds of leave :

- (a) Casual Leave,
- (b) Privilege Leave,
- (c) Sick Leave,
- (d) Additional Sick Leave,
- (e) Maternity Leave,
- (f) Extraordinary Leave on loss of Pay.

29. CASUAL LEAVE :

(i) An Officer shall be eligible for Casual Leave on full emoluments for **12** working days in a **year** provided that not more than four days Casual Leave may be availed of at any one time.

(ii) Casual Leave not availed of in any year may be suffixed or prefixed to Sick Leave in any subsequent year.

30. PRIVILEGE LEAVE :

(i) An Officer shall be eligible for Privilege Leave computed at one day for every **11** days of service on duty provided, that at the commencement of service no Privilege Leave may be availed of, before completion of **11** months of service on duty.

(ii) An Officer on Privilege Leave shall be entitled to full emoluments for the period of leave.

(iii) The period of Privilege Leave to which an Officer is entitled at any time shall be the period, which he has earned less the period of leave availed of.

(iv) Privilege leave may be accumulated upto not more than 180 days except where leave has been applied for and it has been refused. Provided that where an Officer, was, under the terms and conditions of service applicable to him immediately before the date of coming into force of this regulation, eligible to accumulate Privilege Leave for a period longer than 180 days he shall be eligible to accumulate leave for such longer period.

(v) An Officer shall be eligible to avail of Privilege Leave shall ordinarily give not less than one month's notice of his intention to avail of such leave.

31. SICK LEAVE :

(i) An Officer shall be eligible to **30** days of Sick Leave for each completed year of service. Such leave can be accumulated upto **360** days and may be availed of only on production of medical certificate by a medical practitioner acceptable to the Bank's discretion, nominated by it at its cost.

(ii) In respect of the period of Sick Leave an Officer shall be eligible to receive one half of the full emoluments. Provided that if an Officer so desires, the Bank may permit him to draw full emoluments in respect of any portion of the Sick Leave granted to him, twice the amount of such period on full emoluments being debited against Sick Leave account.

(iii) The Bank may require any Officer desiring to resume duty on the expiry of Sick Leave, to produce medical certificate saying that he is fit for duty.

32. ADDITIONAL SICK LEAVE :

An Officer who was in service of the Bank immediately prior to the date on which this Regulation comes into force shall be eligible on completion of **24** years of service (including the period of his service in the existing Banks) for such Additional Sick Leave, as he was eligible to under the then terms and conditions of service and in respect of such Additional Sick Leave be paid one half of the emoluments.

33. MATERNITY LEAVE :

Leave upto a period of **3** months at a time may be granted by way of Maternity Leave including in respect of prenatal period or at the time of miscarriage or abortion, however, that not more than **12** months of such leave shall be available during the entire period of service of the of the Officer.

34. EXTRAORDINARY LEAVE :

An Officer shall be eligible for Extraordinary Leave on loss of Pay for not more than **360** days during the entire period of service. Such leave may not be availed of except for sufficient reasons for more than **90** days at a time.

35. LAPSE OF LEAVE :

All leave shall lapse on the death of the Officer or if he ceases to be in the service of the Bank, provided that where an Officer dies in service, there shall be payable his legal Representatives sums which would have been payable to the Officer if he has availed of the Privilege Leave, that he had accumulated at the time of his death.

Provided further that where an Officer retires from Bank's service, he shall be eligible to be paid a sum equivalent to the emoluments of any period of Privilege Leave that he had accumulated.

36. RECALL TO DUTY :

An Officer on leave may be recalled to duty by the competent authority whenever the Bank deems fit to do so but if the Officer is at that time out of station, he shall be eligible to be paid the actual expenses incurred by him and the members of his family for coming back to the station, and if the Officer and the members of his family go back to the same station from which he was called, for the return journey also.

37. FURNISHING THE LEAVE ADDRESS TO THE BANK :

An Officer who has been sanctioned leave, and leaves his place of duty shall furnish to the Bank, the address at which he can be contacted while out of station.

CHAPTER - VII
REIMBURSEMENT OF EXPENSES ON TRAVEL

38. MODE OF TRAVEL :

The following provisions shall apply whenever an Officer is required to travel on duty.

(1) (i) An Officer drawing a Pay of Rs. 2000/- p.m. and above may travel by train AC 1 st Class or by air. When he travels by air, he shall be, unless otherwise provided by a general or special decision of the Board eligible only for economy class fare.

(ii) An Officer drawing Pay of Rs. 1800/- p. m. and above but less than Rs. 2000/- p.m. may travel by any Class by train. He may, however, travel by AC Class, if the distance to be traveled is more than 500 kms or an overnight journey is involved; or with the prior permission of the competent authority, by air. When he travels by air, he shall be eligible only for economy class fare .

(iii) An Officer drawing Pay of less than 1800/- p.m. may travel by 1st Class by train. He may, however travel by air if so permitted by the competent authority, having regard to the exigencies of business or public interest.

(iv) An Officer drawing Pay of Rs. 2000/- p.m. and above may travel by car between places not connected by air or rail, provided that the distance does not exceed 500 kms. However, when a major part of distance between the two places can be covered by air or rail, only the rest of the distance shall normally be covered by car.

(v) Any other Officer may be authorized by the competent authority, having regard to the exigencies of business to travel by his own vehicle or by taxi or by the Bank's vehicle.

TRAVELLING ALLOWANCE :

(2) (i) For air or rail travel, single fare for the Officer will be reimbursed.

(ii) For travel by road by his own vehicle such rate on a kilometer basis as may be decided by the Bank from time to time, having regard to the type of vehicle used, the cost, to be incurred and the terrain covered, will be reimbursed.

(iii) Where hiring of a taxi is permitted, the actual charges will be reimbursed.

(iv) For travel by public motor or water transport, the actual fare will be reimbursed.

INCIDENTAL EXPENSES :

(3) Actual expenses incurred for transport, and porter-age will be reimbursed.

HALTING ALLOWANCES ON TRANSFER :

(4) An Officer in the Pay range set out in column below shall be entitled to Halting Allowance at the corresponding rates set out in column 2 below :

Pay Range	Daily Allowance		
	Major 'A' Class Cities	Area 1	Other Places
Rs. 700/- p.m and Rs. 1200/- p.m	Rs. 35/-	Rs. 30/-	Rs. 25/-
Rs. 1201/- p.m and above	Rs. 50/-	Rs. 40/-	Rs. 30/-

PROVIDED THAT -

(a) Where the total period of absence is less than 8 hours, but more than 4 hours, Halting Allowance at half the above rates shall be payable.

(b) An Officer in the Top Executive Grade may be reimbursed the actual **hotel** expenses, subject to such limits, if any as may be decided upon by the Board. Having regard to business interest and any at Officer may be reimbursed the actual hotel expenses upto such limits, not exceeding Rs. 150/- per day, as may decided upon by the Board.

(c) Where free lodging is provided at the place of halt, 3/4th of the Halting Allowance will be admissible.

(d) Where free boarding is provided at the place halt, **1/2** of the Halting Allowance will be admissible.

(e) Where free lodging and boarding are provided at the place of halt, **1/4** of the Halting Allowance will be admissible.

(f) A supplementary Diem Allowance of Rs. **5/-** per day of halt outside Headquarters on Inspection duty may be paid to all **Inspecting Officers**.

EXPLANATION :

For the purpose of computing Halting Allowance "per **Diem**" shall mean each period of **24** hours or any subsequent part hereof, reckoned from the reporting time for departure in the case of air travel, and the scheduled time of departure in other cases, to the actual time of arrival. Where the total period of absence is less than 24 hours "per Diem" shall mean a period of not less than **8** hours.

39. TRANSFER TRAVELLING ALLOWANCE :

(1) MODE OF TRAVEL :

(i) An Officer on transfer and the members of his family will be eligible to travel to the place posting by the mode of travel and class of accommodation, by the Officer as in the case of travel on tour

(ii) When the member of the family travel by road, the entitlement will be the actual or the 1st Class rail fare for the distances covered, whichever is less.

EXPLANATION :

'Family' for the purpose of this Regulation will be limited to the spouse, as also children, parents, brothers and sisters residing with and wholly dependent on the Officer employee.

(2) TRANSPORT OF BAGGAGE :

(i) An Officer on transfer will be reimbursed his expenses transporting his baggage by passenger train upto the following limits.

Pay Range	Where he has family	Where he has no family
Rs. 700/- p.m to Rs. 1200/- p.m	3000 Kgs.	1000 Kgs.
Rs. 1201/- and above	Full Wagon	2000 Kgs.

(ii) If the baggage is transported by lorry the reimbursement will be limited to the actual freight charges against submission of hills, subject to the cost not exceeding the cost of transport of the maximum permissible quantity by goods train.

(iii) An Officer who owns a car will be eligible to claim the cost of transporting it by train to the place of transfer at goods train rate, and where the car is driven by road the cost of so taking it, at the rates decided by the Board.

(iv) An Officer who owns a scooter, motor cycle or any other vehicle will be eligible to claim the cost of transporting it to the place of transfer at goods train rate; and if the vehicle is transported by lorry, the actual lorry charges. If the vehicle is driven by road, the Officer will eligible to claim at the rates decided by the Board.

(3) INCIDENTAL EXPENSES :

An Officer on transfer would be eligible to payment of actual expenses upto a maximum of Rs. **1000/-** or lump sum as indicated below for expenses connected with arid incidental to transfer and travel on transfer.

Pay Range	Amount Payable
Rs. 700/- p.m. to Rs. 1200/- p.m	Rs. 400/-
Rs. 1201/- p.m and above	Rs. 500/-

(4) HALTING ALLOWANCES ON TRANSFER :

An Officer transferred to any station shall be eligible to claim Halting Allowance for the period spent on journey for the Joining time at the same rates as in the case of travel on tour.

40. TRAVELLING ALLOWANCE ON RETIREMENT :

On retirement, an Officer will be eligible to claim Travelling Allowance, Baggage and other Expenses for himself and his family as on transfer from the last station at which he is posted to the place where he proposed to settle down on retirement.

41. LEAVE TRAVEL CONCESSION :

(i) During each block of **four** years, an Officer shall be eligible for Leave Travel Concession for travel, to his **hometown** once in each block of **two** years or for travel in one block to **any other** place in India and in the other block his home town.

(ii) The mode and class by which an Officer may avail of leave travel concession shall be the same as in the case of travel on transfer, and other terms and conditions subject to which the Leave Travel Concession may be availed of by an Officer, shall be as decided by the Board from time to time.

CHAPTER - VIII TERMINAL BENEFITS

42. PROVIDENT FUND :

(i) Every Officer shall become a member of the provident Fund constituted by the Bank, unless he is already member of that fund and shall agree to be bound by the rules governing such fund.

(ii) The Bank shall contribute to the provident fund in accordance with the rules governing the provident fund from time to time.

Provided that the amount contributed by it shall be not more than $8^{1/3}\%$ of the Pay of the office.

43. GRATUITY :

Every Officer shall be eligible for Gratuity on

- (a) Retirement,
- (b) Death,
- (c) Disablement rendering him unfit for further service as certified by a Medical Officer approved by the Bank or
- (d) Resignation after completing **ten** years of continuous service.

NOTE :

In the case of the **Allahabad Bank** and Provided that an Officer, who, immediately prior to the date of coming into force of the Regulation was an employee of the Bank and was immediately prior to that date, governed by the Pension scheme then in force in the Bank, shall not be eligible for Gratuity, unless, before the expiry of three months from the said date, he exercises in writing an option giving up all benefits under the Gratuity Scheme of the Bank in lieu of Pension.

44. JOINING TIME :

In calculating the joining time admissible to an Officer, the day on which he is relieved from his old post shall be excluded, but public holidays following the day of his relief shall not be included in computing the Joining time.

45. No joining time shall be admissible to an Officer when the transfer does not involve a posting to a different place.

46. No joining time will be admissible to an Officer when his posting is of a temporary nature, irrespective of the fact that the posting is to a place or station other than the one at which he is permanently posted.

MISCELLANEOUS

47. POWER TO IMPLEMENT REGULATIONS :

The Managing Director may, from time to time issue such instructions or directions as may, in his opinion, be necessary for giving effect to or carrying out the provisions of these Regulations.

48. GOVERNMENT'S DECISION TO BE CONSTRUED : AS INITIAL DECISION OF THE BOARD :

Wherever these Regulations require that, any matter shall be in accordance with the decision of the Board and where such a matter is covered by the recommendations made in the Report of the Committee constituted by the Government's Resolution No. F.4(26) (72)/ IR dated 19th July, 1973, as accepted by the Government, together with modifications or alterations thereof as may, from time to time, have been or be made by the Government, such re-commendations shall, until varied by the Board in accordance with these Regulations, be deemed to be decisions of the Board.

49. INTERPRETATION OF "SERVICE"

In interpreting any of these Regulations, unless the context otherwise requires, service of an Officer, shall be regarded as including his service in the existing Banks and also his service in the Bank prior to the date of coming into force of these Regulations.

50. REVOCATION OF EARLIER RULES ETC.

Any rule, regulation, order, agreement, resolution or other instrument or any usage, custom, convention or practice, governing any matter dealt within any of these Regulations, shall, on the date when such Regulation comes into force and unless the contrary is provided in these Regulations shall cease to have effect in regard to such matter.

Provided that these shall not affect the validity of anything done or any claim arising prior to that date in pursuance of such agreement, rule, regulation, resolution, other provision or usage, custom, convention or practice.



IV BIPARTITE SETTLEMENT : (Effective from 01.02.1984, signed on 24.09.1985)

During the Second half of **1984**, after prolonged negotiations, a consensus proposal on Wage Revision emerged on 27.12.1984, between the IBA and the AICOBOO. During this period, a vast majority of Officers wanted the Salary Revision of Officers to be simultaneous with that of workmen. The workmen unions entered into a settlement with IBA in September, 1984. In case of Officers, the recommendations which IBA sent to the Government were more unilateral than a product of Bipartite. What came out after nearly 6 month-gestation was a stunted and irrational issue making a mockery of Bilateral relationship. The dilutions which the Government made regarding rates of Annual Increment, the Span, DA formula, House Rent Compensation and Date of implementation created serious distortions in the compensation system. In protest against this unilateral, retrograde move of the Government, the AICOBOO gave a call for a day's **strike** on **13.08.1985**. It was a tremendous show for the Officers' movement in the Banking Industry. The protest against **unilateralism** was spontaneous and all pervasive. The then Union Finance Minister offered a "healthy dialogue" with the leaders of AICOBOO. However, the final package of Wage revision offered by the Govt., on 13.09.1985, through the IBA fell short of the expectations. The assurance given by the Finance Minister on the eve of the 13th August strike and the impressions gathered during the subsequent meetings with him and the IBA turned out to be irrelevant. On 24th September 1985, the IBA offered the new proposals regarding the Wage revision for Officers. This offer was also short of expectations and there were several other shortcomings in the package.

The date of Effect for revision was **01.07.1985**, whereas in case of workmen, it was **01.07.1983**. At Seven different stages of Scale II, III and IV Officers of comparable Pay in higher scales got less Basic Pay and emoluments than their juniors in comparable Pay range of lower scales.

EMERGENCE OF AIBOC ON THE HORIZON :

The Government delayed the clearance of the recommendations, made by IBA and no effort was made either through lobbying or through organizational action to secure early clearance from the Government for long. In a loose Confederation AICOBOO, of totally independent Affiliates, there was lack of unison. This was reflected very much in the Triennial Conference held at **Madras** on **17.08.1985**. The dissatisfaction amongst a number of active units of AICOBOO, over its functioning had reached a point, when it was no longer possible for them to remain passive and helpless spectators. After considerable thought over the future of Bank Officers' Trade Union movement and the immediate task of Salary Revision which could not be allowed to go by default, it was decided to form a group of Organizations, outside AICOBOO and to claim the **Right** of negotiation with IBA.

As this group clearly commanded majority amongst the Bank Officers, the IBA could not ignore the group & eventually agreed to recognize the group as one of the Representatives of Bank Officers. The group managed to salvage the Salary Revision proposals.

The Date of Effect was changed from 01.07.1985 to 01.07.1984 by the Government on its own, noting the protest expressed through the strike on 13.08.1985.

Through negotiations, the date of effect was pulled back to **01.02.1984**.

The **Minutes** on Salary Revision proposals were signed by the group of Officers' Organizations on **24.09.1985**.

Other organizations signed on the dotted lines.

Thus emerged the All India Bank Officers' Confederation, **AIBOC** !

Immediately thereafter, the AIBOC took up the question of Salary structure of Private Sector Banks and residual issues and Settlements were reached on both the issues. Near parity in Pay scales of Officers of Private Sector Banks with that of the Officers of Public Sector Banks, was achieved.

In February 1987, a breakthrough was achieved on Residual issues. The demand for **CAIB** increments & **Stagnation** increments was accepted by the Government. The **PQA** was also introduced.

Thus, this Revision was a great achievement of the AIBOC. It was the first genuine product of Bipartism, as far as the Bank Officers were concerned.

SALARY REVISION FOR BANK OFFICERS W.E.F. 01.02.1984
DATE OF JOINT NOTE : 24.09.1985

SIGNATORIES ON BEHALF OF IBA

01. M.N. GOIPORIA
02. R. SRINIVASAN
03. L.B. BHIDE
04. N.S. PRADHAN
05. B.D. UPASANI
06. S.A. FAROOQI
07. A.K. BAKSHY
08. VS. KAMAT KHADPE

ON BEHALF OF OFFICERS' ASSOCIATIONS

01. S.R. SEN GUPTA
02. R.N. GODBOLE
03. R.C. AGARWAL
04. M.U. PAI
05. VB. NAIK
06. K.N. KANNAN

SALARY REVISION FINALISED W.E.F. 01.02.1984

“We are happy to Inform members that the deadlock over the date of effect for Salary Revision proposals has at last resolved. After discussions on 9th & 13th September and again on 23rd and 24th September, an agreement has been reached with the Indian Banks' Association.

Members are aware, that the Government made sweeping changes in the earlier proposals by arbitrarily shifting the date of effect to 01.07.1984. This led to a strong sense of resentment amongst all the Officers in the Banking, industry culminating in a day's token strike on the 13.08.1985.

Sensing the strong resentment of Officers the Government reviewed the matter and thanks to the timely intervention of Hon'ble Finance Minister, Shri V. P. Singh, talks were resumed without any further loss of time. The talks were in a cordial climate culminating in an agreement on the 24th September 1985, conceding retrospective effect w.e.f. February 1984.

SCALES OF PAY : While there has been no change in the IBAs earlier offer relating to Basic Pay & Dearness Allowance, members would be getting a slightly higher quantum by way of House Rent Allowance. The categorisation norms have also been suitably revised, due to our strong opposition to the earlier formula as suggested by the Government.

Our congratulations to members for their solid support and for having responded to our calls with rock-like solidarity projecting an image of unity and exemplary organisational discipline. It is due to the implicit faith of members at all times that we were able to clinch the deal and strike a better bargain. The historic strike of 13.08.1985 moved Government to give up their uncompromising and rigid attitude, seeing the determination of the Officers to fight against injustices, whatever may be the sacrifices on their part.

Anyway, the long awaited Salary Revision is at last over. But the curtain is not fully drawn as there are lot of common issues yet to be sorted out with the I.B.A. Discussions on miscellaneous issues are to commence soon. The struggle to ensure parity to Private Sector Banks will also begin.

Salient features of the Salary Settlement are set out here below : ”

1. SCALES PAY

JMGS-I	1	2	3	4	5	6	7	8	9	10	
	1175	1235	1295	1355	1415	1475	1545	1615	1685	1755	
	11	12		13	14	15	16	17	18	19	20
	1825	1895	EB	1990	2085	2180	2275	2375	2475	2575	2675
MMGS-II	1	2	3	4	5	6	7	8	9	10	
	1825	1925	2025	2125	2225	2325	2425	2525	2625	2725	
	11	12									
	2825	2925									
MMGS-III	2650	2750	2850	2950	3050	3150	3250				
SMGS-IV	2925	3030	3135	3240	3345	3450					
SMGS-V	3575	3685	3800								
TEGS-VI	3850	3975	4100	4225	4350						
TEGS-VII	4100	4225	4350	4475	4600						

Note : In the case of S. B. I. the question as to whether Scale IV-A should continue or not has been taken up with the Government. The issue will be decided satisfactorily very shortly.

2. DEARNESS ALLOWANCE :

Dearness Allowance shall be payable to an Officer on the following lines :

i) DA will be linked to the All India Working Class Consumer Price Index (Base 1960=100).

ii) DA will be payable only when the Average Index is above CPI **332**.

iii) For the purpose of payment of DA, one cycle would consist of 24 points rise or fall in CPI. Each cycle would consist of 3 stages viz. 1st stage at 8 points. 2nd stage at 16 points and 3rd stage at 24 points.

iv) Officers drawing Pay upto Rs. 1600/- per month will be eligible to get quarterly adjustment in the DA at the first stage viz. for every rise or fall of 8 points above 332 in the quarterly average of the All India Working Class Consumer Price Index (1960-100).

v) For Officers in the Pay range of Rs. 1601- 2425 per month, the first adjustment will be at the 2nd stage only viz.. for every block of 16 points (when the quarterly index reaches the level of 348) and the subsequent adjustment will be for the next block of 8 points (when the average index reaches 356). The cycle of adjustment will be repeated thereafter. (DA payable at the stages beyond Rs. 1580 (shall not be less than the DA payable at Rs. 1600/- By this provision the anomaly in the DA Scheme has been removed).

vi) For Officers drawing more than Rs. 2425/- p. m. the adjustment of DA will be for every cycle of 24 points beyond CPI 332.

vii) The rate of adjustment will be 2 % of the Basic Pay for every change of 8 points (subject to what is stated in (v) & (vi) in the quarterly average of the index subject to a ceiling of Rs. 31.60/-

viii) The ceiling of Rs. 31.60 will be relaxed to ensure that the DA payable at any stage is not less than the DA payable at the rate of 39 % of the Basic Pay for each cycle of 24 points (3 stages of 8 points) over 332 points subject to a further ceiling of Rs. 150/- for every 24 points rise.

ix) Marginal adjustments wherever necessary shall be made to ensure that the amount of DA payable at a higher level is not less than the amount of DA payable at a lower level.

**Signed on behalf of
Indian Banks' Association
Sarvashri**

- 01) M.N. Goiporia
- 02) R. Srinivasan
- 03) L.B. Bhide
- 04) N.S. Pradhan
- 05) B.D. Upasani
- 06) S.A. Farooqi
- 07) A.K. Bakshy
- 08) V.S. Kamat Khadpe
- 09) Indira Radha Devi

**Signed on behalf of
Officers' Associations
Sarvashri**

- 01) S.R. Sengupta
- 02) R.N. Godbole
- 03) R.C. Agarwal
- 04) M.U. Pai
- 05) V.B. Naik
- 06) K.N. Kannan

For and on behalf of

- 01) All India State Bank Officers' Federation.
- 02) Federation of Bank of India Officers' Associations
- 03) All India Central Bank Officers' Federation.
- 04) Syndicate Bank Officers' Association.
- 05) All India Union Bank Officers' Federation.
- 06) All India Indian Bank Officers' Association.
- 07) All India United Commercial Bank Officers' Association.
- 08) United Bank Officers' Association.
- 09) Associate Banks Officers' Association.
- 10) Punjab and Sind Bank Officers' Union
- 11) All India Punjab National Bank Officers' Association.

NOTE : Consequent upon the Salary Revision, ceiling on eligibility in respect of LFC, TA/ DA rates etc. shall be suitably revised upwardly.



V BIPARTITE SETTLEMENT : (Effective from 01.11.1987, signed on 11.06.1989)

The **Fourth** Bipartite Settlement was due to expire on **30.06.1987**. Therefore the Charter of demands was submitted by AIBOC on 22.06.1987. The special feature of the Charter was the demand for **Pension** as **Third** retiral benefit. The AIBOC had also demanded interim relief from 01.01.1986. The negotiations on Salary Revision commenced on 08.09.1987. On 24.09.1987 the AIBOC observed 'Demands Day'. In the meanwhile, AIBOC had called for -

- Abolition of ceiling on DA
- Reduction of Interest on Housing Loan and
- Introduction of Pension in Banking Industry

As the IBA did not respond to the demands of AIBOC positively, AIBOC announced action programme on these issues wef 17.02.1988, including a Day's strike on 30.03.1988. However, the date of strike was advanced to 29.03.1988 and the AIBOC served strike notice.

The agitational programmes, including the strike proposed to be held on 29th March 1988 were deferred. At a meeting between the IBA and the AIBOC, an acceptable formula on Rate of Interest on Housing Loan had emerged. As a reciprocal gesture, the agitation was suspended and the IBA indicated that the other issues will be discussed in the next meeting.

On **05.06.1988**, interest rates on Housing Loans were reduced to **5 %** upto a limit of Rs. **1,10,000/** and **11 % (simple)** beyond Rs. 1,10,000/.

On 27.06.1988, preliminary discussions on Salary Revision were held with the IBA.

On 15.11.1988, the AIBOC insisted upon Integration of Scales as an essential condition for Salary Revision.

The AIBOC served a notice to IBA regarding strike on 25.01.1989 to protest against delay in Salary Revision. The talks between IBA and AIBOC on 18.01.1989 on the Wage Revision ended in failure. The minimum demands of the AIBOC and the IBA's offer did not match. Our demands for waiver of recovery for quarters, pension and merger of scales were rejected by IBA without giving any reasons. Further the attitude of IBA was absolutely negative.

The **strike** action of **25.01.1989** was a thunderous **success**, despite there being a veiled threat that if the strike of 25.01.1989 materializes, the Bipartite relationship with IBA might be discontinued. Thereafter AIBOC organized a Dharna at Delhi, on 31.01.1989 which was also a grand success.

There was one more round of discussion on 15.02.1989 and talks with IBA failed once again. The Action Committee of AIBOC gives a strike call on 28.02.1989 and non co-operation from 01.03.2009.

On 24.02.1989, IBA agreed in principle on Stagnation relief and other proposals. Hence, the AIBOC called off the agitation.

On **08.03.1989**, Wage revision talks between AIBOC and IBA were concluded. The differences were narrowed down and agreements were reached on minimum starting Basic Pay, DA formula, Stagnation Increment and HRA.

Joint Note on the Historic Wage Revision for Officers w.e.f. **01.11.1987** was signed on **11.06.1989**. The hall mark of the settlement was the **running scales** and **automatic movement, (Sliding)** which were hailed by one and all.

The **Highlights** of the Settlement were :

It was effective from **01.11.1987** unlike the earlier revision of 1984, when there was a gap between the Date of implementing the Revision for workmen and Officers ;

The ceiling on DA was removed. The unrealistic cycle of 8,16,24 Points rise or fall of CPI was replaced by Quarterly increase or decrease ;

The Terminal benefits increased substantially ;

The anomaly in the incremental pattern between Officer and workman was set right with an Officer hereafter getting an increment which is not less than the clerical increment ;

The problem of Stagnation for junior Officer has been taken care of from the monetary angle as Officers in Scale I and II could draw the increments of the next Scale, after reaching top of the Scale ;

All Officers in **Middle** Management Grades can travel by **AIR**, if the distance is beyond **500** kms, a **unique** achievement ;

It was a momentous Settlement and the Bank Officers had every reason to rejoice.

The AIBOC pursued the talks on Residuary issues which began on 20th October, 1989. Meanwhile, a new dimension was given to the Wage structure in the financial structure by a Settlement in RBI, for its Class III Employees.

In the package agreed and implemented in RBI the DA formula was based on 100 % neutralization for Basic Pay range upto Rs. 2500/
75 % neutralization for Pay range between Rs. 2501 and Rs.4000/
50 % for Pay above Rs. 4000/

As against this in the Banking Industry the formula was based on
100 % neutralization upto Rs. 1650/ of Pay
75 % for Pay range of Rs. 1651 and Rs.2836/
50 % neutralization for Pay range of Rs. 2836 and Rs.4020/
25 % neutralization for Pay beyond Rs.4020/

This was obviously discrimination and double standard on part of the IBA and hence the AIBOC submitted a Memorandum to IBA demanding introduction of RBI pattern DA for Bank Officers.

Ultimately IBA considered DA parity with RBI Officers wef **01.11.1987**.

The IBA also issued corrections to DA, HRA and CCA formula on **15.06.1990**.

The Terms and Conditions of Conveyance Loans were revised on **15.06.1990** consequent upon Wage Revision wef 01.11.1987.

The issues on HRA and Medical Allowance were settled on **01.08.1990**.

SALARY REVISION W.E.F. 01.11.1987

INDIAN BANKS' ASSOCIATION
PERSONNEL DEPARTMENT
Stadium House Block 3 Veer Nariman Road, Bombay-400020.

No. PD/OSR/8

October 18, 1989

Chief Executives of all the Nationalised Banks.

Dear Sirs,

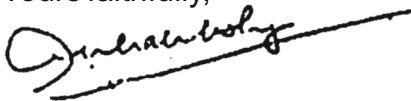
Salary Revision for Officer Employees - Amendments to Officers' Service Regulations

"Further to our circular No. PD/OSR/2 dated 12th June, 1989, we have to advise that the Government have since conveyed approval to the draft amendments to the Officers' Service Regulations, 1979/1982 as proposed by the IBA, for carrying out the Salary Revision. A copy of the draft amendments to be made in the Officers' Service Regulations, 1979/1982 approved by the Government is enclosed for your necessary action. We also **enclose** a copy of the communication dated 13th October, 1989 conveying Government's **approval** for your information. The Regulations in the existing form together with the proposed amendments are indicated for reference only.

You may kindly initiate the process for the amendments to Regulation 3,4,5, 21, 22, 23, 24, 25, 34, 41, 42, 45 and 46 of the Officers' Service Regulations as per the Draft Amendments enclosed, in terms of Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980.

The implementation of Regulations 17, 23, 24 and 34 will be subject to the vacation of the stay granted by the Andhra Pradesh High Court in writ Petition No. 11809 of 1989 filed by the All India Bank Officers' Association. We are taking necessary steps for vacating the stay. We shall keep you informed in this regard."

Yours faithfully,



(A.K. BAKSHY)
SECRETARY

cc to

- 1) Designated Officers
- 2) State Bank of India and its Associate Banks
- 3) Government of India, Ministry of Finance, Department of Economic Affairs (Banking Division), New Delhi.
- 4) Chief Officer, Reserve Bank of India, Central Office, Department of Banking Operation & Development, Bombay.

M.N. BUCH
JOINT SECRETARY
(Tel. No. 352478)

MINISTRY OF FINANCE
Department of Economic Affairs
(Banking Division)
"Jeevan Deep"
Parliament Street:
New Delhi - 11000

D.O. F. No. 1/1/21/87-IR

Dated : 13th October 1989

Dear Shri Srinivasan,

“Please refer to your letter No.PD/HNS/85/665/1094 dated 11th September 1989 regarding proposed amendments to the Officers' Service Regulation following the Salary Revision of Officer employees. We have examined the draft amendments to the OSRs enclosed to your letter under reference. We are in agreement with the proposed amendments except that the clause '(iv) All other places' appearing in proposed Regulation 22(2) may be replaced by clause '(iv) Area III.’

2. You are requested to please circulate the drafts among the Nationalised Banks immediately for appropriate action in terms Section 19(1) of the Banking Companies (Acquisition & Transfer of Undertakings) Act, 1970/80.

3. A copy of the final draft circulated among the Banks may be endorsed to us as well as to RBI.

4. The proposed guidelines enclosed with your letter under reference are being examined and would be issued separately.”

With regards,

(M.N. BUCH)

To
Shri R. Srinivasan,
Chairman,
Indian Banks' Association,
Bombay

OFFICERS' SERVICE REGULATIONS - DEFINITIONS

EXISTING REGULATION

*3(k/1) 'Pay' means Basic Pay

*3(1/m) 'Salary' means the aggregate of the Basic Pay and Dearness Allowance

* Regulation 3(k) and 3(1) as appearing in Officers' Service Regulations, 1979 of 14 Nationalised Banks, are numbered as Regulation 3(1) and Regulation 3(m) of the 6 Banks that were Nationalised later.

PROPOSED REGULATION

'Pay' means Basic Pay including Stagnation Increment

'Salary' means the aggregate of the Pay and Dearness Allowance

GRADES AND SCALES OF PAY

EXISTING REGULATION

Reg. 4(1)

On and from **01.02.1984**, there shall be the following four grades for Officers with the Scale of Pay specified against grades :-

(a) Top Executive Grade :

Scale VII Rs.4100-125-4600

Scale VI Rs.3850-125-4350

(b) Senior Management Grade :

Scale V Rs.3575-110-3685-115-3800

Scale IV Rs.2925-105-3450

(c) Middle Management Grade :

Scale III RS.2650-100-3250

Scale II Rs.1825-100-2925

(d) Junior Management Grade :

Scale I Rs.1175-60-1475-70-1895-EB

95-2275-100-2675

PROPOSED REGULATION

On and from **01.02.1984**, there shall be the following four grades for Officers with the Scale of Pay specified against grades :-

(a) Top Executive Grade :

Scale VII Rs.4100-125-4600

Scale VI Rs.3850-125-4350

(b) Senior Management Grade :

Scale V Rs.3575-110-3685-115-3800

Scale IV Rs.2925-105-3450

(c) Middle Management Grade :

Scale III Rs.2650-100-3250

Scale II Rs.1825-100-2925

(d) Junior Management Grade :

Scale I RS.1175-60-1475-70-1895-EB

95-2275-100-2675

On and from **01.11.1987**, the Scales of Pay against grade shall be as under :-

PROPOSED REGULATION

	1	2	3	4	5	6	7	8	9	10
JMGS-I	2100	2220	2340	2460	2580	2700	2820	2940	3060	3180
	11	12	13	14	15	16	17			
	3300	3420	3540	3660	3780	3900	4020			

	1	2	3	4	5	6	7	8	9	10
MMGS-II	3060	3180	3300	3420	3540	3660	3780	3900	4020	4140
	11	12								
	4260	4390								

MMGS-III **4020** 4140 4260 4390 4520 4650 4780 **4910**

SMGS-IV **4520** 4650 4780 4910 5050 5200 **5350**

SMGS-V **5350** 5500 5650 5800 **5950**

TEGS-VI **5950** 6100 6250 6400 **6550**

TEGS-VII **6400** 6550 6700 6850 **7000**

EXISTING REGULATION

Provided that every Officer who is governed by the Scale of Pay as in force on the appointed date having been fitted into the said Scale of Pay in accordance with the guidelines of the Government issued Under Regulation 8, shall be fitted in the Scale of Pay set out above in accordance with the guidelines of the Government.

Reg. 5(1)

The Increment specified in the various scales of Pay set out in Regulation 4 shall, subject to the sanction of the Competent Authority, accrue on an annual basis and shall be granted on the first day of the month in which it falls due.

On and from **01.01.1985** Provided that those Officers in Junior Management Grade Scale I and Middle Management Grade Scales II and III who reach the maximum of their Pay Scale shall be granted **Stagnation Increments** equivalent to the last Increment for every **five** completed years of service after reaching the maximum in the respective scales, subject to a maximum of **two** such increments for Officers in Junior Management Grade **Scale I** and **one** such Increment for Officers in Middle Management Grade **Scales II and III**.

In case of those Officers who have completed more than 5 years of service at the maximum of the respective scales the first such Stagnation Increment will be granted effective from the date on which it falls due or from 1st January, 1985, whichever is later, but the second such Increment shall be granted to those eligible not earlier than 1st January, 1987.

PROPOSED REGULATION

Provided that every Officer who is governed by the of Pay as in force on the appointed date having been into the said Scale of Pay in accordance with the guidelines of the Government issued under Regulation 8, shall be fitted in the Scale Pay set out above in accordance with the guidelines of the Government.

On and from **01.11.1987**, the increments shall be granted subject to the following sub-clauses :-

(a) The increments specified in the scales of Pay set out in Regulation 4(1) shall, subject to the sanction of the Competent Authority, accrue on an annual basis and shall be granted on the first day of the month in which these fall due.

(b) Officers in Scale I and Scale II, 1 year after reaching the maximum in their respective scales, shall be granted further increments including **Stagnation Increment(s)** in the next higher Scale only as specified in (c) below subject to their crossing the **Efficiency Bar**.

(c) Officers including those referred to in (b) above who reach the maximum of the Middle Management Grade **Scales II and III** shall draw **Stagnation Increment(s)** for every **Three**, completed years of service after reaching the last stage of the Scale II or Scale III as the case may be subject to a maximum of **Two** such increments of Rs. **130/-** each for Officers in the last stage of Scale II and **one** such Increment of Rs. **140/-** for Officers in the last stage of Scale III.

EXISTING REGULATION

PROPOSED REGULATION

NOTE : Grant of such increments in the next higher Scale shall not amount to Promotion. Officers even after receipt of such increments shall continue to get privileges, perquisites, duties, responsibilities or posts of their substantive Scale I or Scale II as the case may be.

5(2) EXPLANATION II:

No increments in consideration of passing Certified Associate of Indian Institute of Bankers Examination shall be granted after an Officer has reached the maximum of the Scale of Pay.

On and from **01.02.1984**, provided that those Officers who have reached the maximum of their Pay scales, professional qualification Allowance of Rs. **100/-** p.m. shall be granted for passing Part I of CAIIB Examination after they complete one year at the maximum in the Scale of Pay and Rs. **200/-** p.m. for passing-both parts of CAIIB Examination after they complete two years at the maximum in the Scale of Pay.

On and from **01.11.1987** Officers who reach or have reached the maximum in the Pay Scale and are unable to move further except by way of Promotion shall subject to Government guidelines, if any be granted Professional Qualification Allowance in lieu of additional increments in consideration of passing CAIIB as under :-

Those who have passed only Part I of CAIIB :
Rs. **100/-** p.m. after one year of which Rs. **75/-** shall rank for **superannuation** benefits.

Those who have passed both parts of CAIIB :

(i) Rs. **100/-** p.m. after 1 year of which Rs. **75/-** shall rank for superannuation benefits.

(ii) Rs. **250/-** p.m. after 2 years of which Rs. **200/-** shall rank for superannuation benefit.

NOTE : If an Officer who is in receipt of "Professional Qualification Allowance" is promoted to next higher Scale shall be granted, on fitment into such higher Scale Increment(s) for passing CAIIB to the extent available in the Scale or if only one Increment is available in the Scale, the Officer shall be eligible Professional Qualification Allowance in lieu of Increment.

EXISTING REGULATION

Reg. 21

On and from **01.02.1984**, Dearness Allowance shall be payable to an Officer when the All India Working Class Consumer - Price Index goes beyond **332** (Base 1960-100).

Such Dearness Allowance including the rate of neutralisation, frequency of adjustment, blocks for which it should be payable and the ceiling on Pay plus Dearness Allowance shall be determined, from time to time, in accordance with the guidelines of the Government.

(The existing guidelines issued under Regulation 21 stands deleted in view of the proposed Regulation)

Reg. 22

(1) On and from **01.02.1984**, where an Officer is Provided with residential accommodation by the Banks, **10 %** of the Pay in the first stage of the Scale of Pay in which he is placed or the Standard Rent for the accommodation, whichever is less, will be recovered from him.

(2) On and from **01.02.1984**, where an Officer is not provided with residential accommodation by the Banks he shall be eligible for House Rent Allowance being a sum equivalent to the excess of the actual Rent paid by him for his residential accommodation over **10 %** of the Pay in the first stage of the Scale of Pay in which he is placed, such sum being subject to the following rates :-

Where the place of HRA payable shall work is in be

(i) Major 'A' Class **17 %** of the Basic Pay Cities specified as subject to a maximum such from time to time of **Rs.500/-** p.m. by the Board in accordance with the guidelines of the Government and Project Area Centres in Group 'A'

PROPOSED REGULATION

On and from **01.11.1987**, Dearness Allowance Scheme shall be as under :

(i) **Dearness Allowance** shall be payable for every rise or fall of, points over **600** points in the quarter average of the All India Average Working Class Consumer Price Index (General) Base 1960=100

(ii) Dearness Allowance shall be payable as per the following rates :-

- (i) 0.67% of 'Pay' upto Rs.1650/- plus,
- (ii) 0.55% of 'Pay' above Rs.1650/- to Rs.2835/- plus
- (iii) 0.33% of 'Pay' above Rs.2835/- to Rs.4020/- plus
- (iv) 0.17% of 'Pay' above Rs.4020/-

On and from **01.11.1987**, where an Officer is provided with residential accommodation by the Banks, **6 %** of the Pay, the first stage of the Scale of Pay in which he is placed or the Standard Rent for the accommodation, whichever is less, will be recovered from him.

On and from **01.11.1987**, where an Officer is not provided any residential accommodation by the Banks, he shall be eligible for House Rent Allowance at the following rates :-

Where the place of HRA payable shall work is in be

(i) Major 'A' Class **14 %** of the Basic Pay Cities specified as subject to a maximum such from time to time of **Rs.375/-** p.m. by the Board in accordance with the guidelines of the Government and Project Area Centres in Group 'A'

EXISTING REGULATION

(ii) Area I not covered by item (i) above and Project Area Centres in Group 'B' **15 %** of the Basic Pay subject to a maximum of Rs.**400/-** p.m

(iii) Area II and State capitals and capitals of union territories not covered by (i) and (ii) above. **12 %** of the Basic Pay subject to a maximum of Rs.**300/-** p.m.

(iv) Area III **10 %** of the Basic Pay subject to a maximum of Rs.**250/-** p.m.

NOTE : House Rent Allowance as above shall be paid on production of Rent receipts, except that an Officer may claim House Rent Allowance on certificate basis at the above rates subject to maximum as under :-

Major 'A' Class Cities and Project Area Centres in Group 'A' Maximum Rs. **275/-**

Other places in Area I and project Area Centres in Group 'B' Maximum Rs. **225/-**

Area II and State Capitals and Capitals of Union Territories Maximum Rs. **165/-**

Area III Rs. **110/-** (fixed)

Reg. 22 (3)

Where an Officer resides in his own accommodation he shall be eligible for a House Rent Allowance on the same basis as mentioned in sub-regulation (2) as if he were paying by way of monthly Rent a sum equal to one **1/12th** of the **higher** of A or B below :-

PROPOSED REGULATION

(ii) Area I not covered by item (i) above and Project Area Centres in Group 'B' **12 %** of the Basic Pay subject to a maximum of Rs.**300/-** p.m

(iii) Area II and state capitals and capitals of Union Territories not covered by (i) & (ii) above **10 %** of the Pay subject to a maximum of Rs.**250/-**

(iv) Area III **8 %** of the Pay subject to a maximum of Rs.**225/-**

Provided that if an Officer produces a Rent receipt, the House Rent Allowance payable to him shall be the actual Rent paid by him for his residential accommodation in excess over **6 %** of the Pay in the **First** stage of the Scale of Pay in which he is placed, with a maximum of **160 %** of the maximum House Rent Allowance payable otherwise.

Reg. 22 (3)

Where an Officer resides in his own accommodation he shall be eligible for a House Rent Allowance on the same basis as mentioned in proviso to sub-regulation (2) as if he were paying by way of monthly Rent a sum equal to one **1/12th** of the **higher** of A or B below :-

EXISTING REGULATION

A

The aggregate of :-

i) Municipal taxes payable in respect of the accommodation; and

ii) **12 %** of the capital cost of the accommodation including the cost of the land and if the accommodation is part of a building, the proportionate share of the capital cost of the land attributable to that accommodation, excluding the cost of special fixtures, like air conditioners OR

B

The annual rental value taken for municipal assessment of the accommodation
EXPLANATION :-

(1) For the purpose of this Regulation "Standard Rent" means :-

(a) In the case of any the Bank, the Standard Rent calculated in accordance with the procedure for such calculation in vogue in the Government;

(b) Where accommodation has been hired by the Bank, contractual Rent payable by the Bank.

Reg. 23(1)

On and from **20.08.1988**, if he is serving in a place mentioned in Column 1 of the Table below, a **City Compensatory Allowance** at the rate mentioned in Column 2 thereof against that place.

Places

Rates

1

2

(a) Places in Area 1 and in the State of Goa **10 %** of Basic Pay subject to a maximum of **Rs.200/-** per month.

PROPOSED REGULATION

A

The aggregate of :-

i) Municipal taxes payable in respect of the accommodation; and

ii) **12 %** of the capital cost of the accommodation including the cost of the land and if the accommodation is part of a building, the proportionate share of the capital cost of the land attributable to that accommodation, excluding the cost of special fixtures, like air conditioners OR

B

The annual rental value taken for municipal assessment of the accommodation

EXPLANATION :-

(1) For the purpose of this Regulation "Standard Rent" means :-

(a) In the case of any accommodation owned by the Bank, the Standard Rent calculated in accordance with the procedure for such calculation in vogue in the Government;

(b) Where accommodation has been hired by Bank, contractual Rent payable by the Bank.

On and from **01.11.1987**, if he is serving in a place mentioned in column 1 of the Table below, a **City Compensatory Allowance** at the rate mention in column 2 thereof against that place, provided that the compensatory Allowance at places in the state of Goa other than urban agglomeration of Panaji & Marmugao, where it was not payable on 01.11.1987 shall be payable with effect from 20.08.1988.

Places

Rates

1

2

(a) Places in Area 1 and in the State of Goa **6 %** of Basic Pay subject to a maximum of **Rs.220/-** per month.

EXISTING REGULATION

(b) Places with population of 5 lakhs and over and State Capitals and Chandigarh, Pondicherry and Port Blair not covered by (a) above

6 % of Basic Pay subject to a maximum of Rs. **120/-** per month.

Reg. 23(v)

On and from **1st February, 1984**, if an Officer is deputed to serve outside the Banks he may opt to receive the emoluments attached to the Post to which he is deputed. Alternatively he may in addition to his Pay draw a **Deputation Allowance** of **15 %** of Pay and such other allowances as he would have drawn had he been posted in the Banks's service at that place.

Provided that where he is Deputed to an organisation which is located at the same place where he was posted immediately prior to his deputation he shall receive a deputation Allowance equal to **7.5 %** of his Pay.

Provided further that an Officer on Deputation to the Training Establishment of the Banks as a faculty member or to Banking Service Recruitment Board shall be eligible for deputation Allowance at **7 %** of his Pay subject however that an Officer on Deputation to Banking Service Recruitment Board shall be eligible for such Deputation Allowance with effect from 29th October, 1985, and not earlier:

Reg 23 (vi)

On and from **01.01.1985** if he is required to officiate in a post in a higher Scale for continuous period of not less than **7** days at a time or an aggregate of 7 days during a calendar month, he shall receive an **Officiating Allowance** equal to **10 %** of his Pay, subject to a maximum of Rs. **250/-** p.m. for the period for which he officiates. Officiating Allowance will rank as Pay for purposes of PF and not for other purposes.

PROPOSED REGULATION

(b) Places with population of 5 lakhs and over and State Capitals and Chandigarh, Pondicherry and Port Blair not covered by (a) above

4 % of Basic Pay subject to a maximum of Rs. **135/-** per month

On and from **01.11.1987**, if an Officer is deputed to serve outside the Banks, he may opt to receive the emoluments attached to the post to which he is deputed. Alternatively he may in addition to his Pay, draw a **Deputation Allowance** of **12 %** of Pay maximum Rs. **700/-** and such other allowances as he would have drawn had he been posted in the Banks's service at that place.

Provided that where he is Deputed to an organisation which is located at the same place where he was posted immediately prior to his deputation / he shall receive a deputation Allowance equal to **6 %** of his Pay, maximum Rs. **350/-**.

Provided further that an Officer on Deputation to the Training Establishment of the Banks as a faculty member or to Banking Service Recruitment Board shall be eligible for Deputation Allowance at **6 %** of his Pay maximum Rs. **350/-**.

On and from **01.11.1987** if he is required to officiate in a post in a higher Scale, for continuous period of not less than **7** days at a time or an aggregate of 7 days during a calendar month, he shall receive an **Officiating Allowance** equal to **6 %** of his Pay, subject to a maximum of Rs. **250/-** p.m. for the period for which he officiates. Officiating Allowance will rank as Pay for purposes of PF and not for other purposes.

EXISTING REGULATION

Provided that where an Officer comes to officiate in a higher Scale, as a consequence solely of the review of the categorisation of posts under Regulation 6, he shall not be eligible for the **Officiating Allowance** for a period of **one** year from the date on which the review of the categorisation takes effect.

23 (vii)

If he is directly engaged in the work relating to the closing of accounts or is required to do extra work arising out of such closing of accounts, a **Closing Allowance** of Rs. **150/-** for every half yearly closing.

Reg. 23 (x)

If he is serving in a place mentioned in column 1 of the Table below, a **Hill & Fuel Allowance** at the rate mentioned in column 2 thereof against that place :-

On and from **01.01.1985**, in Regulation 23(x). Table given therein be substituted by following :-

TABLE

Places 1	Rates 2
Offices at altitudes of over 1500 metres above Mean Sea Level	10 % of Pay subject to a maximum of Rs. 130/- .p.m.
Offices at altitudes of over 1000 metres but below 1500 metres above Mean Sea Level	8 % of Pay subject to a maximum of Rs. 130/- .p.m.

PROPOSED REGULATION

Provided that where an Officer comes to officiate in a higher Scale, as a consequence solely of the review of the categorisation of posts under Regulation 6, he shall not be eligible for the **Officiating Allowance** for a period of **one** year from the date on which the review of the categorisation takes effect.

On and from financial year 1989/90 if he is posted at a branch where books are closed on 31st March and 30th September a **Closing Allowance** of Rs. **150/-** for each of the **Two** closings.

On and from **01.11.1987**, if he is serving in a place mentioned in column 1 of the table below, a **Hill & Fuel Allowance** at the rate mentioned in column 2 thereof :-

TABLE

Places 1	Rates 2
(i) Place with an altitude of 1000 metres and above but less than 1500 metres and Mercara Town	5 % of Pay subject to a maximum of Rs 130/- .p.m.
(ii) Place with an altitude of 1500 metres and above but less than 3000 metres	6 % of Pay subject to a maximum of Rs. 160/- .p.m.
Place with an altitude of 3000 metres and above	15 % of Pay subject to a maximum Rs. 600/- .p.m.

EXISTING REGULATION

PROPOSED REGULATION

NOTE :

(a) Officers posted at places with an altitude of less than 750 metres and which are surrounded by hills with higher altitude which cannot be reached without crossing an altitude of 1000 metres or more, will be paid Hill and Fuel Allowance at the same rate as is payable at centres with an altitude of 1000 metres and above.

(b) Hill and Fuel Allowance presently paid at such centre not covered by the above classification shall stand withdrawn. The Allowance already paid between 01.11.1987 and 30.04.1989 shall not be recovered. From 1st May, 1989, onwards the quantum of Allowance paid as on 30th April under the old provisions alone shall be protected in case of officers posted at that centre on or before that date till the time they remain posted at that centre in the same scale of pay.

Reg. 24 (1)

An Officer shall be eligible for **Reimbursement of Medical Expenses** actually incurred by him in respect of himself and his family on the following basis namely :-

An Officer shall be eligible for **Reimbursement of Medical Expenses** actually incurred by him in respect of him and his family on the following basis namely :-

(A) MEDICAL EXPENSES :

On and from **01.01.1985**

Reimbursement of Medical Expenses of an Officer in the Pay range specified in column 1 of the Table below and his family may be made on the strength of the Officer's own certificate of having incurred such expenditure supported by a statement of accounts for the amounts claimed subject to the limit specified in column 2 thereof :

(A) MEDICAL EXPENSES :

On and from **01.11.1987**

Reimbursement of Medical Expenses of an Officer in the Pay range specified in column 1 of the Table below and his family may be made on the strength of the Officer's own certificate of having incurred such expenditure supported by a statement of accounts for the amounts claimed subject to limit specified in column 2 thereof :

TABLE

Pay Range	Reimbursement limit p.a.
------------------	---------------------------------

1

Rs. **1175/-** to Rs. **1825/-** p.m.
Rs. **1826/-** p.m. and above

2

Rs. **600/-**
Rs. **800/-**

NOTE : An Officer may be allowed to accumulate unavailed medical aid so as not to exceed at any time **Three** times the maximum amount provided above.

TABLE

Pay Range	Reimbursement limit p.a.
------------------	---------------------------------

1

Rs. **2100/-** to Rs. **3060/-** p.m.
Rs. **3061/-** p.m. and above

2

Rs. **600/-**
Rs. **800/-**

NOTE : An Officer may be allowed to accumulate unavailed medical aid so as not to exceed at any time **Three** times the maximum amount provided above.

EXISTING REGULATION

EXPLANATION :

“FAMILY” of an Officer for the purpose of this Regulation shall consist of spouse, wholly dependent children and wholly dependent parents only.

(b) HOSPITALISATION EXPENSES :

(i) Hospitalisation charges shall be reimbursed to the extent of **75%** in the case of an Officer and **50%** in the case of his family members in respect of all cases which require hospitalisation.

(v) On and from **01.01.1985**, medical expenses incurred in respect of the following diseases which need domiciliary treatment as may be certified by the recognised hospital authorities and Banks's medical Officer shall be deemed as hospitalisation expenses and reimbursed to the extent of **75 %** in the case of an Officer and **50 %** in the case of his family members :-

Cancer, Tuberculosis, Paralysis, Cardiac Ailment, Tumour, Small Pox, Pleuresy, Diphtheria, Leprosy, Kidney Ailment.

Reg. 25

No Officer shall be entitled as of right to be provided with residential accommodation by the Bank. It shall, however, be open to the Bank to provide residential accommodation on payment by the Officer of **10 %** of the Pay in the first stage of the Scale of Pay in which he is placed or the Standard Rent for the accommodation whichever is less.

Where such residential accommodation is provided by the Bank, the charges for electricity, water, gas and conservancy shall be borne by the Officer.

PROPOSED REGULATION

EXPLANATION :

“FAMILY” of an Officer for the purpose of this Regulation shall consist of spouse, wholly dependent children and wholly dependent parents only.

(b) HOSPITALISATION EXPENSES :

(i) On and from **01.04.1989**, hospitalisation charges shall be reimbursed to the extent of **90%** in the case of an Officer and **60%** in the case of his family members in respect of all cases which require hospitalisation.

(v) On and from **01.04.1989**, medical expenses incurred in respect of the following diseases which need domiciliary treatment as may be certified by the recognised hospital authorities and Banks's medical Officer shall be deemed as hospitalisation expenses and reimbursed to the extent of **90 %** in the case of an Officer and **60 %** in the case of his family members :-

Cancer, Tuberculosis, Paralysis, Cardiac Ailment, Tumour, Small Pox, Pleuresy, Diphtheria, Leprosy, Kidney Ailment.

On and from **01.11.1987**, no Officer shall be entitled as of right to be provided with residential accommodation by the Bank. It shall, however, be open to the Bank to provide residential accommodation on payment by the Officer of **6 %** of the Pay in the first stage of the Scale of Pay in which he is placed or the Standard Rent for the accommodation whichever is less.

Provided that a further sum equal to **1 %** of Pay in the first stage of the Scale of Pay will be recovered by the Bank from an Officer if **furniture** is provided at such residence.

Provided further that, where such residential accommodation is provided by the Bank, the charges for electricity, water, gas and conservancy shall be borne by the Officer.

EXISTING REGULATION

PROPOSED REGULATION

SICK LEAVE

Reg. 34 (1)

An Officer shall be eligible to **30** days of Sick Leave for each completed year of service. Such leave can be accumulated up to **360** days and may be availed of only on production of medical certificate by a medical practitioner acceptable to the Bank or, at the Bank's discretion, nominated by it at its cost.

On and from **01.01.1989**, an Officer shall be eligible for **30** days of Sick Leave for each completed year of service subject to a maximum of **18** months during the entire service. Such leave can be accumulated upto **540** days during the entire service and may be availed of only on production of medical certificate by a medical practitioner acceptable to the Banks or at the Banks's discretion nominated by it at its cost.

ADDITIONAL SICK LEAVE

Reg. 35

An Officer who was in service of the Bank immediately prior to the date on which this regulation comes into force shall be eligible on completion of **24** years of service (including the period of his services in the existing Bank) for such additional Sick Leave, as he was eligible to under the then terms and conditions of service and in respect of such Additional Sick Leave, be paid one half of the emoluments.

On and from **01.01.1989**, where an Officer has put in a service of **24** years, he shall be eligible to additional leave at the rate of one month for each year of service excess of **24** years subject to a maximum of **Three** months of Additional Sick Leave.

Reg. 41

The following provisions shall apply whenever an Officer is required to **Travel on Duty** :

On and from the date specified by the Board the following provisions shall apply whenever an Officer is required **Travel on Duty** :

(1)

(i) An Officer drawing a Pay of Rs.**2925/-** p.m. and above may travel by train AC 1st Class or by air. Where he travels by air, he shall, unless otherwise provided by a general or special decision of the Board, be eligible only for economy class fare.

(1)

(i) An Officer in **Junior** Management Grade may travel 1st Class or AC Sleeper by train. He may, however, travel by air (economy class) if so permitted by the Competent Authority, having regard to the exigencies of business in public interest.

(ii) An Officer drawing Pay of Rs.**2650/-** p.m. and above but less than **2925/-** p.m. may travel by 1st class by train. He may, however, travel by AC 1st Class if the distance to be travelled is more than **500** kms. or an overnight journey is involved or with the prior permission of the Competent Authority, by air. Where he travels by air, he shall be eligible only for economy class fare.

(ii) An Officer in **Middle** Management Grade may travel 1st Class or AC Sleeper by train. He may, however travel by air (economy class) if the distance, to be travelled more than **500** kms.

He may, however, travel by **air** (economy class) even a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business in public interest.

MODE OF TRAVEL AND EXPENSES ON TRAVEL

(iii) An Officer drawing Pay of less than Rs. **2650/-** p.m. may travel by 1st class by train. He may, however, travel by air if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.

(iii) An Officer in **Senior** Management or Top Executive Grade may travel by train AC 1st Class or by air (economy class).

(iv) An Officer drawing Pay of Rs. **2925/-** p.m. and above may travel by car between places not connected by air or rail, provided that the distance does not exceed **500** kms. However, when a major part of the distance between the two places can be covered by air or rail only, the rest of the distance should normally be covered by car.

(iv) An Officer in **Senior** Management or Top Executive Grade may travel by car between places not connected by air or rail provided that the distance does not exceed **500** kms. However when a major part of the distance between the two places can be covered by air or rail, the rest of the distance should normally be covered car.

TRANSFER TRAVELLING ALLOWANCE, ETC.

Reg. 42(2)

(i) An Officer on transfer will be reimbursed his expenses for transporting his baggage by goods train up to the following limits :-

(i) On and from **01.11.1987** an Officer on transfer will be reimbursed his expenses for transporting his baggage by goods train upto the following limits :-

Pay Range	Where he	
	Where he has family	Where he has no family
Rs. 1175/- p.m. to Rs. 1825/- p.m.	3000 kgs.	1000 kgs.
Rs. 1826/- p.m. and above	Full Wagon	2000 Kgs

Pay Range	Where he	
	Where he has family	Where he has no family
Rs. 2100/- p.m. to Rs. 3060/- p.m.	3000 kgs.	1000 kgs.
Rs. 3061/- p.m. and above	Full Wagon	2000 Kgs

Reg. 45(2)

The Bank shall contribute to the Provident fund in accordance with the rules governing the Provident Fund, from time to time, provided that the amount contributed by it shall not be more than **8 1/3%** of the Pay of the Officer.

The Bank shall contribute to the Provident fund in accordance with the rules governing the Provident Fund, from time to time, provided that the amount contributed by it shall not be more than **10 %** of **80 %** of Pay on and from **01.11.1987** to **31.12.1988**, **10 %** of **90 %** of Pay on and from **01.01.1989** to **31.12.1989** and **10 %** of Pay on and from **01.01.1990** of the Officer.

GRATUITY

EXISTING REGULATION

Reg. 46(2)

The amount of **Gratuity** payable to an Officer shall be one month's Pay for every completed year of service.

Provided that where an Officer has completed more than **30** years of service, he shall be eligible by way of Gratuity for an additional amount at the rate of one half of a month's Pay for each completed year of service beyond thirty years.

PROPOSED REGULATION

The amount of **Gratuity** payable to an Officer shall be one month's Pay for every completed year of service, subject to maximum of 15 month's Pay.

Provided that where an Officer has completed more than **30** years of service, he shall be eligible by way of Gratuity for an additional amount at the rate of one half of a month's Pay for each completed year of service beyond thirty years.

NOTE : If the fraction of service beyond completed years of service is six months or more, Gratuity will be paid prorata for the period.



VI BIPARTITE SETTLEMENT : (Effective from 01.11.1992, signed on 23.06.1995)

PENSION FOR BANKMEN - A DREAM COMES TRUE ...

In 1987 Charter of Demands for Salary Revision for Officers, the AIBOC had demanded that PF be paid on Basic Pay and DA. The AIBOC had also demanded introduction of Pension as a **third** retirement benefit in addition to PF and Gratuity.

In 1990 Bank Officers, workmen and several Employees of other financial sector — all of whom were denied over decades a price index-linked PF joined together and started demanding Pension as a **Third** retirement benefit.

In 1989, RBI had unilaterally introduced a Pension scheme withdrawing the PF. This was not acceptable to an overwhelming majority of Employees of RBI itself. The **Joint Action Committee** spearheaded the demand for Pension as, Third benefit. They met the then Finance Minister twice, in 1992 and 1993, a lot of campaigning was undertaken to press for the demand. In **1993** alone **Two Strikes** were organized — one in **March** and again in **September**.

In the meantime, AIBEA pressure was mounted on IBA to introduce Pension in lieu of **CPF**. IBA had already offered Pension in lieu of CPF in February, 1990. Once the demand of JAC gained momentum, forces started working at cross purposes, AIBEA took a stand that Banks can not afford to pay Pension as Third benefit. Its offspring AIBOA had, however, passed a Resolution in 1990 demanding introduction of Pension as Third benefit. The beginning of 1993 saw a strike from AIBEA for implementing the IBA's offer of 1990. This was followed by MoU on 20.05.1993. There was no mention of or even demand for DA linked PF & it was to implement RBI Pension Scheme in Banks.

IBA came round for an informal dialogue to find an alternative to the demand of Pension as Third benefit. Given the hostility and the adversities, DA linked PF to all the Employees was a better alternative than only Pension in lieu of PF. The idea was sold to the IBA. Yet, odds were against the AIBOC, as introduction of index linked PF would make it more attractive to the majority of Employees and the Pension as agreed in the MoU of 20th May 1993 between AIBEA and IBA would have no takers. It is here that further pressure from AIBOC side became necessary and the AIBOC was firm on **indefinite** Strike wef **02.11.1993**. The groundswell of support for the indefinite strike expressed through a **ballot** conducted in August 1993, followed by intensive campaigning was so great that the financial sector would have been paralyzed for interminable period. The strike did not materialize as a settlement was reached on **29.10.1993** between AIBOC and IBA.

The salient features of the settlement are worth listing !

PF will be reckoned on **DA** upto CPI of **1150** Points.

Pension will be introduced wef **01.11.1993** as an alternative to **CPF**.

Existing Employees can opt for DA linked PF or Pension on or before **30.06.1994**.

For the Employees joining after **01.11.1993** there will only be Pension & Gratuity.

The package as agreed above, to which all unions were parties, was a product of a prolonged and a strong fight by the Employees of financial sector under the banner of JAC.

SALARY REVISION :

Wage Revision in the Banking Industry was overdue. The IBA was adopting evasive tactics. There was no intention on the part of the Government and the IBA to resolve the issues through negotiations. On **08.04.1994** there was a massive **Strike** by all the Employees in Banking, Financial and Insurance Sectors.

The 6th Bipartite Settlement between IBA and Four major Employees' unions regarding Wage revision for the workmen staff was signed in March 1995. The negotiations for revision of the Salary for Officers were in progress and reaching finality was expected any moment.

The proposals for revision of Wages for Bank Officers were accepted after Several rounds of discussions between IBA and AIBOC and consultations with the Government. The tentative proposals arrived at in February 1995, were examined, by the Government. The proposals came back to IBA for further discussions with AIBOC. There was a round of talks with the Ministry officials. A few changes suggested by IBA were accepted so that the proposals became final. Although there was very clear Recommendation from IBA, the Government threw the bilaterally evolved package over board by mauling the same beyond recognition.

The Pay Scales were slashed down to the extent of Rs. 100/ and Rs. 1,450/. The pattern of Increment was drastically changed distorting the structure. What Bank Officers had not demanded was thrust upon them, a Conveyance Allowance of Rs. 150/ pm to every Officer upto the General Manager. The cost of this will be included in the overall burden of 10.5 % fixed for the Officers. The AIBOC was thus compelled to protest. The token strike on 6th June, 1995 and the indefinite strike from 16th June were the extreme actions decided upon by AIBOC.

Just as AIBOC was finalizing the strategy for making the 6th June token strike successful, better counsel prevailed upon the Government and the impasse reached on the issue of Salary Revision for Bank Officers was broken. Broad understandings were reached on the package, paving the way for withdrawal of the Strike action. The MoU regarding the package was signed on **23.06.1995**. The final package of Salary Revision was substantially in conformity with the proposals agreed at in early February.

The **highlights** of the Agreement were:-

(i) The **Basic** Pay of majority Officers got **doubled**.

(ii) The Terminal benefits in the form of PF & Gratuity would consequently go up substantially for all Officers.

(iii) The HRA would register a steep increase consequent upon the increase in Basic Pay and the **removal of ceiling** on HRA. All Officers would get one **Increment** for **Computerization** wef **01.11.1993**.

The **Halting** Allowance got more than doubled.

For AIBOC it was recognition of its bargaining strength and confirmation of its capacity to negotiate on behalf of the Bank Officers.

PENSION SCHEME - JOINT NOTE ON AGREED CONCLUSIONS REACHED BETWEEN ALL INDIA BANK OFFICERS' CONFEDERATION AND INDIAN BANKS' ASSOCIATION

In course of discussions on service conditions of Officers during 1989-90, the question of **Pension** in addition to Contributory Provident Fund (**CPF**) and Gratuity was raised by the All India Bank Officers' Confederation. No Understanding could be reached on the issue at that time. Subsequently, several rounds of discussions have taken place to find a solution to the issue.

The last such discussion was held at **Delhi** on **21.10.1993**. As a result of these discussions, the following conclusions have been reached :-

(i) Pension Scheme **in lieu** of Contributory Provident Fund will be introduced in the Banks from **01.11.1993**. Officers in service as on 31.10.1993 will have an option to join the scheme or to retain CPF. Those Officers who do not wish to join Pension scheme will have the benefit of additional contribution to the Provident Fund at the rate of **10 %** on **Dearness Allowance** payable upto **1150** points in Consumer Price Index (1960 = 100).

ii) In case of Officers in **service** as on **31.10.1993** who opt for Pension, Basic Pension will be computed on the following basis :

(a) Basic Pay

(b) Dearness Allowance upto **1150** points

(c) Allowances which rank for Provident Fund

(iii) Officers in service of the Banks as on 31st October, 1993 who wish to opt for Pension shall do so on or before 30th June, 1994 in response to Banks's notice to this effect to be given not later than 31st December, 1993 giving in writing their desire to become members of the Pension scheme and to cease to be members of the contributory provident fund scheme with effect from 1st November, 1993 and irrevocably authorise the Banks or the trustees of the contributory provident fund to transfer the entire contribution of the Banks along with entire interest accrued thereon to the credit of Pension fund to be created for this purpose.

(iv) The **Pension Scheme** will also be extended to retired Officers who retired on or after 01.01.1986. They will be entitled for monthly Pension as well as commutation facility as from 01.11.1993. Those Officers who avail of the Pension Scheme will be required to refund Bank's contribution to the Provident Fund with interest thereon drawn by them together with simple interest at 6% from the date of withdrawal of the Provident Fund to the date of refund.

(v) Officers who opt for Pension, will contribute to the provident fund at the rate of **10 %** of Basic Pay only. No contribution will be made by the Banks.

(vi) A scheme of **Pension** will be drawn up by mutual discussions between AIBOC and IBA. Such Scheme, inter alia will provide for (a) Minimum qualifying service of 10 years, except for family Pension (b) Rate of Basic Pension not less than 80% of average 'Pay' drawn during the last **10** months of service on full service, (c) Addition of service upto 5 years to actual service, in appropriate case, (d) Dearness Relief based on the Dearness Allowance formula applicable to serving Officers and at the rates further adjusted in the case of Officers who have the benefits of Dearness Allowance upto 1150 points for the purpose of determining their Basic Pension. The adjusted formula will be on the lines set out in the note below, (e) Family Pension, (f) Commutation and (g) Matters relating to administration of the Scheme.

(vii) The conclusions arrived and recorded in the clauses (i) to (v) together with a copy of the Scheme of Pension will be forwarded to the Government by the IBA for their approval and further action in terms of the Sec. 19 of the Banking Regulation Act.

(viii) In the case of State Bank of India the conclusion reached as above in regard of Pension/P.F. contribution will apply. The Banks management will have discussions with representative unions in the matter and the conclusion reached will be implemented after consultation with the Government.

NOTE ON DEARNESS RELIEF FORMULA

In case of Officers who retired before **31.10.1993** :

First part of Rs. 1250/- of Basic Pension	-	0.67% for every slab of 4 points
Next part of Rs. 750/- of Basic Pension	-	0.55% for every slab of 4 points
Next part of Rs. 130/- of Basic Pension	-	0.33% for every slab of 4 points
Balance	-	0.17% for every slab of 4 points

In case of Officers who retire after **01.11.1993** :

First part of Rs. 2400/- of Basic Pension	-	0.35% for every slab of 4 points
Next part of Rs. 1450/- of Basic Pension	-	0.29% for every slab of 4 points
Next part of Rs. 250/- of Basic Pension	-	0.17% for every slab of 4 points
Balance	-	0.09% for every slab of 4 points

SALARY REVISION

AIBOC expect discussions on Salary Revision to be resumed and earnest efforts made to bring about a settlement on the issue as early as possible. While assuring that IBA was for industry level Wage Revision, the Chairman, IBA requested the unions to appreciate the difficult position of Banks in regard to profitability and sought their cooperation in improved position of the Banks.

BONUS

AIBOC had demanded that bonus should be paid to all Officers irrespective of the Salary. AIBOC was not opposed to ceiling on the quantum of bonus. IBA, said that the question of raising the Salary ceiling under the payment of Bonus for the purpose of eligibility was under consideration of the Government. AIBOC then said that ex-gratia payment should be made to those who are drawing emoluments beyond the revised ceiling.

COMPUTERISATION

AIBOC had already indicated earlier that they have an open mind on computerisation and would be willing to co-operate in the implementation of any bilaterally agreed scheme that may be introduced in the Banks. AIBOC, however, want that such monetary compensation and other benefits as are extended to the employees in the context of computerisation should be extended to the Officers also.

INDUSTRIAL HARMONY

Joint efforts will be made by AIBOC and IBA to create conditions for co-operation, for removal of irritants in the relation and to promote industrial harmony so that better image of Banks is projected.

Sd/-
on behalf of the IBA

Sd/-
on behalf of the AIBOC



SALARY REVISION FOR OFFICERS W.E.F. 01.11.1992

JOINT NOTE DATED 23.06.1995 BETWEEN THE IBA & THE OFFICERS' ORGANISATIONS

The IBA's High Power Committee for Discussions with Officers' Organisations held several rounds of discussions with the Representatives of the Officers' Organisations on the Salary Revision for Officers in Public Sector Banks. During these discussions common views have emerged between the two sides. The outcome of such discussions acceptable to both sides is given in the **Annexure-I**.

The Representatives of the Officers' organisations stated that the outcome of the discussions as given in the Annexure-I was in full satisfaction of their demands raised during the discussions in this regard and the existing service conditions be modified to that extent. The residual issues shall be taken up for discussions as early as possible.

The IBA agrees that it shall recommend to the Public Sector Banks to initiate the process to amend the Officers' Service Regulations, to give effect to what is stated in the Annexure-I. The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.

The IBA shall also recommend to the private sector Banks which are 'A' class Banks (listed in the Annexure-II) and which have authorised the IBA in this regard to effect the Salary Revision for their Officers upto Scale III on the same lines as given in the Annexure-I.

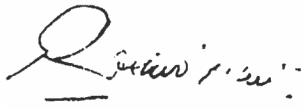
The IBA desired substantial enhancement in the existing norms for categorisation of branches considering that the last Revision was done 10 years ago. After discussions it has been agreed that the revised norms could be as given in the Annexure, w.e.f. May, 1995.

The Representatives of Officers' organisations have suggested that pending formal amendments to the Officers' Service Regulations as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980, the IBA may advise the Banks to disburse immediately an ad hoc amount, equivalent to the net arrears payable for the period November, 1992 to June-1995 and continue to Pay revised Salary and allowances on ad hoc basis. The IBA has agreed to make appropriate 'recommendations to the Government in this regard for its consideration.

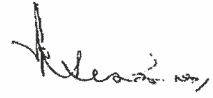
Representatives of the Officers' organisations assured, full cooperation will be extended by them, their affiliates and members, in measures, aimed at improving customer service, development and expansion of banking and maintenance of healthy and harmonious industrial relations in the banking industry.

23.06.1995

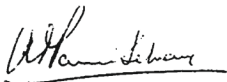
**For Indian Banks' Association
(S/Shri)**



Rashid Jilani




S K Soni



AT Panner Selvam



S Srinivasan

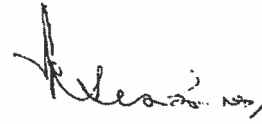


A K Bakshy



K V Krishnamurthy

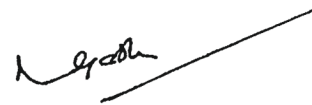
**For All India Bank Officers' Confederation
(S/Shri)**



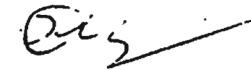
S R Sen Gupta



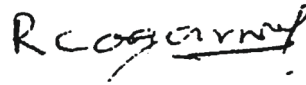
Umed Singh



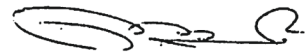
R N Godbole



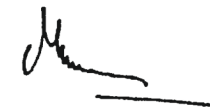
K D Khera



R C Agarwal



N S Muralidharan Nair



P V Mathew

23.06.1995

1. SCALES OF PAY

	1	2	3	4	5	6	7	8	9	10		
JMGS-I	4250	4480	4710	4940	5290	5520	5750	5980	6210	6440		
					(Hump)							
	11	12	13	14	15	16	17					
	6670	6900	7130	7360	7590	7820	8050					
MMGS-II	6210	6440	6670	6900	7130	7360	7590	7820	8050	8280	8510	8740
MMGS-III	8050	8280	8510	8740	8970	9200	9450	9700				
SMGS-IV	8970	9200	9450	9700	9950	10200	10450					
SMGS-V	10450	10700	10950	11200	11450							
TEGS-VI	11450	11750	12050	12350	12650							
TEGS-VII	12650	12950	13250	13600	14000							

FITMENT

Fitment shall be stage to stage, i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

2. DEARNNESS ALLOWANCE

Dearness Allowance shall be payable for every rise or fall of 4 points over **1148** points in the quarterly average of the All India Average Working Class Consumer Price (General) Base 1960 = 100 at the following rates :

- i) 0.35 % of 'Pay' upto Rs.4800/- plus,
- ii) 0.29 % of 'Pay' above Rs.4800/- to Rs.7700/- plus,
- iii) 0.17 % of 'Pay' above Rs.7700/- to Rs.8200/- plus,
- iv) 0.09 % of 'Pay' above Rs.8200/-

3. HOUSE RENT ALLOWANCE

I	II
(i) Major 'A Class Cities and Project Area Centres in Group A	13 % of Pay
(ii) Other Places in Area I and Project Area Centres in Group B	12 % of Pay
(iii) Area II and state Capitals and Capitals of Union Territories	10.5 % of Pay
(iv) Area III	9.5 % of Pay

Provided that if an Officer produces a Rent receipt, the House Rent Allowance payable to him shall be the actual Rent paid by him for his residential accommodation in excess over 4 % Pay in the first stage of the Scale of Pay in which he is placed with a maximum of 150 % of the House Rent Allowance payable as per aforesaid rates mentioned in column II above.

NOTE :

The claims of Officer employees for House Rent Allowance linked to the cost of their **ownership** accommodation shall also be restricted to 150 % of House Rent Allowance instead of present provision of 175 %.

4. CITY COMPENSATORY ALLOWANCE

Area	Rate	Max. Amount
i) Places in Area 1 and in the state of Goa	4.5 % of Basic Pay	Rs.335/- p.m.
ii) Places with population of 5 Lakhs and over and state Capitals and Chandigarh Pondicherry and Port Blair	3.5 % of Basic Pay	Rs.230/- p.m

5. PROVIDENT FUND **10 % of Pay**

NOTE :

'Pay' for the purpose of Provident Fund shall mean Basic Pay including Stagnation increments and Profession Qualification Allowance and Increment component of Fixed Personal Allowance.

6. ADVANCE INCREMENT/ FIXED PERSONAL ALLOWANCE

One advance Increment on account of computerisation to all Officer employees who were in service as of 01.11.1993 except those promotes Officer employees who have already received benefit of such an Increment by way of fitment/ adjustment in Officer's Scale of Pay. Officers who are granted an advance Increment as above shall draw the Fixed Personal Allowance one year after reaching the maximum.

The Officers who are at the maximum of Scale of Pay or in receipt of Stagnation Increment(s) as on 01.11.1993 shall draw the fixed personal Allowance as from that date, i.e. 01.11.1993. In respect of Officer employees who are not provided with Banks's accommodation, the House Rent Allowance component of Fixed Personal Allowance shall be the increase in quantum of House Rent Allowance drawn by the concerned Officer employee when the last Increment of the relevant Scale of Pay as specified in (1) above earned.

Fixed personal Allowance given hereunder together with House Rent Allowance, if any, shall remain frozen for the entire period of service.

Increment Component	DA as on 01.11.1993	Total F.P.A. payable where Banks's accommodation is provided
(A)	(B)	(C)
Rs. 230	Rs. 5.79	Rs. 236
250	6.30	257
300	7.56	308
400	10.08	411

NOTE :

(i) F.P.A. as indicated in (C) above shall be payable to those Officer employees who are provided with Banks's accommodation.

(ii) F.P.A. for Officers eligible for House Rent Allowance shall be (A) + (B) + House Rent Allowance as indicated above rounded off to the next higher rupee.

(iii) Professional Qualification Allowance, if any, payable in the year of receipt of F.P.A. shall stand shifted to next year.

(iv) The Increment component of fixed personal Allowance shall rank for superannuation benefits.

7. GRATUITY

As per the consensus reached, Gratuity computed in terms of the Officers' Service Regulations to be now amended shall be recalculated and difference paid only to such eligible Officer employees who cease to be in the Banks's service on or after **01.11.1994**. No arrears on account of Gratuity shall be payable to Officers who ceased to be in Banks's service prior to 01.11.1994.

8. MEDICAL AID

Reimbursement of medical expenses shall be as under :

(a) Officers in JMG and MMG - Rs. **1500/-** p.a.

(b) Officers in SMG and TEG - Rs. **2000/-** p.a.

NOTE :

For the year 1994 the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months, i.e. November and December, 1994.

9. HOSPITALISATION SCHEME

Reimbursement of hospitalisation charges shall be to the extent of **100 %** in the case of an Officer and **75 %** in the case of his family members, subject to the following limits :-

Grade	Bed charges	Other limits
Junior and Middle Management	Self : Rs. 225/- Family: Rs. 180/-	1.25 times the limits applicable to workmen
Senior Management and Top Executive	Self : Rs. 300/- Family: Rs. 240/-	1.5 times the limits applicable to workmen

10. PROFESSIONAL QUALIFICATION ALLOWANCE (PQA)

Officers shall be eligible for Professional Qualification Allowance as under :-

i) Those who have passed only Part I CAIIB - Rs. **120/-** p.m. after one year on reaching top of the Scale

ii) Those who have passed both parts of CAIIB -

(a) Rs. **120/-** p.m. after one year on reaching top of the Scale

(b) Rs. **300/-** p.m. after two years on reaching top of the Scale

NOTE :

Revised Professional Qualification Allowance shall rank for **Dearness Allowance, House Rent Allowance** and Superannuation benefits.

11. SECOND-STAGNATION INCREMENT IN SCALE III

A **second** Stagnation Increment after **Three** years of receiving the first Stagnation Increment but not before **01.11.1994** shall be given to only such Officers who are in substantive Scale III, i.e. those who are promoted or recruited in Scale III .

12. RECOVERY OF HOUSE / FURNITURE RENT

(i) House Rent Recovery shall be at the rate of **4 %** of the **first** stage of the Scale in which the Officer placed or Standard Rent for the accommodation, whichever is **less**.

(ii) Furniture Rent Recovery shall be at the rate of **1 %** of the **first** stage of the Scale in which the Officer is placed.

13. HALTING ALLOWANCE

Officers shall be entitled to Halting Allowance at the following rates :-

Grades/ Scales of Officers	Major 'A' Class Cities Rs.	Area I Rs.	Other Places Rs.
Officers in Scale IV and above	250	200	175
Officers in Scales I/II/III	200	175	150

14. NORMS FOR CATEGORISATION OF BRANCHES

Classification of Branches for the purpose of Categorization shall be as under :

Category of Branch	Average Aggregate Deposits and Advances during the last Two Years	Incumbency
Small Branches	Below Rs. 2 crores	Scale I
Medium/ Main Branches at State/ District Capitals	Rs. 2 crores and above but below Rs. 15 crores	Scale II
Large Branches	Rs. 15 crores and above but below Rs. 50 crores	Scale III
Very Large Branches	Rs. 50 crores and above but below Rs. 150 crores	Scale IV
Exceptionally Large Branches	Rs. 150 crores and above	Scale V

NOTE :

An Expert Committee consisting of Bankers shall be constituted to look into the whole gamut of the issue and make recommendations as to whether any further upward Revision / rationalisation in norms for categorisation of branches is warranted. The Officers' organisations shall be given an opportunity to present their views on the subject to the committee.

LIST OF PUBLIC SECTOR BANKS

01. Allahabad Bank
02. Andhra Bank
03. Bank of Baroda
04. Bank of India
05. Bank of Maharashtra
06. Canara Bank
07. Central Bank of India
08. Corporation Bank
09. Dena Bank
10. Indian Bank
11. Indian Overseas Bank
12. Oriental Bank of Commerce
13. Punjab National Bank
14. Punjab & Sind 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 Indore
24. State Bank of Mysore
25. State Bank of Patiala
26. State Bank of Saurashtra
27. State Bank of Travancore

LIST OF “A” CLASS PRIVATE SECTOR BANKS

01. Bareilly Corporation Bank Ltd.
02. Bharat Overseas Bank Ltd.
03. The Bank of Rajasthan Ltd.
04. The Benares State Bank Ltd.
05. The Catholic Syrian Bank Ltd.
06. The Dhanalakshmi Bank Ltd.
07. The Federal Bank Ltd.
08. The Jammu & Kashmir Bank Ltd.
09. The Karnataka Bank Ltd.
10. The Karur Vysya Bank Ltd.
11. The Lakshmi Vilas Bank Ltd.
12. The Nainital Bank Ltd.
13. The Nedungadi Bank Ltd.
14. The Ratnakar Bank Ltd.
15. The Sangli Bank Ltd.
16. The South Indian Bank Ltd.
17. The Vysya Bank Ltd.

15. DATE OF EFFECT

For payment of arrears, the benefits under various provisions as above shall be effective from the dates specified hereunder :-

	W.E.F.
(i) House Rent Allowance on revised Basic Pay	01.11.1992
(ii) Scales of Pay and Dearness Allowance	01.07.1993
(iii) City Compensatory Allowance, Provident Fund, Advance Increment and Fixed Personal Allowance	01.11.1993
(iv) Gratuity, Medical Aid, Hospitalisation Expenses, Second Stagnation Increment in Scale III, Professional Qualification Allowance, Recovery of House/ Furniture Rent	01.11.1994
(v) Categorisation of Branches	May, 1995
(vi) Halting Allowance	01.06.1995

16. OTHER ALLOWANCES AND LOANS LINKED TO BASIC PAY

Deputation Allowance, Officiating Allowance, Hill & Fuel Allowance, Special Area Allowance or any other Allowance or loans related to Basic Pay shall continue to be paid in terms of the old Basic Pay till the existing rates / multiplying factors are revised.



VII BIPARTITE SETTLEMENT : (Effective from 01.11.1997, signed on 14.12.1999)

For the first time all the Organizations of Officers in the Banking Industry viz., AIBOC, AIBOA, INBOC and NOBO, jointly submitted a Charter of Demands on Wages and other issues to IBA at Mumbai on **11.07.1997**. Based on Mutual understandings and with an accommodative spirit, the AIBOC could arrive at a consensus on the Charter of Demands for Bank Officers. This was a **unique** achievement.

The IBA made an attempt to drive a wedge amongst the unity of Bank Employees, to fragmentize their movement, by enforcing Bank wise negotiations based on Productivity and Profitability as against Industry level Settlements which have characterized Banking Industry for the last **50** years.

The **United Forum of Bank Unions** declared clearly and emphatically that Wage Revision for Employees and Officers must be as before at Industry level only.

On 08.01.1999, negotiations took place between 5 Workmen unions and 4 Officers' Associations with IBA and IBA stuck to offer of **8 %** overall wage load prospectively and made the following points:

Banking Industry was passing through a very critical time.

Mergers of Banks and Retrenchments were in the offing. Cut in wages in many Industries had been accepted by the workers.

Banks were having huge Surplus staff. There was a case for Wage freeze, if not Wage reduction.

Wage negotiations could be postponed by 4 months. What ever be the negotiated settlement, IBA would give effect only prospectively. Back effect from 01.11.1997 was out of question. Banks' Balance sheets were bound to be worse. If last time's Wage load of 10.5 % was to be accepted, the total Annual load on the Banking Industry will be around Rs. 1500/ crores, which again would further go up because of DA increase and other consequential costs.

The Unions and Associations firmly rebutted the above arguments of the IBA and stated categorically that the offer of 8 % wage load was totally unacceptable and insisted for a negotiated settlement. IBA did not respond positively and UFBU went ahead with strike call on **12.01.1999**.

Strike on 12.01.1999 was a grand success. In the context of unreasonable and obstinate stand point of IBA, obviously at the behest of the Government, the UFBU took the historic decision of going on Indefinite Strike from 17th, March, 1999, preceded by Two days' strike on 25th and 26th February, 1999. In the meanwhile, the UFBU team met the Union Finance Minister, convinced him about the Charter of Demands. He appealed to the UFBU leadership to go back to the negotiation table, so that negotiated settlement could take place.

On 18th February, 1989 another round of negotiation was held between UFBU and IBA and the talks failed because of IBA's adamant and obstinate stand.

In the conciliation proceedings on 24.02.1999, IBA offered:

- a) There should be a uniform Settlement for all the Banks
- b) Wage load of 10%
- c) The Revision could be effective from 01.11.1997, but with phasing of Arrears payment.

The offer was much short of the expectations and hence, could not be accepted.

Two Day-Strike on 25th and 26th February, 1999 was a historic success.

The UFBU stuck to the indefinite strike call from 17th March, 1999.

Looking to the exemplary display of unity and solidarity, IBA was to sign a Memorandum of Understanding with UFBU on **11.03.1999**. It was yet another historic Settlement on Wage Revision.

IBA agreed to give effect to the Settlement from 01.11.1997, subject to phasing over of the load as may be mutually agreed.

The overall total load shall be **12.25 %** including Cost of Superannuation benefits of the Wage bill for the year ending 31.03.1997.

In a meeting with IBA on 22.03.1999, the UFBU arrived at the Settlement with the following features. This is the **first** occasion in the industry where a **Tripartite** MoU was signed on load factor. Hitherto before, this was generally decided with the workmen organizations.

In the adverse situation there was a clear rise in the percentage from 10.5 % on earlier occasion to 12.5 % now. On the load there was a rise from Rs.283 crores of the last revision to Officers to over Rs. 600 crores this time.

The Settlement would be applicable to all Banks whether big or small, (so called) weak or strong. The Settlement would be applicable from 01.11.1997 i.e., the Date immediately after expiry of the last settlement.

Further talks were held on 08.04.1999 & 19.04.1999.

There was a stalemate due to IBA's approach to the Pension issue wherein, they pointed out that there was a **deficit** of Rs.**3,700/-** crores in **Pension** fund. They highlighted the issue of Affordability. Hence no solution could emerge in the Meeting of 24.07.1999. UFBU's suggestion for arbitration was rejected by the IBA.

Wage Revision talks resumed on 13.10.1999 for Workmen and 14.10.1999 for Officers. The IBA agreed to bear a portion of additional cost of 16.5 % and wanted the Employees to bear the larger part of it. Merger of Index also remained unresolved. Hence, another round of discussions took place on 26.10.1999. There was some forward movement in the areas of Indexation, Phasing of arrears, etc. Another round of discussions was held on **11.11.1999**, wherein the following understandings were reached.

Merger of Index : IBA agreed to construct Pay Scales at **1684** points of Index with corresponding benefits on **Provident Fund**.

For the purpose of **Pension** and **Gratuity**, indexation would be made at **1616** points.

Cost of Pension : Cost of Pension would be shared. Officers would bear 18.25 % and IBA, 8.25 %. This would raise the earlier total Cost ceiling of the revision from 12.25 % to 12.97 % for the Bankers.

One more option on Pension : Not considered by IBA.

Provident Fund increase : Request for raising Provident Fund rate from 10 % to 12 % was not considered by IBA.

Phasing of Load : A proposal for phasing of load for payment of arrears, was suggested by IBA.

The AIBOC suggested some improvements.

After a long wait and active organizational persuasion the Officers' Organizations under the leadership of the AIBOC could arrive at a historic wage settlement on **14.12.1999**. The AIBOC had termed it historic because for the **first** time in the history of Bipartism, the Officers had signed a Settlement before the workmen organizations. Since signing of the MoU on 11.03.1999, differences cropped up at UFBU level, with sharing of the load particularly in the area of cost of Pension.

Through protracted dialogues with IBA, the Officers' organizations arrived at a consensus.

All the good features of the previous settlement were retained.

The significant features of the settlement were :

Maximum benefit was given on Basic Pay and DA.

Improvements were secured on **HRA** by converting **Four** areas into **Three** areas.

Fixed Personal Allowance(**FPA**) was improved.

In the matter of **phasing**, the position was improved through successive negotiations.

Hill & Fuel Allowance which was frozen for quite long time was improved upon.

The above were significant because -

There was enormous pressure right from the beginning to do away with Industry level settlement.

There was a move to create a division between strong Banks and weak Banks.

The Settlement ensured that it would be uniformly applicable to all Banks, weak or strong.

The Settlement was another feather in the cap of the AIBOC, particularly when the Banking Industry was passing through severe strain.

The Bipartite Settlement was signed with the workmen Unions on 27.03.2000 and it created anomalies vis-a-vis Officers' Settlement dated 14.12.1999. A detailed picture of the anomalies were submitted on 07.04.2000 and the AIBOC demanded for correction of the anomalies in the areas of Incremental pattern, HRA, Professional Qualification Pay (PQP), Fixed Personal Pay (FPP), DA Pattern, Rationalization of Scales, Hill and Fuel Allowance, Hospitalization etc.

In the case of Workmen, IBA finalized residual issues along with the 7th Bipartite Settlement and in the case of Officers it was denied.

This discriminatory attitude was strongly protested by AIBOC.

SALARY REVISION FOR OFFICERS W.E.F. 01.11.1997

JOINT NOTE DATED 14.12.1999 BETWEEN THE IBA AND THE OFFICERS' ASSOCIATIONS

The Negotiating Committee of IBA representing the management in the ongoing negotiations with Officers' Associations held several rounds of discussions with the Representatives of the Officers' Associations on Salary Revision for Officers of Public Sector Banks (**Annexure II**). In the course of the deliberations common view points have emerged between two Parties. The fruitful outcome of the discussions acceptable to both sides is enlisted in **Annexure I** to this Note.

The Representatives of the Officers' Associations have expressed satisfaction at the outcome of the negotiations as stated in Annexure I. The Representatives have also agreed that the, existing service conditions be modified in conformity to what has been stated in Annexure I.

The IBA agreed that it shall recommend to the Public Sector Banks to initiate the process of amending the Officer Service Regulations and Bank Employees' Pension. Regulations, 1995, in order to implement what is stated in Annexure I.

The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.

The IBA shall take steps, to recommend to the Private Sector Banks which are 'A class Banks (listed in Annexure III) which have authorised the IBA in this regard, to give effect to the Salary Revision for their Officers upto Scale III on same lines as given In Annexure I.

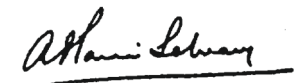
The Representatives of Officers' Associations have requested that pending formal Amendments to the Officers' Service Regulations as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer Undertakings) Act, 1970/ 1980, the IBA may advise the Banks to disburse Immediately an adhoc amount, equivalent the net arrears payable for the period April 1998 to November 1999 and continue to Pay revised Salary and Allowance on adhoc basis. The IBA has agreed to make suitable recommendations to the Government in this regard for consideration.

The Officer's Association demanded one more option for Pension considering the fact that many could not earlier opt due to "**Strike Clause**". IBA, however, expressed its inability to consider the demand.

Representatives of the Officers' Associations have assured full cooperation on their part, their affiliates and Members in implementation of measures aimed at improving customer service, optimum utilisation of manpower, expansion banking activities to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the banking industry.

14.12.1999

**For Indian Banks' Association
(S/Shri)**



AT Pannir Selvam



Harbhajan Singh



Dalbir Singh

**For All India Bank Officers' Confederation
(S/Shri)**



1) Shantha Raju




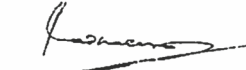
2) S R Sen Gupta



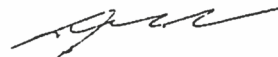
3) R C Agarwal

For IBA

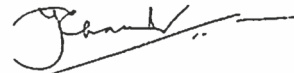

S Rajagopal


Y. Radhakrishnan


K M Mehrotra



A D Navaneethan


M N Dandekar



Yogesh Chandra


Allen C A Pereira


For AIBOC


4) K D Khera

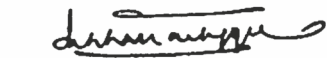

5) M Balakrishna

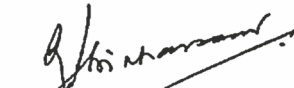

6) P V Mathew


7) S Roy Chowdhury



8) A Ananthakrishna Rao

**For All India Bank Officers' Association
(S/Shri)**


1) Debesh Bhattacharjee


2) R J Sridharan

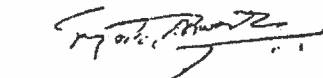

3) Alok Khare

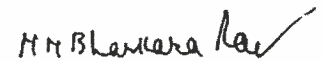

4) Sunil K. Srivastava

**For Indian National Bank Officers' Congress
(S / Shri)**

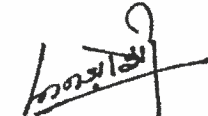

1) K K Nair



2) S Ganeshan

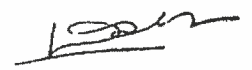

3) Shanthakumar



4) M M Bhaskara Rao

**For National Organisation of Bank Officers
(S / Shri)**


1) S N Joshi


2) Ashok Pandey


3) D R Shirodkar


4) S K Rathod

1. SCALES OF PAY

	1	2	3	4	5	6	7	8	9	10
JMGS-I	7100	7440	7780	8120	8460	8800	9140	9480	9820	10160
	11	12	13	14	15	16	17			
	10500	10840	11180	11520	11860	12200	12540			
MMGS-II	1	2	3	4	5	6	7	8	9	10
	9820	10160	10500	10840	11180	11520	11860	12200	12540	12880
	11	12								
	13220	13560								
MMGS-III	12540	12880	13220	13560	13900	14240	14620	15000		
SMGS-IV	13900	14240	14620	15000	15380	15760	16140			
SMGS-V	16140	16520	16900	17280	17660					
TEGS-VI	17660	18080	18500	18920	19340					
TEGS-VII	19340	19760	20180	20700	21300					

FITMENT

Fitment shall be stage to stage, i.e. on corresponding stages from First stage onwards and the Increments shall fall on the Anniversary Date as usual.

2. DEARNESS ALLOWANCE

Dearness Allowance shall be payable for every rise or fall of 4 points over **1684** points in the quarterly average of the All India Average Working Class Consumer price Index (General) Base 1980 a 100 at the following rates :

- i) 0.24% of "Pay" upto Rs.7100/= Plus
- ii) 0.20% of "Pay" above Rs. 7100/= to Rs.11300/= Plus
- iii) 0.12% of "Pay" above Rs.11300/= to Rs. 12025/= Plus
- iv) 0.06% of "Pay" above Rs. 12025/=

3. HOUSE RENT ALLOWANCE

I	II
i) Major "A" Class Cities and Project Area Centres in Group A	9 % of Pay
ii) Other places In Area I and Project Area Centres in Group B	8 % of Pay
iii) Other places	7 % of Pay

Provided that if an Officer produces a Rent receipt, the House Rent Allowance payable to him/ her shall be the actual Rent paid by him/ her for the residential accommodation in excess over **2.50 %** of Pay In the first stage of the Scale of Pay in which he/ she is placed with a maximum of **150 %** of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

NOTE : The claims of Officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to **150 %** of House Rent Allowance as hitherto.

4. CITY COMPENSATORY ALLOWANCE

Area	Rate	Maximum Amount
i) Places In Area I and in the State of Goa	4 % of Basic Pay	Rs.375/-
ii) Places with population of five lakhs and over and State Capitals and Chandigarh. Pondicherry and Port Blair.	3 % of Basic Pay	Rs.250/-

5. PROVIDENT FUND

10 % of Pay

NOTE :

"Pay" for the purpose of Provident Fund shall mean Basic Pay including Stagnation Increments and Professional Qualification Allowance, Increment component of Fixed Personal Allowance and Officiating Allowance.

6. PENSION

"Pay" for the purpose of Pension shall be the aggregate of pre-revised Pay and Dearness Allowance thereon at CPI 1616 Points.

7. MEDICAL AID

Reimbursement of medical expenses shall be as under

- a) Officers in JMG and MMG Scales - Rs.2225/- p.a.
- b) Officers In SMG and TEG Scales - Rs.3000/- p.a.

NOTE :

For the year 1999, the reimbursement of medical expenses under the medical aid scheme shall be enhance proportionately for two months i.e. November and December 1999.

8. RECOVERY OF HOUSE/ FURNITURE RENT

i) House Rent Recovery shall be @ 2.50 % of the first stage of the Scale of Pay in which the Officer is placed or the Standard Rent for the accommodation, whichever is less.

ii) Furniture Rent Recovery shall be @ 0.50 % of the first stage of the Scale of Pay in which the Officer is placed.

9. FIXED PERSONAL ALLOWANCE

Fixed Personal Allowance together with House Rent Allowance shall be at the following rates and shall remain frozen, for the entire period of service.

Increment Component	DA as on 01.11.1997	Total F.P.A payable where Banks's accommodation is Provided
(A) Rs. 340	(B) Rs. 4.28	(C) Rs. 345
380	4.78	385
420	5.29	425
600	7.56	608

NOTE :

- i) F.P.A as Indicated in "C" above shall be payable to those Officer employees who are provided with Banks's accommodation.
- ii) F.P.A for Officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance drawn by the concerned Officer employees when the last Increment of the relevant Scale of Pay as specified in sub-regulation of Regulation 4 is earned.
- iii) Professional Qualification Allowance, if any, payable in the year of receipt of F.P.A. shall stand shifted to next year.
- iv) The Increment component of F.P.A shall rank for superannuation benefits.

10. PROFESSIONAL QUALIFICATION ALLOWANCE

Officers shall be eligible for Professional Qualification Allowance as under:

- i) Those who have passed only CAIIB - Part I Rs. **135/m** after One year on reaching top of the Scale.
- ii) Those who have passed both parts of CAIIB -
 - a) Rs. **135/-** p.m. after One year on reaching top of the Scale.
 - b) Rs. **340/-** p.m. after Two years on reaching top of the Scale.

11. OTHER ALLOWANCES

i) **DEPUTATION ALLOWANCE** Deputation Allowance shall be at the following rates :

- a) An Officer deputed to serve outside the Banks **7.75 %** of Pay with a max of Rs. **1000/ m**
- b) An Officer deputed to an organisation at the same place or to the training establishment of the Banks **4 %** of Pay with a max of Rs. **500/ m**

ii) HILL & FUEL ALLOWANCE

- | Place | Rate |
|--|---|
| a) Places with an altitude of 1000 Metres and above but less than 1500 metres and Mercara Town | 2% of Pay subject to a maximum of Rs. 180/- |
| b) Places with an altitude of 1500 Metres and above but less than 3000 Metres | 2.5% of Pay subject to a maximum of Rs. 220/- |
| c) Places with an altitude of 3000 Metres & above | 5% of Pay subject to a max. of Rs. 725/- |

12. OTHER ALLOWANCES AND LOANS LINKED TO BASIC PAY

Any other allowances and loans related to Basic Pay shall continue to be paid in terms of the pre-revised Basic Pay till the existing rates/ multiplying factors are revised.

13. DATE OF EFFECT

For payment of arrears, the benefits under various provisions as above, shall be effective from the dates specified hereunder :-

- | | |
|--|-------------------|
| | W.E.F. |
| i) Scales of Pay, Dearness Allowance and Pension | 01.04.1998 |
| ii) House Rent Allowance, City Compensatory Allowance, Provident Fund, Gratuity, Medical Aid, Recovery of House/ Furniture Rent & all other Allowances | 01.11.1999 |

With regard to the Three weak Banks, viz., **Indian Bank**, **United Bank of India** and **UCO Bank**, if the management of the Banks find it difficult to make payment of arrears as agreed in the Joint Note dated 14th December, 1999, they may discuss with the Officers' Associations in the respective Banks and reschedule amicably.

LIST OF PUBLIC SECTOR BANKS

01. Allahabad Bank
02. Andhra Bank
03. Bank of Baroda
04. Bank of India
05. Bank of Maharashtra
06. Canara Bank
07. Central Bank of India
08. Corporation Bank
09. Dena Bank
10. Indian Bank
11. Indian Overseas Bank
12. Oriental Bank of Commerce
13. Punjab National Bank
14. Punjab & Sind 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 Indore
24. State Bank of Mysore
25. State Bank of Patiala
26. State Bank of Saurashtra
27. State Bank of Travancore

LIST OF “A” CLASS PRIVATE SECTOR BANKS

01. Bharat Overseas Bank Ltd.
02. Lord Krishna Bank Ltd.
03. The Bank of Rajasthan Ltd.
04. The Benares State Bank Ltd.
05. The Catholic Syrian Bank Ltd.
06. The Dhanalakshmi Bank Ltd.
07. The Federal Bank Ltd.
08. The Jammu & Kashmir Bank Ltd.
09. The Karnataka Bank Ltd.
10. The Karur Vysya Bank Ltd.
11. The Lakshmi Vilas Bank Ltd.
12. The Nainital Bank Ltd.
13. The Nedungadi Bank Ltd.
14. The Ratnakar Bank Ltd.
15. The Sangli Bank Ltd.
16. The South Indian Bank Ltd.
17. The Vysya Bank Ltd.



VIII BIPARTITE SETTLEMENT : (Effective from 01.11.2002, signed on 02.06.2005)

The Four Officers' Organizations submitted a Charter of Demands for revision of Wages and other Service conditions for Officers on **15.06.2002**.

IBA invited Officers' Organizations/ Unions for the **first** round of Bipartite Meeting on 18.10.2002. The date of Bipartite Meeting was postponed to 25.10.2002, where it was decided to form a Small Committee for the purpose of resumption of negotiations on the charter of demands. The first round of discussions was held on **30.12.2002**.

The IBA convened the next round of Bipartite discussions on 18.02.2003. The IBA indicated that in the light of the current trends of profit and the interest rates getting firmed up the lower margin, the industry can not bear the burden of Wage Revision as demanded. The AIBOC suggested that the IBA should come out with a fair and reasonable offer to enable the Officers' Organizations to respond favourably.

A meeting of the Small Committee of IBA and the Representatives of the Officers' Organizations was held on 12.03.2003.

The IBA agreed to examine the proposals of AIBOC as regards the issue of a running Scale, Integration of the existing Scales of II and III and Scales IV and V and in the process drawing of the scales in order to improve the span; 100% neutralization of DA prospectively,

Yet another round of discussions between IBA and the Officers' Organizations took place on 03.04.2003. The negotiations were cordial though but there was no significant progress. The indications as to the burden etc. were far below the expectations. Keeping in view the slow pace of negotiations and no forward movement in any of the areas, AIBOC gave a call for **strike** on **02.05.2003** pressing for early settlement of the Charter of Demands and other pressing issues. The strike was a total success and gave a proper message to the IBA/ Government.

The UFBU decides on Joint struggle to ensure early Wage Revision within a time frame. The IBA convened a Bipartite Meeting on 25.07.2003. The talks were inconclusive, as the offer of IBA was meager and response was negative.

The IBA invited AIBOC and other Organizations for Bipartite talks On Salary Revision on 26.12.2003 where the IBA offered **8.8%** as Wage increase keeping in view the falling interest rates, increasing competition etc., the AIBOC rejected the offer stating that the offer was far below the expectation of 20%. The IBA agreed to convene the next meeting by the middle of January 2004 and to resume negotiations.

The AIBOC requested the intervention of the Hon'ble Union Finance Minister to hasten the Wage Revision settlement on 12.01.2004.

Looking to the painfully slow and frustrating Salary negotiations and also the failure of IBA to come up with appropriate offer with prolonging tactics, the UFBU gave a call for Nationwide strike on 24.02.2004. The call was given as a mark of protest against the **Supreme** Court's ruling on the Workers' Right to strike.

The delay in the conclusion of discussions on salary revision had done a great damage in the light of the fact that the Government had announced series of measures indicating substantial relief to the Central Government Employees as well as PSUs The Second option on Pension continued to be elusive. The **strike** action of **24.02.2004** was a total success sending a strong message to the Govt., from the Work force.

The AIBOC team held a meeting with Secretary (Financial Sector), Banking Department, with a view to seek Governments intervention to get the wage negotiations expedited.

In the meanwhile, the Govt. of India sent a communication to all the Banks introducing a Contributory Pension Scheme for the future Recruits in the Banks as has been done in the case of Govt. Employees. The AIBOC protested this highly mischievous and provocative action of the Government. They submitted a Memorandum to the Govt. The matter was taken up with the IBA also.

The IBA resumed negotiations on **19.04.2004** on a positive note. The AIBOC presented their views and reactions to the Management issues. The IBA assured of a flexible approach and also indicated that an MoU could be signed in the Month of May, 2004. The IBA also wanted the issue of reduction of Scales as also introduction of Performance Related Incentive schemes to be finalized in view of the market competition. While the organizations expressing their open mind on the Performance linked Incentive Scheme, which could be introduced after a reasonable and fair Wage revision, they opposed any dilution of the Industry level Settlement.

A Meeting of Small Committee was held with IBA on 07.05.2004, where in AIBOC emphasized the need for a fair Wage Revision keeping in line with the market environment as well as excellent performance of Banks. IBA representatives responded positively to the arguments of AIBOC.

The Bipartite Meeting was held on 02.07.2004, after a gap of Two months and the talks ended in a stalemate due to negative stand taken by IBA, who refused to improve their offer in respect of quantum of financial package. IBA tried to link mobility issue of Award Staff to Officers' wage talks. IBA far from being keen and serious to expedite the settlement, was creating roadblocks by adopting negative attitude. It was an attempt to dither, delay and deny legitimate Wage demands of AIBOC. Thus the Wage talks ended in a stalemate. UFBU declared strike on 24.08.2004 against IBA's rigid stand on Wage Revision. A series of action programmes were launched including Delegation to Chairman, IBA for submitting a Memorandum, The UFBU submitted a memorandum to the Chairman, IBA on 27.07.2004. The RLC (C) called for a conciliatory Meeting on 11.08.2004 and the conciliation proceedings turned out to be a sheer formality, without providing any forward movement towards an equitable and early Salary Revision for Bank men.

A Bipartite meeting was again held on 19.08.2004 at the instance of RLC(C) where IBA improved their offer as under :

For Workmen From Rs. 818 crores to Rs. 920 Crores.

For Officers From Rs. 604 crores to Rs. 675 Crores.

UFBU explained that IBA's offer was not adequate and not satisfactory and hence not acceptable. In this background it was decided to proceed with the action programme of All India Strike on 24.08.2004.

Another round of conciliation meeting was held on 22.08.2004 by the Regional Labour Commissioner (Central) where, IBA stuck to their ground of their earlier offer and no further improvement could be offered. The offer fell far short of the expectations and the UFBU decided to proceed with the strike programme.

The Chief Labour Commissioner (Central) held conciliation proceedings on 22th September, 2004 and as the IBA Chairman was appointed as Deputy Governor of RBI and a new Chairman was yet to be appointed for the IBA, they sought extension of time for further proceedings. Hence, the CLC (C) adjourned the proceedings to First October, 2004.

The Chief Labour Commissioner (C) held conciliation proceedings at Mumbai on 01.10.2004 and after prolonged discussion during the conciliation, IBA agreed to increase their offer to Rs. 1,800/ crores (for Officers and Workmen put together). The UFBU conveyed to IBA that this too was inadequate which needs to be enhanced adequately. The IBA assured that the current offer is an interim one and are willing to come up in course of discussions. There was an appeal to call off the strike. In view of these positive developments UFBU decided to withdraw the proposed strike action on 5th and 6th October,2004.

This was a major break through in the Bipartite negotiations.

Ultimately on 23.11.2004, the financial package, after the major issue of mobility of Workmen was sorted out. The UFBU asked the IBA to come out with their improved offer as already agreed by them.

The IBA increased the offer from Rs. 1,800/ crores to Rs. 1,900/ crores. As this was also not acceptable to UFBU, the UFBU insisted for a reasonable increase in their offer.

After prolonged discussions a final deal was struck at Rs. **2,200** crores.

In terms of Officers' share, it came to Rs.**912** crores, working out to **13.25%**.

The important features of the Agreement were :

- The total quantum of increase was Rs. **912** crores.
- The percentage increase was **13.25 %**.
- The per capita worked out to Rs.**3,625/**
- The merger of index was at **2288** points.
- Date of effect of Revision was **01.11.2002**
- Future DA neutralization shall be **100 %**

After the conclusion of the satisfactory settlement of the load factor, the Small Committee met on 07.12.2004. Then constructions of Scales, the Residual issues, issues raised in the Charter of Demands were discussed and many issues were finalized. It was decided to hold the next round of discussions on 21.12.2004. However, it was postponed to 24.01.2005.

On 24.01.2005 the Bipartite Meeting between the Small Committee of the IBA and the Officers' Organizations remained inconclusive as some new issues cropped up connected with the Costing of Pension. The issues discussed on Pension were:

The payment of Pension should be on the basis of the 50 % of actual Pay drawn.

The sharing of cost on account of Pension by the Employees and Officers continue to be 18.25 % of Basic Pay as was done in the last occasion.

The IBA should re-consider its stand in regard to the extension of One more option on Pension.

The other issues discussed were :

LFC/ HTC with the Option of encashment of LFC on the basis of definite distance at 75 % of their Railway fare entitlement.

The other allowances viz. Hill and Fuel Allowances, Special Area Allowances, Deputation Allowance, Split Duty Allowance, Project Area Allowance, the FPP Quantum, Closing Allowance, Mid-Academic Transfer Allowance etc.

The issue of introduction of Branch Manager Allowance was kept in abeyance due to cost constraints.

The IBA rejected the demand for Stagnation increments as also the improvement in PF to 10.5 %.

The other components where certain understandings were reached subject to final agreement were:

- (i) The minimum and the maximum of the Scales of Pay.
- (ii) The Incremental pattern.
- (iii) The issue of DA, HRA, CCA, PQP, Medical Allowance, Transportation Allowance, Halting Allowance, etc.

The UFBU team met the Chairman, IBA and expressed their views on the need to increase the costing for Pension and distributing the 13.25 % load factor to different heads. He agreed to discuss the matter with the IBA officials as well as the Negotiating Committee to understand the implications of the issues raised by the UFBU and come back thereafter for an immediate resumption of negotiations. The Bipartite discussions were delayed.

Wage Revision talks resumed on 06.04.2005 and in the meantime the IBA Chairman had retired and the Chairman of the negotiating Committee Sri V.P.Shetty was posted as Chairman, IDBI. Hence, no further talks were held. However, discussions were held with the Small Committee and the UFBU reiterated the demand on Pension and IBA did not agree with the demand, citing the cost implications.

Another round of discussions took place on 13.04.2005 and on the demand for payment of Pension at 50 % of the average last drawn Pay, the IBA reiterated their views that :

Payment of improved Pension as demanded, for the retirees would entail additional cost on account of post 01.04.1998 Retirees.

To meet the cost there needs to be additional funding of about Rs. 850 crores. The ways and means to meet this funding will have to be found out.

The idea was rejected by UFBU. After lot of discussions, IBA stated that in principle they were agreeable for payment of Pension at 50 % of the average last drawn Pay subject to the Unions agreeing to equally share the additional cost to cover the past retirees.

The UFBU demanded the full working on the issue and IBA agreed to work out the details with the UFBU Small Committee.

Further discussions were held by UFBU with the Small working group of IBA on 21.04.2005 and IBA explained the costing procedure and details of costing in respect of up-dation of Pension to past retirees and Pension up-gradation to 50 % of Basic Pay. They informed that the Officers and Employees should agree to bear pension cost from 8.25 % to 20.25 %.

The UFBU though prepared to discuss and share the cost in respect of up-gradation of Pension from 01.04.1998 in a reasonable manner, refused to accept any increase in the additional cost beyond 18.25 %.

On **02.06.2005**, the Representatives of the Confederation and IBA signed the historic VIII Bipartite Settlement, ending the long waiting patience, perseverance of the Officers. The stubborn commitment of Officers ensured the historic settlement.

The agreement was historic and significant on several counts and the major ones were :

1. The percentage increase at 13.25 % was the highest so far.
2. The Officers in the Banking Industry could not get the same Date of effect as that of the Workmen in the last revisions. This was the first time the Date of effect was from the date of expiry of the earlier agreement i.e.,01.11.2002.
3. The removal of anomaly in the matter of Dearness Allowance and **neutralization of 100 %** of DA for Officers and Employees wef 01.05.2005.
4. The correction of Pension aberration and achievement of 50 % of last drawn Pay as Pension payable to employed / retired with effect from 01.04.1998 and future retirees.
5. Introduction of Encashment of LFC facility.
6. Revision of all Allowances & their improvement including the issue of Halting Allowance etc.
7. Assurance from IBA for continuation of Bipartite negotiations on extension of Pension to PF Optees.
8. Improvements in Hospitalization charges, which remained unchanged during the last Settlements.

The Settlement was historic indeed, as it opened new vistas for the Officers' community who are reaping the benefits 100 % D.A neutralization. The most important feature of the settlement was to keep the Pension issue alive and the IBA was kept in a bind to continue to discuss the Pension issue with the UFBU/ the AIBOC.

SALARY REVISION FOR OFFICERS W.E.F. 01.11.2002

JOINT NOTE DATED 02.06.2005 BETWEEN THE IBA & THE OFFICERS' ASSOCIATIONS

The Negotiating Committee of IBA representing the managements of Banks held several rounds of discussions with the authorised Representatives of the Officers' Associations on Salary Revision for Officers in Banks. In the course of the deliberations, common view points have emerged between the two parties. The outcome of the discussions acceptable to both sides is listed in Annexure I to this Note. The Representatives of the Officers' Associations have also agreed that the existing service conditions be modified to the extent what has been stated in **Annexure-I**.

IBA agreed that it shall recommend to the Public Sector Banks, as in **Annexure-II**, to initiate the process of amending the Officers' Service Regulations and Bank Employees' Pension Regulations, 1995, in order to implement what is stated in **Annexure-I**. The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.

IBA shall take steps to recommend to the Private Sector Banks which are listed in **Annexure-III** and which have authorized the IBA in this regard, to give effect to the Salary Revision for their Officers upto Scale-III on the same lines as mentioned in **Annexure-I**.

The Representatives of Officers' Associations have requested that pending formal amendments to the Officers' Service Regulations as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980, IBA may advise the Banks to disburse immediately an ad-hoc amount, equivalent to the net arrears payable for the period 01.11.2002 to 31.05.2005 and continue to Pay revised Salary and allowances on ad-hoc basis. IBA has agreed to make suitable recommendations to the Government in this regard for its consideration.

The Officers' Associations demanded one more option for Pension considering the fact that many could not opt earlier for various reasons. IBA, however, reiterated its inability to extend the present Pension scheme to those who had not opted for Pension. However, both the parties agreed to discuss alternative proposals.

The Officers' Associations on behalf of the Officer-employees in Banks listed in **Annexure II & III** agree that the under standings reached as detailed in **Annexure-I** hereto are in full satisfaction of their demands.

Representatives of the Officers' Associations have assured full co-operation on their part, their affiliates and members, in implementation of measures aimed at improving customer service, optimum utilisation of manpower, expansion of banking activities to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the banking industry.

Dated 2nd June 2005.

**For Indian Banks' Association
(S/Shri)**



(1) **A.K. Purwar**



(2) **Dr. Dalbir Singh**




(3) **V.P. Shetty**

**For All India Bank Officers' Confederation
(S/Shri)**



(1) **R.C. Agarwal**



(2) **Shantha Raju**




(3) **K.V. Acharya**

For IBA


(4) S.C. Basu


(5) M.S. Kapur

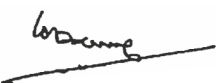

(6) M.B.N. Rao



(7) Dr. A.K. Khandelwal



(8) Anantha Krishna


(9) A. Datta


(10) S.A. Farooqi


(11) A.C. Varma


(12) H.N. Sinor



(13) R. Sivasankara Babu



(14) G. Sankaranarayanan


For AIBOC



(4) T.R. Bhat

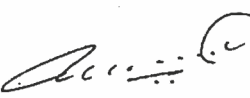

(5) Amar Pal


(6) P.J. Shah

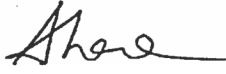

(7) P.V. Mathew


(8) P.K. Sarkar


(9) V. Eswaran


(10) K.S. Shetty

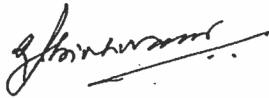
**For All India Bank Officers' Association
(S/ Shri)**



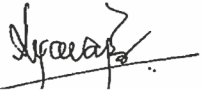
1) Alok Khare



2) Sunil K. Srivastava



3) R J Sridharan



4) S. Nagarajan



5) D.K. Pauddar

**For National Organisation of Bank Officers
(S/ Shri)**



1) S V Joshi



2) S N Joshi



3) S K Rathod

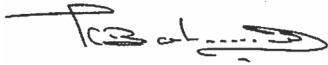


4) B K Irwarthraya

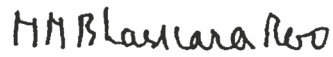
**For Indian National Bank Officers' Congress
(S/ Shri)**



1) Shanthakumar



2) T.K. Balasubramanian



3) M M Bhaskara Rao



4) Subash Choudhry

1. SCALES OF PAY (w.e.f. 01.11.2002)

	1	2	3	4	5	6
JMGS-I	10000	10470	10940	11410	11880	12350
	7	8	9	10	11	12
	12820	13320	13820	14320	14880	15440
	13	14	15	16	17	
	16000	16560	17120	17680	18240	
MMGS-II	13820	14320	14880	15440	16000	16560
	17120	17680	18240	18800	19360	19920
MMGS-III	18240	18800	19360	19920	20480	21040
	21660	22280				
SMGS-IV	20480	21040	21660	22280	22900	23520
	24140					
SMGS-V	24140	24760	25380	26000	26620	
TEGS-VI	26620	27300	27980	28660	29340	
TEGS-VII	29340	30020	30700	31600	32600	

FITMENT

Fitment shall be stage-to-stage, i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

2. DEARNESS ALLOWANCE

a. For the period from 01.11.2002 to 31.01.2005, Dearness Allowance shall be payable for every rise or fall of 4 points over **2288** points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960 = 100 at the following rates:

- (i) 0.18% of 'Pay' upto Rs. 9,650/- plus
- (ii) 0.15% of 'Pay' above Rs. 9,650/- and upto Rs. 15,350/- plus
- (iii) 0.09% of 'Pay' above Rs. 15,350/- and upto Rs. 16,350/- plus
- (iv) 0.04% of 'Pay' above Rs. 16,350/-

b. **On and from 01.02.2005**, Dearness Allowance shall be payable for every rise or fall of 4 points over 2288 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960 = 100 at **0.18 %** of Pay.

3. HOUSE RENT ALLOWANCE (w.e.f 01.11.2002)

	I	II
(i)	Major "A" Class Cities and Project Area Centres in Group A	8.5 % of Pay
(ii)	Other places in Area I and Project Area Centres in Group B	7.5 % of Pay
(iii)	Other places	6.5 % of Pay

Provided that if an Officer produces a Rent receipt, the House Rent Allowance payable to him/her shall be the actual Rent paid by him/ her for the residential accommodation in excess over **1.75 %** of Pay in the first stage of the Scale of Pay in which he/ she is placed with a maximum of **150 %** of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

NOTE :

The claims of Officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to **150 %** of House Rent Allowance as hitherto.

4. CITY COMPENSATORY ALLOWANCE (w.e.f. 01.11.2002)

Area	Rate	Maximum Amount
i) Places in Area 1 and in the State of Goa	4 % of Basic Pay	Rs. 540/- p.m.
ii) Places with population of five lakhs & over & State Capitals & Chandigarh, Pondicherry & Port Blair	3 % of Basic Pay	Rs.375/- p.m.

5. PROVIDENT FUND (w.e.f. 01.11.2002) 10 % of Pay

6. PENSION (OTHER THAN STATE BANK OF INDIA)

In respect of an Officer, other than the Officer in State Bank of India, who is a member of the Pension Fund, who retires or dies while in service or otherwise ceases to be in employment on or after the 01.05.2005, "Pay" for the purpose of Pension, shall be the Pay last drawn by the Officer employee prior to his retirement / death. Pending necessary amendments to be made to the relevant provisions of Bank (Employees') Pension Regulations, 1995, Officers retiring or dying while in service on or after 01.05.2005, shall be granted provisional Pension having regard to the above provisions.

NOTE :

(1) The Bank (Employees') Pension Regulations, 1995 does not apply to the Officers of SBI.

(2) "Pay" for the purpose of **Provident Fund** and **Pension** shall mean Basic Pay including **Stagnation** Increment, **Professional Qualification Pay**, **Increment** component of **Fixed Personal Pay** and **Officiating Allowance**.

7. MEDICAL AID

On and from **01.02.2004**, reimbursement of medical expenses shall be as under:

- | | | |
|---------------------------------|---|----------------|
| a) Officers in JMG & MMG Scales | - | Rs.3,750/-p.a. |
| b) Officers in SMG & TEG Scales | - | Rs.5,000/-p.a. |

NOTE :

For the year 2004, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for **Eleven** months, i.e., February 2004 to December 2004.

8. HOSPITALISATION EXPENSES

On and from **01.05.2005**, reimbursement of Hospitalisation Expenses under Regulation 24 1(b)(i) of Officers' Service Regulations, 1979/1982, shall be in terms of the Hospitalisation Scheme laid down under Bipartite Settlement dated **02.06.2005**, for workmen employees, subject to following limits :-

SCALE OF OFFICER	LIMITS
a) Junior Management Grade Scale I & Middle Management Grade Scales II & III	i. Bed Charges Self - Rs.600/- per day. Family - Rs.450/- per day.
	ii. Other Charges At the Scale of 125 % of the limits laid down under the Hospitalisation Scheme applicable to workmen employees.
b) Senior Management Grade Scale IV & V and Top Executive Grade Scales VI & VII	i. Bed Charges Self - Rs.800/- per day. Family - Rs.600/- per day.
	ii. Other Charges At the Scale of 150 % of the limits laid down under the Hospitalisation Scheme applicable to workmen employees.

9. RECOVERY OF HOUSE/ FURNITURE RENT (w.e.f. 01.11.2002)

- i. House Rent Recovery shall be @ **1.75** % of the first stage of the Scale of Pay in which the Officer is placed or the Standard Rent for the accommodation, whichever is **less**.
- ii. Furniture Rent Recovery shall be @ **0.40** % of the first stage of the Scale of Pay in which the Officer is placed.

10. FIXED PERSONAL PAY

On and from 01.11.2004, Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

Increment Component (A) Rs.	DA as on 01.11.2002 (B) Rs.	Total F.P.P. payable where Banks's accommodation is provided (C) Rs.
560	23	583
620	25	645
680	28	708
1000	41	1041

NOTE :

- i) F.P.P. as indicated in "C" above shall be payable to those Officer employees who are provided with Banks's accommodation.
- ii) F.P.P. for Officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance drawn by the Officer employees concerned when the last Increment of the relevant Scale of Pay as specified in sub- regulation (ii) of Regulation 4 is earned.
- iii) The Increment component of F.P.P. shall rank for superannuation benefits.

11. PROFESSIONAL QUALIFICATION PAY (PQP) (w.e.f. 01.11.2002)

A. Officers shall be eligible for Professional Qualification Pay as under :

- i) Those who have passed only CAIIB -Part I /JAIIB
Rs.300/- p.m. one year after reaching top of the Scale.
- ii) Those who have passed both parts of CAIIB -
 - a) Rs.300/- p.m. one year after reaching top of the Scale.
 - b) Rs.750/- p.m. two years after reaching top of the Scale.

B. An Officer employee acquiring JAIIB/CAIIB (either or both parts) qualifications after reaching the maximum of the Scale of Pay, shall be granted from the date of acquiring such qualification the first instalment of PQP and the release of subsequent instalments of PQP shall be with reference to the date of release of first instalment of PQP.

Provided further that in a case where an Officer, as on the date of this Joint Note, has already acquired any of the above said qualifications and has not earned any Increment or PQP on account of acquiring such qualification/s, he may be, with effect from **01.11.2002** or the date of acquiring such qualification/s, whichever is later, released PQP as provided herein above.

12. OTHER ALLOWANCES

i) DEPUTATION ALLOWANCE

On and from **01.06. 2005**, Deputation Allowance shall be at the following rates :

- a) An Officer deputed to serve outside the Banks **7.75** % of Pay with a max. of Rs.1,500/m
- b) An Officer deputed to an organization at the same place or to the training establishment of the Banks **4** % of Pay with a max. of Rs.750/- p.m.

ii) HILL & FUEL ALLOWANCE (w.e.f. 01.11.2002)

PLACE	RATE
a) Places with an altitude of 1000 metres and above but less than 1500 metres and Mercara Town	2 % of Pay subject to a maximum of Rs.400/- p.m.
b) Places with an altitude of 1500 metres and above but less than 3000 metres	2.5 % of Pay subject to a maximum of Rs.500/- p.m.
c) Places with an altitude of 3000 metres and above	5 % of Pay subject to a maximum of Rs.1150/- p.m.

iii) HALTING ALLOWANCE (w.e.f. 01.06.2005)

Grade / Scales of Officers	Major 'A' class cities (Rs.)	Area I (Rs.)	Other Places (Rs.)
Officers in Scale IV & above	600	550	500
Officers in Scale I / II / III	550	500	400

Provided that in the case of Officers in Scale IV and above, Halting Allowance payable per Diem while on outstation work at the **Four** metros, viz. Delhi, Mumbai, Kolkata and Chennai, shall be Rs.700/-.

iv) SPECIAL AREA ALLOWANCE (w.e.f. 01.11.2002)

At places where Special Area Allowance is payable in terms of regulation 23(ii) of Officers' Service Regulations, 1979/1982, the said Allowance shall be payable at rates as in Annexure IV.

v) COMPENSATION ON TRANSFER (w.e.f. 01.05.2005)

An Officer on transfer will be eligible to draw a lump sum amount, as indicated below, for expenses connected with packaging, local transportation, insuring the baggage, etc.:-

Grade / Scales of Officers	Rs.
Officers in Scale IV & above	8,750/-
Officers in Scale I / II / III	7,000/-

vi) MODE OF TRAVEL AND EXPENSES ON TRAVEL

Effective from the date of this Joint Note, the following Provisions shall apply wherever an Officer is required to travel on duty :

(i) An Officer in Junior Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if so permitted by the Competent authority, having regard to the exigencies of business or public interest.

(ii) An Officer in Middle Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if the distance to be travelled is more than **1000** kms. He may, however, travel by air (economy class) even for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.

(iii) An Officer in Senior Management or Top Executive Grade is entitled to travel by AC 1st Class by train or by air (economy class).

(iv) An Officer in Senior Management or Top Executive Grade may travel by car between places not connected by air or rail provided that the distance does not exceed **500** kms. However, when a major part of the distance between the two places can be covered by air or rail only the rest of the distance should normally be covered by car.

(v) Any other Officer may be authorised by the Competent Authority, having regard to the exigencies of business, to travel by his own vehicle or by taxi or by the Bank's vehicle.

The remaining Provisions as in Sub-Regulations (2) & (3) of Regulation 41 of Officers' Service Regulations shall remain unchanged.

vii) LEAVE TRAVEL CONCESSION :

1. During each block of 4 years, an Officer shall be eligible for leave travel concession for travel to his place of domicile once in each block of two years. Alternatively, he may travel in one block of two years to his place of domicile and in another block of two years to any place in India by the shortest route.

2. Alternatively, an Officer, by exercising an option anytime during a 4 year block or two year block, as the case may be, surrender and encash his LTC (other than travel to place of domicile) upon which he shall be entitled to receive an amount equivalent to 75% of the eligible fare for the class of travel by train to which he is entitled upto a distance of **4500 kms. (one way)** for Officers in JMG Scale I and MMG Scale II & III and **5500 kms (one way)** for Officers in SMG Scale IV and above. An Officer opting to encash his LTC shall prefer the claim for himself / herself and his / her 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.

3. The mode and class by which an Officer may avail of Leave Travel Concession shall be the same as the Officer is normally entitled to travel on transfer and other terms and conditions subject to which the Leave Travel Concession may be availed of by an Officer, shall be as decided by them Board from time-to-time.

viii) DEFINITION OF FAMILY :

(i) For the purpose of Leave Travel Concession "**Family**" of an Officer shall mean an Officer's spouse, wholly dependent unmarried children (including dependent step children and legally adopted children) and wholly dependent parents ordinarily residing with and wholly dependent on the Officer.

(ii) The term wholly dependent child/parent shall mean such member of the family having a monthly income not exceeding Rs.**2,550/-** p.m. If the income of one of the parents exceeds Rs.2,550/- p.m. or the aggregate income of both the parents exceeds Rs.2,550/- p.m. both the parents shall not be considered as wholly dependent on the employee.

13. PROJECT AREA ALLOWANCE :

On and from **01.11.2002**, Project Area Compensatory Allowance shall be payable at the following rates :

Project Areas falling in Group A - Rs. **210/-** p.m.

Project Areas falling in Group B - Rs. **185/-** p.m.

14. MID-ACADEMIC YEAR TRANSFER ALLOWANCE :

On and from **01.01.2004**, Mid-Academic Year Transfer Allowance shall be payable at Rs.**500/-** p.m. subject to other conditions.

15. SPLIT DUTY ALLOWANCE :

On and from **01.11.2002**, Split Duty Allowance shall be payable at Rs.**125/-** p.m.

16. GENERAL PROVISIONS :

Officers manning Hubs/ Switch Centers, Disaster Recovery Centers or similar sensitive installations requiring round the clock maintenance/ surveillance and Security Officers required to provide round-the-clock maintenance/ surveillance shall not participate in any work stoppage/ strike action.

17. DATE OF EFFECT

For payment of arrears, the benefits under various provisions as above, shall be from the date of signing the Joint Note unless otherwise specified against the relevant provisions as detailed below :

	W.E.F.
01. Basic Pay	01.11.2002
02. Dearness Allowance	01.11.2002
03. House Rent Allowance	01.11.2002
04. City Compensatory Allowance	01.11.2002
05. Professional Qualification Pay	01.11.2002
06. Hill & fuel Allowance	01.11.2002
07. Special Area Allowance	01.11.2002
08. Project Area Allowance	01.11.2002
09. Split Duty Allowance	01.11.2002
10. Mid Academic Year Transfer Allowance	01.01.2004
11. Dearness Allowance 100% Neutralisation	01.02.2005
12. Medical Aid	01.02.2004
13. Fixed Personal Pay	01.11.2004
14. Deputation Allowance	01.06.2005
15. Compensation on Transfer	01.05.2005

ANNEXURE-II

List of Public Sector Banks

01. Allahabad Bank
02. Andhra Bank
03. Bank of Baroda
04. Bank of India
05. Bank of Maharashtra
06. Canara Bank
07. Central Bank of India
08. Corporation Bank
09. Dena Bank
10. Indian Banks
11. Indian Overseas Bank
12. Oriental Bank of Commerce
13. Punjab & Sind Bank
14. Punjab National Banks
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 Indore
24. State Bank of Mysore
25. State Bank of Patiala
26. State Bank of Saurashtra
27. State Bank of Travancore

ANNEXURE-III

List of "A" Class Private Sector Banks

01. The Bank of Rajasthan Ltd
02. Bharat Overseas Bank Ltd
03. The Dhanalakshmi Bank Ltd
04. The Federal Bank Ltd
05. The Jammu & Kashmir Bank Ltd
06. The Karnataka Bank Ltd
07. The Karur Vysys Bank Ltd
08. The Lakshmi Vilas Banks Ltd
09. Lord Krishna Bank Ltd
10. The Nainital Bank Ltd
11. The Ratnakar Bank Ltd
12. The Sangli Bank Ltd
13. The South Indian Bank Ltd
14. ING Vysya Bank Ltd



IX BIPARTITE SETTLEMENT : (Effective from 01.11.2007, signed on 27.04.2010)

The Leaders of the Officers' Organizations and the Workmen Unions under the banner of United Forum of Bank Unions, called on the Chairman, IBA on 29.10.2007 at Hyderabad in a Delegation and submitted Charter of Demands in connection with the Salary Revision due from 01.11.2007. On behalf of the AIBOC, Com. G.D.Nadaf, the Joint General Secretary, presented the Charter. The Chairman IBA assured the team that the negotiations will commence in right earnest and expressed his desire to ensure a speedy settlement.

STRUGGLE FOR PENSION SECOND OPTION :

The UFBU has been demanding another option on Pension ever since the option was closed after introduction of that scheme. The IBA was maintaining that they are not in a position to offer one more option and hence, they did not consider this demand for a long time.

During the course of VII Bipartite Wage Revision, the issue should have been settled. Accordingly, the UFBU had insisted for discussion on the issue at the time of conclusion of Wage Settlement for both workmen and Officers on 02.06.2005. While IBA maintained its earlier position, it agreed to discuss the alternatives with UFBU to resolve the issue.

It is worthwhile to recall here that the Pension scheme was introduced simultaneously in Banks, Insurance and RBI. While, the Employees were permitted to exercise their option for Pension, in Insurance and RBI, to ensure 100 % Pension Option, the IBA refused to extend the option for the Second time in the Banking Industry. Because of the draconian '**strike**' clause in the Pension Regulations, a large number of Officers were prevented from exercising the option. As a result, when the '**strike**' clause was withdrawn from the Rules, the IBA should have permitted yet another option to the Employees in the Banking Industry. Hence, AIBOC and UFBU had decided to take up the issue to its logical conclusion.

The IBA convened a Bipartite Meeting on 15.06.2006 and in the course of discussions, the UFBU expressed its concern over the delay in resolving the issue of Second option on Pension. At this Meeting, the UFBU suggested that it has an open mind on sharing of the cost to a reasonable level and requested the IBA to come forward with all particulars/ details to enable UFBU to finalize the negotiations in this regard. The IBA agreed to come back with further details at the earliest and resume discussions on the issue on our agreeing for detailed discussions and suggestion that the Unions are willing to share a portion of the cost to a reasonable extent through a negotiated settlement.

However, the IBA and the Government exhibited unhelpful attitude, provoking the UFBU to revive agitational programs, with one-day strike on 12.09.2007. The strike action was deferred at the behest of the Chief Labour Commissioner (Central) who suggested that both the IBA and the UFBU should initiate discussions within a fortnight so as to arrive at an amicable settlement.

A Bipartite Meeting was held at Mumbai on 03.10.2007 between IBA and UFBU, where UFBU explained the details of the Actual Report submitted by UFBU and the willingness to share a part of the additional cost by mutual discussions.

In the meanwhile, as the understandings reached before the CLC on 10.09.2007, were not resolved by the IBA, the UFBU decided to resort to agitational programmes to demand expeditious solutions to the demands. Accordingly, a day All India Strike in the Banking Industry in the 4th week of January, 2008 was proposed, preceded by massive Demonstrations, Dharna etc...

In the Meeting of UFBU held in New Delhi, it was decided to observe All India One day strike on 25.01.2008, All India strike for Two days on 25.02.2008 and 26.02.2008 and Indefinite strike in the last week of March 2008.

The **Strike** action of **25.01.2008** was a total **success**. But the response of the IBA and Government was casual and lukewarm. Provoked by this negative attitude of IBA and Government, the UFBU intensified the agitational programmes, culminating in the proposed Two days strike on 25.02.2008 and 26.02.2008.

However, with the intervention of the Finance Minister, Govt. of India, the IBA was advised to commence Bilateral discussions immediately. The Chief Labour Commissioner (Central) had called for a conciliation Meeting on 22.02.2008 and the Meeting had failed to produce any positive results.

The discussions with IBA held on 23.02.2008 had failed to yield any positive results. Hence, UFBU stuck to its decision to proceed with 2 Day-Strike on 25.02.2008 and 26.02.2008.

On **25.02.2008** in the **wee** hours, the IBA agreed to the standpoint of UFBU and following understandings were reached and the UFBU deferred Two days strike programme scheduled to be held on 25.02.2008 and 26.02.2008.

- a.) Reconcile the Actuarial calculations with Common Actuary relating to Pension with a view to consider extending one more option of Pension to the remaining Employees who were under CPF.
- b.) The issue of allowing coverage to the Employees and Officers through Pension scheme recruited in the Bank between 01.11.1993 and 29.09.1995, which would once again, be taken up with the Government.
- c.) As regards Revision of Wages, the representatives of IBA submitted that the machinery has been set in motion and once the mandates from all the Banks were available, bilateral negotiations would commence.

The talks were further scheduled to be held on 03.03.2008 and thus the demands of AIBOC reached the negotiating table. Discussions were held on 03.03.2008 with IBA.

The next meeting was scheduled to be held on 18.03.2008 with IBA representatives and UFBU and in the Meeting IBA and UFBU finalized a common panel of Two Actuaries to deal with the issue of Pension, viz., Mr. D. Basu from **Kolkata** and Mr. K.P. Sharma from **Hyderabad**, which was accepted by IBA. Both IBA and UFBU jointly held a meeting the panel of Actuaries for finalizing common approach to the various parameters involved in the matter. The panel demanded certain data for processing further in the matter and the same was provided to them. The matter was further discussed on 25.03.2008. In the meeting with IBA, on 03.04.2008, further data was asked for by the Actuarial experts.

The next meeting was held on 09.08.2008 at Kolkata, between IBA, Actuaries and UFBU. The Actuaries presented their suggestions on various assumptions on arriving at cost of Pension. During the discussions, UFBU raised a number of points for clarifications and felt that there is a need to finalize the assumptions with IBA before it was given to Actuaries for calculation of cost of Pension. It was decided to hold a Meeting with IBA on 13.06.2008.

As scheduled, a meeting between IBA and UFBU was held at Mumbai on 13.06.2008 to finalize common parameters for calculation of cost of 2nd Option on Pension.

On 8th July 2008, another round of discussion took place between IBA and UFBU on the issue of Pension Option. In this meeting, after mutual discussions, assumptions on items like Rate of Attrition, Yield on Investment, Future increase in Basic Pay etc.. were sorted out. Issues like Impact of DA increase in future etc. remained inconclusive. The IBA agreed to: communicate to the Actuaries following parameters and common assumptions.

FINANCIAL ASSUMPTIONS:

- (i) **Discount Rate** 85 % as applicable to outstanding age, with reference to basic data of non-optees as at 31.03.2008.
- (ii) **Basic Pay Increase** 1 % pa
- (iii) **Cost of Living Index** 4.7 % Salary increase at 5.7 % pa (DA)
- (iv) **Attrition Rate** 0.5 % p.a. or the figure derived from actual data obtained from Public Sector Banks
- (v) **Annuity Rate** Worked out taking mortality LIC (a) 1996-1998 Table with Return on Asset taken, as **9 %** and Expenses assumed as NIL.

Based on the above parameters, the actuaries were expected to arrive at additional cost to consider Second option on Pension.

SALARY REVISION TALKS :

Another round of talks on Salary Revision was held on 11.08.2008 with IBA. UFBU insisted that the issue of 2nd Option, on Pension should be settled at the earliest, as the deadline fixed earlier by the IBA, i.e., 31.05.2008 was over.

The UFBU also insisted that the date of effect of Salary Revision should be from 1st November, 2007 and DA merger be at 3028 points. Entire negotiations should be expedited with regular and continuous meetings within next 3 months period.

However as the issues remained unresolved, the UFBU had given a call for Two days strike on 24th and 25th Sept. 2008. The Chief Labour Commissioner (Central) Govt. of India, held a conciliation meeting on 19.09.2009. The meeting was inconclusive and was postponed to 23.09.2008. As the IBA could not make any firm commitment on the issues, the UFBU went ahead with **Strike** action on **24th and 25th September, 2008**.

More than **10 Lac** Employees and Officers in Banking Industry observed successful strike on 24th and 25th September 2008, throughout the Country.

In the wake of All India Strike action for 2 days, the IBA called the UFBU for discussions where it was agreed that :

(a) SALARY REVISION :

a Meeting of the Core Committee would be held by the end of Nov.2008 in which the demands would be gone into further details, calculations and working out cost implications construction of Pay Scales based on the demand for merger of DA at 3028 points etc..

(b) PENSION OPTION :

The report of the Common Panel of Actuaries was received and as per their estimation and calculations the Cost of Pension for the PF Optees as on 31.03.2008 comes to Rs. 17,000 crores and if their PF Balance (Managements' Contribution) was adjusted, the net deficit or liability would work out to about Rs. **6,000** crores.

Both the sides agreed to study the report before taking up the same for further discussions.

Another round of talks took place between UFBU and IBA on 15.12.2008 and on Wage Revision, IBA expressed their desire to resolve the issue in the next 2 or 3 months.

On the Pension issue, in order to work out the methodology of sharing the additional cost etc., a Small Committee would meet shortly and thereafter the matter will be taken up in the Negotiating Committee for discussions.

It was decided to hold the next round of Meeting with the Negotiating Committee in the first week of January 2009.

MEETING WITH IBA ON 24.12.2008 :

Small Committee level discussions and tentative calculations took place on the possible impact of Wage Revision demands, Index point for merger of DA etc. were exchanged besides the ways and means to work out the manner and possibilities for funding the additional Pension etc..

The IBA informed that as per the details received by them, there are **64,250** past retirees (PF Optees) between the Date of Pension Regulations 1995-1996 and 31.03.2008 and that Bank's PF contributions paid to them amounted to Rs. **1,718** crores.

On 24.12.2008, the AIBOC had discussions with IBA on Salary Revision and AIBOC insisted that the entire process of Salary Revision should be completed within a period of 2 months, keeping in view the better Salary Revision package for Central Govt. Employees, Public Sector Units, UGC Staff etc.

MEETING WITH IBA ON 12.01.2009 - PENSION OPTION :

IBA suggested that sharing extra cost of Pension should be on a 50 % - 50 % of Rs. 6,000 crores. AIBOC offered that **15** % of the extra cost can be shared by the Employees.

SALARY REVISION : Separate discussions were held with the workmen's Unions and Officers' Associations.

On Construction of Pay Scales, it was agreed in principle that the revised Pay Scales would be constructed on **2836** points of CPI.

TALKS WITH IBA ON 21.01.2009 :

PENSION OPTION : IBA offered to take a share of Rs. 3,500 crores out of Rs. 6,000 crores. AIBOC offered to share Rs. 1500 crores and the remaining Rs. 4,500 crores to be borne by the Banks. At this stage, IBA proposed that the new entrants in the Banks are to be covered by a new Pension Scheme based of Defined Contribution.

The AIBOC expressed its apprehensions and disapproval of this proposal.

SALARY REVISION :

IBA made an initial offer of Rs. 2,750 crores of Wage increase, which worked out to around 10 % increase in the Wage cost.

AIBOC expressed its dissatisfaction over the offer and urged upon the IBA to substantially improve their offer to a mutually acceptable level.

IBA urged upon the AIBOC to come out with solutions to their issues such as outsourcing of non-core services. The IBA also made a presentation on comparing the salary and allowances of Bankers with CTC based concept.

TALKS WITH IBA ON 12.02.2009 :

PENSION OPTION : IBA insisted that the new Employees who will henceforth join the Banks should be governed by the New Pension Scheme, as has been implemented by the Central Govt. for new Employees from 01.01.2004. AIBOC objected to this condition vehemently and demanded that the future Employees should also be governed by the existing Pension Scheme.

As regards sharing of additional cost of Pension, AIBOC reiterated the earlier stand that Rs. 1500 crores can be borne by the Employees.

SALARY REVISION : AIBOC emphasized the need for a substantial increase in the offer made by IBA. After discussions, IBA offered an increase in wages of Rs. 3,600 crores for the Employees and Officers put together, as against Rs. 2,750 crores offered previously.

AIBOC while rejecting the offer insisted for maintaining external parity and better salary package. AIBOC also demanded separate meetings with the Officers' Organizations to discuss on Salary Revision and other issues pertaining to Officers' community.

MEETING WITH IBA ON 21.02.2009 : PENSION OPTION

IBA insisted on introduction of New Pension Scheme i.e., Defined Contributory Scheme.

After mutual discussion, AIBOC offered the following :

- (a) Existing Scheme to continue.
- (b) IBA should give the full details of their proposed new Pension Scheme.
- (c) After study of the new Scheme, IBA/ UFBU can discuss the feasibility of introducing the New Scheme after one year for the new recruits.
- (d) In the meantime, the issue should be delinked from the current negotiations and option for the existing Employees should be extended by finalizing the sharing formula.

The IBA had stated that while some option can be given to the new recruits to choose between the existing Pension scheme and the new Pension Scheme, within a period of Three months. Such an option facility can be available for one year and thereafter, the New Pension Scheme should alone be operative for the new recruits.

SALARY REVISION : IBA informed that they do not have mandate to go beyond the earlier offer of Rs. 3,600 crores and hence can not improve their offer any further.

In the light of the above approach of the IBA, it was felt that IBA was trying to go beyond the MoU of February 2008, wherein no such conditionalities were stipulated by IBA on Pension Scheme.

It was also felt that in the matter of Wage Revision, the IBA attitude was unreasonable, as their offer fell far short of making any ground for Settlement.

It was decided to immediately meet and submit a memorandum to the Finance Minister, Labour Minister, Chairman of IBA and Chairman, Negotiating Committee, in this regard.

MEETING WITH THE HON'BLE MINISTER OF FINANCE, SRI PRANAB MUKHERJEE, ON 27.02.2009 :

A Memorandum was submitted to the Hon'ble Finance Minister, explaining therein the demand for a fair Salary Revision and Option for Pension.

The UFBU Team had also called on Sri Oscar Fernandes, Union Minister for Labour and submitted a Memorandum on the demands.

In both the above Meetings, Members of Parliament, Com. Gurudas Dasgupta and Com. Tapan Sen, Secretary, CITU were present.

FAILURE OF TALKS WITH IBA ON 11.05.2009 : STRIKE ON 12.06.2009

There was another round of talks between IBA and UFBU. IBA improved their offer to Rs. 4,125 crores i.e., an increase of 15 % over the Wage Bill as at 31.03.2007. The UFBU made it clear that the Employees and Officers in the Banking Industry deserve substantial Wage increase and the offer of IBA, is too inadequate and falls short of the demands and expectations. Hence, UFBU rejected the offer of IBA.

PENSION OPTION : IBA insisted that the New Pension Scheme should be accepted for future recruits as a pre-condition. The UFBU refused to accept this unfair condition.

OUT-SOURCING : In the matter of outsourcing, IBA wanted total freedom to the Managements to outsource Banking jobs, and service which could not be agreed by the UFBU.

Because of the adamant stand of IBA, the UFBU decided to launch agitational programmes and the UFBU served a notice to IBA on 17.05.2009 proposing to go on an All India Strike on 12th June, 2009. It was also proposed to observe Two days strike by middle of July 2009.

RECONCILIATION MEETING WITH CLC (CENTRAL) ON 04.06.2009 :

On hearing both the sides, the CLC advised, that both IBA and UFBU should hold a meaningful dialogue to sort out the issue, within 7 days. Accordingly, IBA called a meeting of UFBU on 09.06.2009 for discussion.

BREAKTHROUGH IN TALKS HELD ON 09.06.2009 – UFBU DEFERS STRIKE :

In the Bipartite discussion on 09.06.2009, between IBA and UFBU the following understandings emerged :

(a) The pre-condition that the Unions should agree to New Pension Scheme to be made applicable to new recruits would not be insisted upon. IBA stated that the existing Pension scheme will continue to be applicable to all new recruits upto 31.03.2010, but UFBU stated that this should be extended upto 31.10.2012 and the matter should be reviewed thereafter.

(b) The additional Pension cost will be shared in 70 % and 30 % i.e., Rs. 4,200 crores by the Banks and Rs. 1800 crores by the Employees.

(c) To the demand for a minimum increase of 20 % plus in the wage bill, IBA was willing to improve their offer to 17 % from 15 % subject to approval by the Managing Committee of IBA.

In view of the breakthrough in the pre-conditions and willingness of IBA to finalize the demands with a positive approach within a short time UFBU deferred the proposed strike on 12.06.2009.

IBA GOES BACK ON ITS OFFER OF 17 % WAGE HIKE AND INFORMS UFBU THAT, THEY CANNOT OFFER ANYTHING MORE THAN 15 % AS PER THE ADVICE OF THE GOVT.

UFBU MEETING ON 14.07.2009 DECIDED TO SERVE STRIKE NOTICE ON IBA AND OBSERVE STRIKE FOR TWO DAYS ON 6TH & 7TH AUGUST 2009.

CONCILIATION PROCEEDINGS BEFORE THE CLC (CENTRAL) ON 31.07.2009 :

The UFBU insisted that the negotiations be resumed at the level the issues were discussed upto 9th and 10th June, 2009. IBA's going back on their offer, which was unprecedented, was not acceptable. It was also pointed out that the demands on another option for Pension and revised scheme for Compassionate Appointments / Monetary Compensation were pending resolution.

IBA stated that, since the Government had sought certain clarifications about the Wage Revision proposal, they can not commit anything without getting further direction from the Government.

The Chief Labour Commissioner (C) advised IBA to hold further talks with the Unions and adjourned the proceedings to 4th August, 2009.

IBA called the UFBU for discussions on 4th August, 2009.

UFBU MEETING WITH IBA ON 04.08.2009 :

IBA further reduced their offer to **13 %** wage increase.

In a shocking development, IBA went back on their earlier offer and informed that they can not offer more than 13 % wage increase. IBA further informed that they can not offer the existing Pension Scheme though they had earlier agreed to the same.

IBA also stated that they can not agree for the Compassionate Appointment/ Financial Compensation Scheme as mutually agreed earlier.

ALL INDIA STRIKE IN THE BANKING INDUSTRY ON 6TH AND 7TH AUGUST 2009 WAS A THUNDEROUS SUCCESS :

More than **800000** Employees working in the Banking Industry comprising Public, Private and Foreign Banks struck work for Two days. Mass Rallies & Demonstrations were held all over the Country, in expression of their anguish and frustration against the negative attitude of the IBA. As a consequence of the impact created by the total success of the strike action, the Government instructed the Chief Labour Commissioner to hold conciliatory Meeting between UFBU and IBA.

CONCILIATION MEETING ON 07.08.2009 :

The IBA offered the following as packages :

- a) Increase in Wage at 17.5%
- b) The existing PF Optees will be given another option for Pension as per understandings, reached between IBA and UFBU on 09.06.2009, subject to the condition that at the time of the next Settlement again another actuarial valuation will be carried out and the funding gap so arrived at would be shared in the ratio of 30% : 70%.
- c) New Pension Scheme to be introduced to new recruits with effect from 01.04.2010.
- d) Compassionate Appointment issue will be discussed separately.

The CLC(C) suggested that parties may hold a Bipartite discussion as early as possible.

BIPARTITE TALKS HELD WITH IBA ON 24.09.2009

Discussions were held to take the issues forward with amicable solutions. While some progress was made on few issues, still there were some hurdles and difficulties in reaching finality. It was decided to discuss all the issues further in the next round of Meeting.

BIPARTITE MEETING BETWEEN IBA AND UFBU ON 27.11.2009 AND MINUTES WERE SIGNED ON SALARY REVISION AND ANOTHER OPTION ON PENSION :

SALIENT FEATURES :

- a) Annual wage increase of Rs. **4,816** crores (Rs.2,239 crores for Officers and Rs. 2,577 crores for Workmen Employees) w.e.f. 01.11.2007.
- b) The additional cost of Pension on account of Wage Revision in excess of Statutory contribution of 10 % of Pay will be shared equally between Management and Employees each and share of Employees (at 23 % of Pay will be deducted from the agreed Wage increase while revising Salary and Allowances).
- c) All the existing Employees who are now in PF Scheme (Other than SBI) will be given an option to join the existing Pension scheme.
- d) All those who have retired after the Date of Pension Regulations till date will also be given an, option to join the Pension Scheme.

- e) The additional cost on 2nd Option on Pension will be shared by the Management and Employees in the ratio of **70:30**.
- f) Contributory Pension Scheme will be introduced for new Recruits (other than SBI) wef 01.04.2010.
- g) Full Settlement on the above to be finalized within 90 days.

The Minutes denote a significant achievement both in terms of Wage Revision and also securing another **Option** for more than 3 lac Employees/ Officers/ Retirees to join the **Pension** Scheme.

THIS ACHIEVEMENT WAS CULMINATION OF THE UNITED EFFORTS AND STRUGGLES BY ALL EMPLOYEES AND OFFICERS UNDER THE BANNER OF UFBU.

TALKS WITH IBA ON 25.02.2010 :

Discussions took place to decide on distribution of wage load of 17.5% and other related factors. The Four Officers' Organizations submitted a common proposal to IBA on distribution of Wage cost on various components of Salary and Allowances.

The **HRA** percentage retained as comparable to workmen staff.

Additional cost on Pension, House Rent Allowance etc. were calculated on a scientific basis. The date of effect of Pension to CPF Optees is assumed as from Retrospective date.

As more number of Officers are stagnated at lower level of scales, a provision for **Two** additional **Stagnation** Increments for Officers in Scale-I to Scale IV was also suggested.

IBA did not respond positively to all these proposals and they struck to their method of calculation of additional cost on HRA, Pension and distribution of Wage load of 17.5 % on various scales.

The discussions concluded without any fruitful result.

MEETING WITH IBA ON 03.04.2010 :

The Four Officers' Organizations and Core Committee of IBA initiated the Distribution Chart of Wage load, the basic foundation to arrive at the revised Scales and Allowances. With this it was curtains down for all speculations, anxiety and there was jubilation all around over the developments.

MEETING WITH HON'BLE FINANCE MINISTER, ON 21.04.2010 :

The leaders of UFBU met the Hon'ble Finance Minister on 21.04.2010 and forcefully presented their views on the effective date of Pension to CPF Optees from 01.04.2008, as additional cost required for 2nd Option on Pension was assessed by the Common actuaries based on the details made available as on 31.03.2008.

The Hon'ble Finance Minister did not agree for this, as the IBA was of the view that, Pension has to be effective from the Date of signing the final Settlement on Pension. However, he suggested that, effective date may be from the date of signing the MOU i.e, 27th November, 2009.

27.04.2010 : ARED-LETTER DAY - 9TH BIPARTITE AGREEMENT SIGNED

The 9th Bipartite Settlement was inked on behalf of the entire Officers' Community in the Banking Industry by the AIBOC heralding curtains down to the historic struggles, negotiations, expectations, anxiety which commenced in the year 2007 after submission of a comprehensive Common Charter of Demands by the 4 Officers' Organizations.

The current negotiations involved a series of meetings between the 4 Officers' Organizations and the Indian Banks Association as well as between the Government and the UFBU, since the issue of Second Option on Pension was kept high on the agenda of the Confederation and also all other Organizations.

The **salient** features of the 9th Bipartite Settlement are as follows :

- a) Highest in terms of percentage of increase **17.5 %**.
- b) Another **Pension** Option for CPF Optees is achieved.
- c) **Two** additional Stagnation increments for Scales have been introduced to take care of Stagnation at lower levels.
- d) Ensuring of the better starting pay without sacrificing the internal relativity & incremental pattern.
- e) The quantum of lumpsum Payment on Transfer, Medical Allowance, Halting Allowance have been enhanced substantially.
- f) The costing on Hospitalization expenses has been reduced to a great extent. The costing on HRA has also been pruned down.
- g) The Basic Pay structure has been constructed in such a fashion, so as to benefit all the Officers' across the board.
- h) The Scales of SMGS-IV have been extended by **Two** more stages, by equating First Stage of SMGS-IV, with Seventh Stage of MMGS-III instead of Fifth Stage of MMGS-III as hitherto. The resultant anomaly in Fitment of promotees from MMGS-III to SMGS-IV has been rectified with the efforts from AIBOC, later on.
- i) Improvement in mode of travel on LFC for Officers in JMG Scale-I and Middle Management Grade Scales.
- j) Settlement of Halting Allowance with substantial improvements.
- k) Improvement in the Project Area Allowance and Special Area Allowance etc.

The 9th Bipartite Settlement thus became yet another milestone in the history of Bipartite relationship in the Banking Industry.

The success of the Settlement squarely belonged to each and every Member of this great Organization. The conviction with which the membership marched with the Confederation and participated in the struggles that were launched to ensure realization of the 2nd Option on Pension will be recorded in golden letters in the history of the movement.

EXTENTION OF NINTH BIPARTITE SETTLEMENT TO THE EMPLOYEES OF RRBS :

AIBOC addressed a letter to the Hon'ble Minister of Finance, Govt. of India requesting him to arrange for necessary instructions to NABARD for extension of the provisions of 9th Bipartite to RRBs on 11.05.2010.

IMPLEMENTATION OF 9TH BIPARTITE SETTLEMENT

IBA issues guidelines to Banks to implement the Bipartite Settlement for workmen on 14.05.2010. The IBA issued detailed communication to all Banks in respect of the Award Staff who signed the 9th Bipartite Settlement under the Provisions of the Industrial Disputes Act, 1947.

IBA ISSUES GUIDELINES FOR IMPLEMENTATION OF NINTH BIPARTITE SETTLEMENT FOR OFFICERS, AFTER RECEIVING GOVT.'S APPROVAL, ON 07.06.2010 :

IBA issued communication to all the Member Banks to implement the Provisions of 9th Bipartite Settlement and pay the arrears of salary. The IBA also instructed the Banks to be in preparedness for the introduction of the Second Option on Pension.

THE PROPOSAL FOR SECOND OPTION ON PENSION CLEARED BY THE GOVT. OF INDIA

On 29.06.2010, IBA implemented the Second Option as per their circular letter dated 10.08.2010.

NINTH BIPARTITE PROVISIONS EXTENDED TO THE OFFICERS IN REGIONAL RURAL BANKS, WITH EFFECT FROM 01.11.2007.

Yet another feather in the Cap of the Confederation.



INDIAN BANKS' ASSOCIATION

Minutes of the discussions held on 27th November 2009 between IBA representing Management of Banks which are parties to the Bipartite Settlement and the four Officers' Associations viz. AIBOC, AIBOA, INBOC & NOBO on Wage Revision.

Discussions were held between the Indian Banks' Association representing Managements of Banks and the authorized Representatives of four Officers' Associations, viz. All India Bank Officers' Confederation, All India Bank Officers' Association, Indian National Bank Officers' Congress and National Organisation of Bank Officers on Wage Revision for Officers in Banks.

After holding several rounds of discussions, the parties have mutually agreed as under:

1. The Wage Revision will be effective from **01.11.2007**.
2. The annual wage increase will be Rs. **2239** crores.
3. The additional cost of Pension on account of Wage Revision in excess of statutory contribution of **10 %** of Pay will be shared equally between Management and Employees (**13 % of Pay each**) and the share of employees so calculated will be deducted from the agreed wage increase while revising Salary and allowances.
4. All other issues of the Managements and Associations discussed during the process of negotiation will be settled to the mutual satisfaction.
5. The parties will meet on mutually convenient dates to draw out a detailed Joint Note on the various issues on which consensus positions have been reached. The parties will endeavour to finalise the Joint Note within a period of ninety days from the date of this minutes.

Signed at Mumbai on 27th November 2009.

FOR MANAGEMENT

Sd/-

Sd/-

Sd/-

Sd/-

FOR OFFICERS' ASSOCIATIONS

Sd/-
All India Bank Officers' Confederation

Sd/-
All India Bank Officers' Association

Sd/-
Indian National Bank Officers' Congress

Sd/-
National Organisation of Bank Officers

INDIAN BANKS' ASSOCIATION

Minutes of the Discussions held on 27th November 2009 between IBA representing the Management of Banks and UFBU consisting of 5 Workmen Unions viz. AIBEA, NCBE, BEFI, INBEF and NOBW and 4 Officers' Associations viz. AIBOC, AIOA, INBOC & NOBO on another option to join the Pension scheme.

The Indian Banks' Association and the United Forum of Bank Unions (UFBU) entered into a Memorandum of Understanding on 25th February 2008 on various issues. Extending another option for Pension to those who did not opt for Pension when Bank Employees' Pension Regulations, 1995 were implemented was one of the issues to be considered. Several rounds of discussions have taken place on the issue. An actuarial valuation of the liability was assessed through two commonly agreed actuaries who identified the total liability for extending another option for Pension to non-optees.

On receipt of the actuarial valuation of the liability, several rounds of discussions have taken place between the parties and the following terms have been mutually agreed.

1. Existing Employees

(i) The Employees who were in service of the Banks as on the date of Pension Regulation i.e.. **29.09.1995/ 26.03.1996** and continue in service as on the date of settlement/ Joint Note to be signed between the parties, shall be given one more option to join the Pension Scheme.

(ii) The Banks' contribution to Provident Fund along with interest thereon in respect of those employees who opt for Pension shall be transferred to the Pension Funds of the respective Banks.

(iii) The **gap** in the Pension fund identified will be shared between parties as under :

(a) **70 %** of the gap by the **Banks**.

(b) **30 %** by the **Employees** who are in service of the Banks as on the date of Memorandum of Settlement/ Joint Note to be signed between the parties in this regard. This amount will be recovered from the arrears payable on Wage Revision.

2. Retired Employees

(i) Those Employees who were in the service of the Banks as on **29.09.1995/ 26.03.1996** who were eligible but, did not opt for Pension and retired thereafter shall also be extended the option for joining the Pension Scheme. Towards joining the Pension Scheme they will -

(a) **Refund** the Banks's contribution to the Provident Fund **with interest** thereof received by them at the time of retirement.

(b) **Contribute** to the Pension Fund their share of **30 %** of the gap in the Pension fund identified.

3 The Bank Employees' Pension Regulations, 1995 will be effective upto **31.03.2010** and cease to apply to any person appointed in the services of Banks on or after **01.04.2010**.

4. A defined contributory retirement benefit scheme as governed by the "Contributory Pension Scheme introduced for employees of Central Government with effect from **01.01.2004**" will be introduced for workmen/ Officers joining the services of Banks on or after **01.04.2010**. There shall be **no** separate Contributory Provident Fund in respect of these workmen/ Officers.

5. The terms of this minutes will not be applicable to State Bank of India.

6. The Parties will meet on mutually convenient dates to draw out a detailed Memorandum of Settlement/ Joint Note in this regard; and appropriate modifications in the Bank Employees' Pension Regulations will be made following the prescribed procedure in this regard. The parties will endeavour to finalise the Memorandum of Settlement Joint Note within a period of ninety days from the date of this minutes.

Signed at Mumbai on 27th November 2009

FOR MANAGEMENT

Sd/-

Sd/-

Sd/-

Sd/-

FOR OFFICERS' ASSOCIATIONS

Sd/-

All India Bank Officers' Confederation

Sd/-

All India Bank Officers' Association

Sd/-

Indian National Bank Officers' Congress

Sd/-

National Organisation of Bank Officers

FOR WORKMEN UNIONS

Sd/-

Sd/-

Sd/-

Sd/-

Sd/-

Sd/-

All India Bank Employees' Association

Sd/-

National Confederation of Bank Employees

Sd/-

Bank Employees' Federation of India

Sd/-

Indian National Bank Employees' Federation

Sd/-

National Organisation of Bank Workers

INDIAN BANKS' ASSOCIATION

Record Note of the Discussions held on 27th November 2009 between ISA representing the Management of Banks and UFBU consisting of 5 Workmen Unions viz. AIBEA, NCBE, BEFI, INBEF and NOBW and 4 Officers' Associations viz. AIBOC, AIBOA, INBOC & NOBO on extending another option to join the Pension scheme.

The Indian Banks' Association and the United Forum of Bank Unions (UFBU) entered into a Memorandum of Understanding on 25th February 2008 on various issues. Extending another option for Pension to those who did not opt for Pension when Bank Employees' Pension Regulations, 1995 were implemented was one of the issues to be considered. Several rounds of discussions have taken place on the issue. An actuarial valuation of the liability was assessed through two commonly agreed actuaries who identified the total liability for extending another option for Pension to non-optees as under:

Another Option for Pension (Serving Employees)

		(Rupees in Crores)
Total Liability as on 31.03.2008 as per Actuarial Valuation	-	17190.00
Joint Exercise	-	
PF Accumulation	-	11532.00
Gap	-	5658.00
Add 2 % of Total Liability for loss/ incomplete data	-	343.80
Total		6001.80

Another Option for Pension (Retired Employees)

Total Liability as on 31.03.2008	-	4774.29
PF Accumulation to be refunded	-	1657.79
Balance	-	3116.50

On receipt of the actuarial valuation of the liability, several rounds of discussions have taken place between the parties and the following terms have been mutually agreed.

1) Existing employees

The employees who were in service of the Banks as on the date of Pension Regulations i.e. 29.09.1995/ 26.03.1996 and continued in service as on the date of settlement/ Joint Note to be signed between the parties, shall be given one more option to join the Pension Scheme.

2) The Banks' contribution to Provident Fund along with interest thereon in respect of those employees who opt for Pension shall be transferred to the Pension Funds of the respective Banks.

3) The gap in the Pension Fund identified (Rs.6001.80 crores) is agreed to be shared between the parties as under:

a) 70 % (Rs.4201.26 crores) by the Banks.

b) 30 % (Rs.1800.54 crores) by all the employees who are in service of the Banks as on the date of the Memorandum of Settlement/ Joint Note to be signed between the parties in this regard. This amount will be recovered from the arrears payable on Wage Revision.

4) Retired Employees

Those employees who were in the service of the Banks as on 29.09.1995/ 26.03.1996 who were eligible but, did not opt for Pension and retired thereafter shall also be extended the option for joining the Pension Scheme. Towards joining the Pension Scheme they will -

a) Refund the Banks's contribution to the Provident Fund with interest thereof received by them at the time of retirement.

b) Contribute to the Pension Fund their share of 30 % of the gap in the Pension Fund identified (Rs.934.95 crores)

5) The Bank Employees' Pension Regulations, 1995 will be effective up to 31.3.2010 and cease to apply to any person appointed in the services of Banks on or after 01.04.2010.

6) A defined contributory retirement benefit scheme governed as by the "contributory Pension scheme introduced for employees of Central Government with effect from 01.01.2004" will be introduced for workmen/Officers joining the services of Banks on or after 01.04.2010. There shall be no separate contributory provident fund in respect of these workmen/Officers.

7) The terms hereof will not be applicable to State Bank of India.

8) The Parties will meet on mutually convenient dates to draw out a detailed Memorandum of Settlement/Joint Note in this regard; and appropriate modifications in the Bank Employees' Pension Regulations will be made following the prescribed procedure in this regard. The parties will endeavour to finalise the Memorandum of Settlement/ Joint Note within a period of ninety days from the date of this minutes.

FOR MANAGEMENT

Sd/-

Sd/-

Sd/-

Sd/-

FOR OFFICERS' ASSOCIATIONS

Sd/- **All India Bank Officers' Confederation**

Sd/- All India Bank Officers' Association

Sd/- Indian National Bank Officers' Congress

Sd/- National Organisation of Bank Officers

FOR WORKMEN UNIONS

Sd/-

Sd/- All India Bank Employees' Association

Sd/-

Sd/- National Confederation of Bank Employees

Sd/-

Sd/- Bank Employees' Federation of India

Sd/-

Sd/- Indian National Bank Employees' Federation

Sd/-

Sd/- National Organisation of Bank Workers

Joint Note on agreed conclusions reached between the Indian Banks' Association on behalf of the Managements of Banks listed in the Schedule and All India Bank Officers' Confederation (AIBOC), All India Bank Officers' Association (AIBOA), Indian National Bank Officers' Congress (INBOC) and National Organisation of Bank Officers (NOBO)

(A) A Joint Note for introducing Pension Scheme in the Banking Industry as second retiral benefit in lieu of Contributory Provident Fund was signed between Indian Banks' Association (IBA) on behalf of Management of Banks and their Officers represented by All India Bank Officers' Confederation (AIBOC), All India Bank Officers' Association (AIBOA) and Indian National Bank Officers' Congress (INBOC) on 29th October 1993. The terms of the said Joint Note were incorporated in the Bank Employees' Pension Regulations, 1995 notified in the official Gazette of India by all the Nationalised Banks on 29th September 1995 and by Associate Banks of State Bank of India on 26th March 1996.

(B) According to the Joint Note dated 29th October 1993 and Bank Employees' Pension Regulations, 1995/1996 framed incorporating the terms of Joint Note, Pension in lieu of Contributory Provident Fund was introduced in respect of those Officers who opted for the said Pension Scheme.

(C) Those Officers who were in the service of the Banks prior 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India and continued to be in service of the Banks on or after 29th September 1995 / 26th March 1996 respectively and did not exercise the option to join the Pension Scheme were eligible only for the Contributory Provident Fund Scheme.

(D) The United Forum of Bank Unions (UFBU) representing workmen and Officers in Banks were requesting to allow another option to those who were in the service of the Banks prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India and continued in service on or after that date and did not opt for Pension when offered as per the Scheme. IBA was not agreeable to the demand and reiterated its inability to extend the present Pension Scheme to those who had not opted for Pension on cost consideration. However, both the parties agreed to discuss alternate proposals. The same was incorporated in the fifth paragraph of the Joint Note on Salary Revision for Officers dated 2nd June 2005. The UFBU pursued the demand inspite of the above position and offered to share a portion of the initial funding liability on one-time basis for extending Pension to the non optees. Protracted negotiations were held between the parties over a period of time. An actuarial valuation of liability by actuaries appointed by mutual consent was carried out and based on this, the funding gap was estimated as Rs. **6000**/- crores. The employees offered to contribute Rs. **1800**/- crores, being **30** % of the estimated funding gap, for extending Pension to those employees who were in the service of the Banks prior to 29th September 1995 in the case of Nationalised Banks and 26th March 1996 in case of Associate Banks of State Bank of India and continue to be in service thereafter and did not opt for Pension. They had also requested to extend the Pension Scheme to -

(a) Those who were in the service of the Banks prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India, did not opt for Pension and had retired after that date.

(b) The family of those Officers who were in service of Banks prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India, did not opt for Pension and had died while in service after that date.

(c) The family of those Officers who were in service of the Banks prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India, retired from service of the Banks after that date and died thereafter.

(E) Subject to their opting to be under the Pension Scheme and refunding the Banks' contribution to Provident Fund with interest paid to them at the time of retirement / death of the Officer concerned and also contribute their share in meeting 30 % of the funding gap. An actuarial valuation on similar lines as conducted for serving employees had estimated the funding gap as Rs. **3115** crores for those retirees/ family of retirees.

The parties held various rounds of discussions in the matter and have now reached conclusions as set out hereunder :

(1) All officers who are in the service of the bank as on the date of this Joint Note who exercise option to join the Pension Scheme in terms of this Joint Note will contribute from their arrears on account of wage revision in terms of the Joint Note between the parties dated 27th April 2010 an amount of Rs.922 crores towards their share in the amount of Rs.1800 crores offered by UFB towards 30 % of the estimated funding gap of Rs.6000 crores. The said amount is worked out @2.8 times of the revised Pay for the month of **November 2007**, for individual officers.

Another option for Joining the existing Pension Scheme shall be extended to those Officers who :-

(2) (a) were in the service of the bank prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India and continue in the service of the bank on the date of this Joint Note;

(b) exercise an option in writing within 60 days from the date of offer, to become a member of the Pension Fund and

(c) authorise the Trust of the Provident Fund of the bank to transfer the entire contribution of the bank along with interest accrued thereon to the credit of the Pension Fund.

(3) (a) were in service of the bank prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India and retired after that date and prior to the date of this Joint Note;

(b) exercise an option in writing within 60 days from the date of offer to become a member of the Pension Fund and

(c) refund within 30 days after expiry of the said period of 60 days, the entire amount of the banks contribution to the Provident Fund and interest accrued thereon received by the officer on retirement together with his share in contribution towards meeting 30 % of Rs.3115 crores which is estimated and reckoned as the funding gap for those eligible under Clause (3), (4) and (5) of this Joint Note. On an individual basis, the payment over and above the bank's contribution to Provident Fund and interest thereon has been worked out at 56 % of the said amount of bank's contribution to Provident Fund and interest thereon received by the officer on retirement.

(4) The family of those officers who were in the service of the bank prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India retired after that date and had died will be eligible for family pension, provided -

(7) Officers who ceased to be in service on or after 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India on account of voluntary retirement under special scheme after rendering service for a minimum period of 15 years, shall be eligible to, exercise an option to join the Pension Scheme subject to the terms and conditions mentioned for retiring officers opting for joining the Scheme.

(8) Pension/ Family Pension to those who opt to join the pension scheme complying with the terms of this Joint Note shall be payable with effect from 27th November 2009, provided that officers who retired after that date shall get pension from the respective dates of their retirement. All the Regulations of the Bank Employees' Pension Regulations, 1995 /1996 shall be applicable to those who opt for the Pension Scheme in terms of this Joint Note except to the extent mentioned in the foregoing clauses of this Joint Note.

(9) The terms of this Joint Note shall not be applicable to State Bank of India.

(10) The conclusions arrived and recorded in the above Clauses together with a copy of the Scheme of Pension will be forwarded to the Government by the IBA for their approval and further action in terms of Section 19 of The Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980 by complying with the procedure for amendment of the relevant Pension Regulations.

(11) The terms of this Joint Note shall be applicable to officers of Private Sector Banks who are parties to this Joint Note in respect of those who were in the service of the bank on date of implementation of the Pension Scheme in terms of the Joint Note dated 29th October 1993 and did not opt for pension.

(12) National Organisation of Bank Officers (NOBO), which is not a party to the Joint Note dated 29th October 1993, hereby endorses all the terms of the said Joint Note.

(13) The Associations which are parties to this Joint Note agree that during the operation of this Joint Note, they will not raise any demand of any nature whatsoever on any banks in respect of matters covered by this Joint Note.

(14) Any difference of opinion regarding interpretation of any of the provisions of this Joint Note, the matter will be taken up only at the level of the Indian Banks' Association and the Officers' Associations for discussion.

Mumbai

Dated: 27th April 2010

For Indian Banks' Association

M V Nair

R Sridharan

Narayanan Raja

K Ramakrishnan

Rajeev Rishi

B B Das

K Unnikrishnan

M Venugopalan

For All India Bank Officers' Confederation

K S Shetty

G D Nadaf

P V Mathew

P K Sarkar

T T Natarajan

K Ananda Kumar

T N Goel

SK Kohli

K Ramakoteswara Rao

G Muthuswamy

K D Kheda

SALARY REVISION FOR OFFICERS W.E.F. 01.11.2007

JOINT NOTE DATED 27.04.2010 BETWEEN THE IBA & THE OFFICERS' ASSOCIATIONS

The Negotiating Committee of Indian Banks' Association (IBA) representing the managements of Banks held several rounds of discussions with the authorised Representatives of the Officers' Associations on Salary Revision and other issues concerning service conditions for Officers in Banks. In the course of the deliberations, common viewpoints have emerged between the two parties. The outcome of the discussions acceptable to both sides is listed in Annexure I to this Note. The Representatives of the Officers' Associations have also agreed that the existing service conditions be modified to the extent what has been stated in Annexure I.

2. The Representatives of the Officers' Associations, a part of United Forum of Bank Unions (UFBU) and IBA entered into a Memorandum of Understanding on 25th February 2008 on various issues. Extending another option for Pension to those who did not opt for Pension when Bank Employees' Pension Regulations, 1995 dated 29th September 1995/ 26th March 1996 were implemented was one of the issues to be considered. After several rounds of discussions and valuing the liability through an actuarial calculation, it is agreed to extend another option to join the Pension scheme to those who did not opt for Pension when Bank Employees' Pension Regulations, 1995 dated 29th September 1995/ 26th March 1996 were implemented, on the terms and conditions agreed and incorporated in the Joint Note dated 27th April 2010 signed between the parties.

3. IBA agreed that it shall recommend to the Public Sector Banks, as in Annexure II, to initiate the process of amending the Officers' Service Regulations and Bank Employees' Pension Regulations, 1995 dated 29th September 1995/ 26th March 1996, in order to implement what is stated in Annexure I. The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.

4. IBA shall take steps to recommend to the Private Sector Banks which are listed in Annexure III and which have authorised the IBA in this regard, to give effect to the Salary Revision for their Officers upto Scale III on the same lines as mentioned in Annexure I.

5. The Representatives of Officers' Associations have requested that pending formal amendments to the Officers' Service Regulations as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980, IBA may advise the Banks to disburse immediately an ad-hoc amount, equivalent to the net arrears payable for the period from 1st November 2007 to 30th April 2010 and continue to Pay revised Salary and allowances on ad-hoc basis. IBA has agreed to make suitable recommendations to the Government in this regard for its consideration.

6. The Officers' Associations on behalf of the Officer-employees in Banks listed in Annexures II & III agree that the understandings reached as detailed in Annexure I hereto are in full satisfaction of their demands.

7. Management proposed that a scheme for introduction of performance linked variable Pay in addition to fixed Pay be considered as part of this Wage Revision exercise to increase efficiency in operations. After preliminary discussions, it was decided to pursue the matter further.

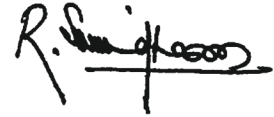
8. Representatives of the Officers' Associations have assured full co-operation on their part, their affiliates and members, in Implementation of measures aimed at improving customer service, optimum utilisation of manpower, expansion of banking activities to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the banking industry.

Mumbai
Dated: 27th April 2010

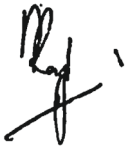
For Indian Banks' Association
(S/Shri)



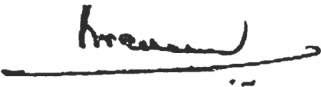
MV Nair



R Sridharan



Narayanan Raja



K Ramakrishnan



Rajeev Rishi



B B Das

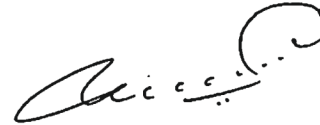


K Unnikrishnan



M Venugopalan

For All India Bank Officers' Confederation
(S/Shri)



K S Shetty



G D Nadaf



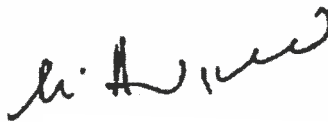
P V Mathew



P K Sarkar



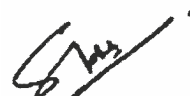
T T Natarajan



K Ananda Kumar



T N Goel



S K Kohli

For AIBOC



K Ramakoteswara Rao



G Muthuswamy



K D Kheda

**For All India Bank Officers' Association
(S/Shri)**

Sd/-
Alok Khare

Sd/-
R J Sridharan

Sd/-
S Nagarajan

Sd/-
D K Pauddar

Sd/-
Sidharth N Dutta

**For National Organisation of Bank Officers
(S/Shri)**

Sd/-
M S Bhagwat

Sd/-
Dr. Sunil U Deshpande

**For Indian National Bank Officers' Congress
(S/Shri)**

Sd/-
K K Nair

Sd/-
L R Prem Kumar

Sd/-
Subhash W Choudhari

Sd/-
V Ramamohan Reddy

Sd/-
A N Madhusudan

Sd/-
S K Rathod

1) SCALES OF PAY

	1	2	3	4	5	6
JMGS-I	14500	15100	15700	16300	16900	17500
	7	8	9	10	11	12
	18100	18700	19400	20100	20900	21700
	13	14	15	16	17	
	22500	23300	24100	24900	25700	
MMGS-II	19400	20100	20900	21700	22500	23300
	24100	24900	25700	26500	27300	28100
MMGS-III	25700	26500	27300	28100	28900	29700
	30600	31500				
SMGS-IV	30600	31500	32400	33300	34200	35200
	36200					
SMGS-V	36200	37200	38200	39300	40400	
TEGS-VI	42000	43200	44400	45600	46800	
TEGS-VII	46800	48100	49400	50700	52000	

Fitment: Fitment shall be stage-to-stage, i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

2) STAGNATION INCREMENTS

- a. Officers in **JM Grade Scale I** who have moved to Scale of Pay for MMG Scale II in terms of Regulation 5(b) after reaching maximum of the higher Scale shall be eligible for **Four** Stagnation increments for every **Three** completed years of service of which first **Two** shall be Rs.**800/-** each and next **Two** Rs.**900/-** each.

Provided that Officers who have completed three years or more after receipt of the second Stagnation Increment as on 01.11.2007 will get the **Third** Stagnation Increment on 01.11.2007 and **another** Stagnation Increment on or after 01.11.2008 on their completion of **Six** years after receipt of **Second** Stagnation Increment.

- b. Officers in **MMG Scale II** who have moved to Scale of Pay for **MMG Scale III** in terms of Regulation 5(b) after reaching maximum of higher Scale shall be eligible for three Stagnation increments of Rs.**900/-** each for every **Three** completed years of service.

Provided that Officers who have completed three years or more after receipt of the first Stagnation Increment as on 01.11.2007 will get the next Stagnation Increment with effect from 01.11.2007 and a subsequent Stagnation Increment on or after 01.11.2008 on their completion of **Six** years after receipt of the first Stagnation Increment.

Provided further those Officers in substantive MMG Scale III i.e. those who are recruited in or promoted to MMG Scale III shall be eligible for **Four** Stagnation increments of Rs.**900/-** each for every **Three** completed years of service. Those who have already received Two Stagnation increments and completed more than Three years of service after receipt of second Stagnation Increment as on 01.11.2007 will get the **Third** Stagnation Increment on 01.11.2007 and the **Fourth** Stagnation Increment, on or after 01.11.2008 on their completion of **Six** years after receipt of **Second** Stagnation Increment.

3. DEARNESS ALLOWANCE

On and from 01.11.2007, Dearness Allowance shall be payable for every rise or fall of four points over **2836** points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at **0.15 %** of Pay.

4. HOUSE RENT ALLOWANCE

	I	II
i)	Major "A" Class Cities and Project Area Centres in Group A	8.5% of Pay
ii)	Other place in Area I and Project Area Centres in Group B	7.5% of Pay
iii)	Other places	6.5% of Pay

Provided that if an Officer produces a Rent receipt, the House Rent Allowance payable to him/her shall be the actual Rent paid by him/her for the residential accommodation in excess over **1.2 %** of Pay in the first stage of the Scale of Pay in which he/she is placed with a maximum of **150 %** of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

Note: The claims of Officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to 150 % of House Rent Allowance as hitherto.

5) CITY COMPENSATORY ALLOWANCE

	Area	Rate	Maximum Amount
i)	Places of Area 1 and in the State of Goa	4 % of Basic Pay	Rs. 540/- p.m.
ii)	Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	3 % of Basic Pay	Rs.375/- p.m.

6) PROVIDENT FUND

a) While the Officers who are presently covered under the Pension Scheme and those who will join the Pension Scheme in terms of option being made available under Joint Note dated 27.04.2010 shall continue to contribute **10 %** of the Pay towards Provident Fund, there shall be no matching contribution.

(b) Officers of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.

(c) Officers who are presently covered under Contributory Provident Fund Scheme who do not opt for Pension Scheme being made available under Joint Note dated 27.04.2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

(d) There shall be **no** Provident Fund to Officers joining the services of Banks on or after **01.04.2010. They shall be covered by a Defined Contributory Pension Scheme**, where the Officer will contribute **10 %** of Pay **plus** Dearness Allowance and the Banks will make a **matching** contribution. The Scheme shall be governed by the provisions of the Contributory Pension Scheme as introduced for employees of Central Government w.e.f. 01.01.2004 and modified from time to time.

7) PENSION (OTHER THAN STATE BANK OF INDIA)

1. The terms of the Bank Employees' Pension Regulations, 1995 dated 29.09.1995/ 26.03.1996 shall not apply to the Officers who join the services of Banks on or after 01.04.2010; and they shall be covered by a Defined Contributory Pension Scheme, which shall be governed by the provision of the Contributory Pension Scheme introduced for Officers of the Central Government w.e.f. 01.01.2004, and as modified from time to time. Necessary amendments to the relevant provisions of the Bank Employees' Pension Regulations, 1995 dated 29.09.1995/ 26.03.1996 shall be carried out following the procedure in this regard.

2. Further to Clause 6 of the Joint Note signed on 2nd June 2005 between Representatives of Officers' Associations and IBA, it is agreed between the parties as under :

(i) With effect from 1st May 2005, the Pension of Officers who retired or died while in service during the period 1st April 1998 to 31st October 2002 will be re-fixed based on the definition of 'Pay' as defined in Clause 5 of the Joint Note dated 14th December 1999. No arrears of Pension and commuted value of Pension will be payable on account of such re-fixing of Pension.

(ii) With effect from 1st May 2005, the Pension of Officers who retired or died while in service during the period 1st November 2002 to 30th April 2005 will be re-fixed based on the definition of 'Pay' as defined in Clause 6 of the Joint Note dated 2nd June 2005. No arrears of Pension or commuted value of Pension will be payable on account of such re-fixation of Pension.

3. Further to Clause 2(b) of the Joint Note dated 2nd June 2005, it is agreed between the parties as under :

(i) On and from 01.05.2005, in the case of Officers who retired during the period 01.04.1998 to 31.10.2002, Dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every 4 points over 1684 points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960=100. Such increase or decrease in Dearness relief for every said four points shall be calculated in the manner given below :

Scale of Basic Pension per month	The rate of Dearness Relief payable as a percentage of Basic Pension
(i) Upto Rs. 3550	0.24 per cent
(ii) Rs.3551 to Rs.5650	0.24 per cent of Pension exceeding Rs.3550 plus 0.20 per cent of the Basic Pension in excess of Rs.3550
(iii) Rs.5651 to Rs.6010	0.24 per cent of Rs.3550 plus 0.20 per cent of the difference between Rs.5650 and Rs. 3550 plus 0.12 per cent of Basic Pension in excess of Rs.5650
(iv) Above Rs.6010	0.24 per cent of Rs. 3550 plus 0.20 per cent of the difference between Rs.5650 and Rs.3550 plus 0.12 per cent difference between Rs.6010 and Rs.5650 plus 0.06 per cent of Basic Pension in excess of Rs. 6010

(ii) In respect of retirees for the period 01.11.2002 to 30.04.2005 for whom Pension has been revised w.e.f. 01.05.2005 based on definition of Pay in terms of Clause 6(2) of the Joint Note dated 2nd June 2005, Dearness relief shall be payable w.e.f. 01.05.2005 for every rise or be recoverable for every fall as the case may be of every four points over **2288** points in the quarterly average of All India Average Consumer Price Index for Industrial Workers in the series 1960=100 @ **0.18** % of the Basic Pension.

(iii) In respect of Officers who retire on or after 01.05.2005, Dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of even/ four points over **2288** points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960=100, at the rate of **0.18** per cent of Basic Pension.

(iv) In respect of Officers who retired or died while in service on or after 01.05.2005 Dearness Relief shall be payable at **0.18**% 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 for every rise or fall of 4 points over **2288** points in the quarterly average of the All India Average Consumer Price Index for industrial workers in the series 1960 = 100.

NOTE : The Dearness Relief as above shall be payable for the half year commencing from the 1st day of February and ending with 31st day of July on the quarterly average of index figures published for the months October, November and December of the previous year and for the half year commencing from 1st day of August and ending with the 31st day of January on the quarterly average of the index figures published for the months of April, May and June of the same year.

8) MEDICAL AID

On and from 1st November 2007, reimbursement of medical expenses shall be as under :

- a) Officers in JMG & MMG Scales - Rs. **5100**/-p.a.
- b) Officers in SMG & TEG Scales - Rs. **6320**/-p.a.

9) HOSPITALISATION EXPENSES

On and from **01.01.2010**, reimbursement of Hospitalisation Expenses under Regulation 24(1 (b)(i) of Officers' Service Regulations, 1979/ 1982, shall be in terms of the Hospitalisation Scheme laid down under Bipartite Settlement dated 27th April 2010 for workmen employees, subject to following limits :-

Scale of Officer

Limits

a) Junior Management Grade Scale 1
Management Grade Scales II & III.

- i) **Bed Charges** and Middle
Self Rs. **700**/- per day.
Family Rs. **525**/- per day.

- ii) **Other charges**
At the Scale of **125** % of the limits laid down under the Hospitalisation Scheme applicable to workmen employees.

b) Senior Management Grade
Scales IV & V and Top
Executive Grade Scales VI & VII

- i) **Bed Charges**
Self Rs. **900**/- per day.
Family Rs. **675**/- per day.

- ii) **Other charges**
At the Scale of **150** % of the limits laid down under the Hospitalisation Scheme applicable to workmen employees.

10) RECOVERY OF HOUSE/ FURNITURE RENT

- i. House Rent Recovery shall be @ **1.20** % of the first stage of the Scale of Pay in which the Officer is placed or the Standard Rent for the accommodation, whichever is **less**.
- ii. Furniture Rent Recovery shall be @ **0.25** % of the first stage of the Scale of Pay in which the Officer is placed.

11) FIXED PERSONAL PAY (w.e.f. 01.11.2007)

Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

Increment Component (Rs.)	DA as on 01.11.2007 (Rs.)	Total F.P.P. payable where Banks's accommodation is provided (Rs.)
(A)	(B)	(C)
800	58	858
900	65	965
1000	72	1072
1100	79	1179
1200	86	1286
1300	94	1394

NOTE :

- (i) F.P.P. as indicated in "C" above shall be payable to those Officer employees who are provided with Banks's accommodation.

- (ii) F.P.P. for Officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance payable on the last Increment of the relevant Scale of Pay.
- (iii) The Increment component of F.P.P. shall rank for superannuation benefits.

12) PROFESSIONAL QUALIFICATION PAY (PQP) (w.e.f. 01.11.2007)

(A) Officers shall be eligible for professional qualification Pay as under :

- (i) Those who have passed only CAIIB - Part I / JAIIB
Rs.410/- p.m. **one** year after reaching top of the Scale.
- (ii) Those who have passed both parts of CAIIB -
 - a. Rs.410/-p.m. **one** year after reaching top of the Scale.
 - b. Rs.1030/- p.m. **two** years after reaching top of the Scale.

(B) An Officer employee acquiring JAIIB/CAIIB (either or both parts) qualifications after reaching the maximum of the Scale of Pay, shall be granted from the date of acquiring such qualification the first installment of PQP and the release of subsequent installments of PQP shall be with reference to the date of release of first installment of PQP.

Provided further that in a case where an Officer, as on the date of this Joint Note, has already acquired any of the above said qualifications and has not earned any Increment or PQP on account of acquiring such qualification/s, he may be, with effect from 1st November 2007 or the date of acquiring such qualification/s, whichever is later, released PQP as provided herein above.

13) OTHER ALLOWANCES

(i) DEPUTATION ALLOWANCE

On and from 1st May 2010, Deputation Allowance shall be at the following rates :

- a) An Officer deputed to serve outside the Banks - **7.75%** of Pay with a maximum of Rs.2,300/- p.m.
- b) An Officer deputed to an organization at the same place or to the training establishment of - **4%** of Pay with a maximum of Rs.1200/- p.m. the Banks

(ii) HILL & FUEL ALLOWANCE (w.e.f. 01.11.2007)

Place	Rate
a) Places with an altitude of 1000 metres and above but less than 1500 metres and Mercara Town	2% of Pay subject to a maximum of Rs.550/-p.m.
b) Places with an altitude of 1500 metres and above but less than 3000 metres.	5% of Pay subject to a maximum of Rs.680/- p.m.
c) Places with an altitude of 3000 metres and above.	5% of Pay subject to a maximum of Rs.1570/- p.m.

(iii) HALTING ALLOWANCE (w.e.f. 01.05.2010)

Grade / Scales of Officers	Major A' Class Cities (Rs.)	Area 1 (Rs.)	Other Places (Rs.)
Officers in Scale IV & above	1000	800	700
Officers in Scale I / II / III	800	700	600

Provided that in the case of Officers in Scale IV and above, Halting Allowance payable per Diem while on outstation work at the **four** metros, viz. Delhi, Mumbai, Kolkata and Chennai, shall be Rs.1200/- and for Officers in Scale I/II/III Rs.1000/-.

(iv) SPECIAL AREA ALLOWANCE (w.e.f. 01.11.2007)

At places where Special Area Allowance is payable in terms of Regulation 23(ii) of Officers' Service Regulations, 1979/ 1982, the said Allowance shall be payable at rates as in Annexure IV.

(v) MODE OF TRAVEL AND EXPENSES ON TRAVEL (w.e.f. 01.05.2010)

The following provisions shall apply wherever an Officer is required to travel on duty :

(a) An Officer in **Junior Management Grade** is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if so permitted by the Competent authority, having regard to the exigencies of business or public interest.

(b) An Officer in **Middle Management Grade** is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if the distance to be travelled is more than **1000 kms**. He may, however, travel by air (economy class) even for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.

(c) An Officer in **Senior Management** or **Top Executive Grade** is entitled to travel by AC 1 st Class by train or by air (economy class).

(d) An Officer in **Senior Management** or **Top Executive Grade** may travel by car between places not connected by air or rail provided that the distance does not exceed **500 km**. However, when a major part of the distance between the two places can be covered by air or rail only the rest of the distance should normally be covered by car.

(e) Any other Officer may be authorised by the Competent Authority, having regard to the exigencies of business, to travel by his own vehicle or by taxi or by the Bank's vehicle. The remaining provisions as in Sub-regulations (2) & (3) of Regulation 41 of Officers' Service Regulations shall remain unchanged.

(vi) LEAVE TRAVEL CONCESSION (w.e.f. 01.05.2010)

1. During each block of 4 years, an Officer shall be eligible for leave travel concession for travel to his place of domicile once in each block of two years. Alternatively, he may travel in one block of two years to his place of domicile and in another block of two years to any place in India by the shortest route.

2. Alternatively, an Officer, by exercising an option anytime during a 4 year block or two year block, as the case may be, surrender and encash his LTC (other than travel to place of domicile) upon which he shall be entitled to receive an amount equivalent to **75 %** of the eligible fare for the class of travel by train to which he is entitled upto a distance of **4500 kms**. (**one way**) for Officers in **JMG Scale I** and **MMG Scale II & III** and **5500 kms (one way)** for Officers in **SMG Scale IV** and **above**. An Officer opting to encash his LTC shall prefer the claim for himself / herself and his / her 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 LTC.

3. The mode and class by which an Officer may avail of Leave Travel Concession shall be the same as the Officer is normally entitled to travel on transfer and other terms and conditions subject to which the Leave Travel Concession may be availed of by an Officer, shall be as decided by the Board from time-to-time. Provided that w.e.f. 1st May 2010 an Officer in Junior Management Grade Scale I while availing LTC will be entitled to travel by air in the lowest fare economy class in which case the reimbursement will be the actual fare or the fare applicable to AC 1 st Class fare by train for the distance traveled whichever is less. The same rules shall apply when an Officer in Middle Management Grade Scale II and Middle Management Grade Scale III while availing LTC where the distance is less than 1000 kms.

(vii) DEFINITION OF FAMILY :

a. For the purpose of medical facilities and for the purpose of leave fare concession, the expression '**family**' of an Officer shall mean an Officer's spouse, wholly dependent unmarried children (including step children and legally adopted children), physically challenged brother/sister with **40 %** of more disability, as also parents ordinarily residing with and wholly dependent on the Officer.

b. The term wholly dependent child/parent, wholly dependent physically challenged brother/ sister shall mean such member of the family having a monthly income not exceeding Rs. **3500/- p.m**.

If the income of one of the parents exceeds Rs. **3,500/-** p.m. or the aggregate income of both the parents exceeds Rs. **3,500/-** p.m., both the parents shall not be considered as wholly dependent on the Officer.

14) PROJECT AREA ALLOWANCE

On and from **01.11.2007**, Project Area Compensatory Allowance shall be payable at the following rates :

Project Areas falling in Group A	-	Rs. 290/- p.m.
Project Areas falling in Group B	-	Rs. 255/- p.m.

15) MID ACADEMIC YEAR TRANSFER ALLOWANCE

On and from **01.05.2010**, Mid Academic Year Transfer Allowance shall be payable at Rs. **700/-** p.m. subject to other conditions.

16) SPLIT DUTY ALLOWANCE

On and from **01.11.2007**, Split Duty Allowance shall be payable at Rs. **165/-** p.m.

17) COMPENSATION ON TRANSFER (w.e.f. 01.05.2010)

An Officer on transfer will be eligible to draw a lumpsum amount as indicated below for expenses connected with packaging, local transportation, insuring the baggage etc.

Grade/Scale of Officer	(Rs.)
Officers in Scale IV and above	12,000/-
Officers in Scale I, II and III	9,000/-

18) MATERNITY LEAVE (w.e.f. 01.05.2010)

(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 45 days.

19) PROVISION FOR STATE BANK OF INDIA

The disposal of the balancing cost of Pension in respect of State Bank of India arising out of this Joint Note shall be decided by the Banks with the concurrence of Government of India.

20) The Officers' Associations who are parties to this Joint Note have offered and agreed that all Officers in the service of the Banks as on 27th April 2010 and who exercise their option to join the Pension Scheme in terms of the Joint Note dated 27th April 2010 for the purpose will contribute from their arrears on account of Wage Revision in terms of this Joint Note, an amount of Rs. **922** crores towards their share in the amount of Rs. **1800** crores offered by UFBU towards **30 %** of the estimated funding gap of Rs. **6000** crores. The said amount is worked out @ **2.8** times of the revised Pay payable for the month of November 2007.

21) DATE OF EFFECT

For payment of arrears, the benefits under various provisions as above, shall be from 1st November 2007, unless otherwise specified against the relevant provisions.

LIST OF PUBLIC SECTOR BANKS

01. Allahabad Bank
02. Andhra Bank
03. Bank of Baroda
04. Bank of India
05. Bank of Maharashtra
06. Canara Bank
07. Central Bank of India
08. Corporation Bank
09. 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 Indore
24. State Bank of Mysore
25. State Bank of Patiala
26. State Bank of Travancore

LIST OF PRIVATE SECTOR BANKS

01. Bank of Rajasthan Ltd.
02. The Catholic Syrian Bank Ltd.
03. The Dhanalakshmi Bank Ltd.
04. The Federal Bank Ltd.
05. ING Vysya Bank Ltd
06. The Jammu & Kashmir Bank Ltd.
07. The Karnataka Bank Ltd.
08. The Karur Vysya Bank Ltd.
09. The Lakshmi Vilas Bank Ltd.
10. The Nainital Bank Ltd.
11. The Ratnakar Bank Ltd.
12. The South Indian Bank Ltd.

SPECIAL AREA ALLOWANCE

Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
01.	Mizoram		
	a) Throughout Lunglei District excluding areas beyond 25 kms. from Lunglei town of Mizoram	2000	2600
	b) Throughout Aizawl	1600	2100
	c) District of Mizoram	1200	1500
02.	Nagaland	1600	2100
03.	Andaman & Nicobar Islands		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman (including Port Blair)	1600	2100
04.	Sikkim	2000	2600
05.	Lakshadweep Islands	2000	2600
06.	Assam	320	400
07.	Meghalaya	320	400
08.	Tripura		
	a) Difficult areas of Tripura	1600	2100
	b) Throughout Tripura except difficult areas	1200	1500
09.	Manipur	1200	1500
10.	Arunachal Pradesh		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throughout Arunachal Pradesh other than difficult areas.	1600	2100
11.	Jammu & Kashmir		
	1) Kathua District Niabat Bani, Lohi, Maihar and Machhodi	2000	2600
	2) Udhampur District a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2(b).	2000	2600

b) Areas upto Goal from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre	1600	2100
3) Doda District: Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	2000	2600
4) Leh District: All places in the District	2000	2600
5) Barmulla District		
a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua	2000	2600
b) Matchill	1600	2100
6) Poonch and Rajouri District: Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts	1200	1500
7) Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border Allowance from time-to-time by the State Government for their own staff.	1200	1500

12. Himachal Pradesh

(1) Chamba District:		
(a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata	2000	2600
(b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	1600	2100
(c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper)	1200	1500
(2) Kinnaur District:		
a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupri, Pooch Sub-Division, excluding the Panchayat Areas specified above.	2000	2600
b) Entire District other than Areas included in (a) above	1600	2100
(3) Kullu District:		
a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	2000	2600
b) Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand)	1200	1500

(4) Lahaul and Spiti District: Entire area of Lahaul and Spiti	2000	2600
(5) Shimla District:		
a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda.	2000	2600
b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan.	1600	2100
c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu).	1200	1500
(6) Kangra District:		
a) Areas of Bara Bhangal and Chhota Bhangal	1600	2100
b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women's III, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiari, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar.		
Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town - H.R Krishi Vishwavidyalaya Campus, Cattle Development Office/Jersey Farm, Banuri, Sericulture Office/Indo-German Agriculture Workshop/HPPWD Division, Bundia, Electrical Sub-Division, Lohna, D.R.O. Corporation, Bundia, Electrical HESEE Division, Ghuggar.	1200	1500

(7) Mandi District: Chhuhar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil-of Bagraa, Chatri, Chhotdhar, Garagushain, Gatoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharampur Block- Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil - Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Man], Pekhi, Sain], Sarahan and Teban, Panchayats of Sundemagar Tehsil - Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.	}	1200	1500
(8) Sirmaur District: Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bheneri (Paonta Tehsil), Biria (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgin Tract	}	1200	1500
(9) Solan District: Mangal Panchayat.		1200	1500
(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.		320	400
13. Uttar Pradesh: Areas under Chamoli, Pithoragarh and Uttar Kashi Districts		2000	2600
14. Uttaranchal (Uttarakhand): Areas under Rudraprayag and Champavat Districts.		1600	2100



X BIPARTITE SETTLEMENT : (Effective from 01.11.2012, signed on 25.06.2015)

The 10th Bipartite settlement agreement signed **25.06.2015** putting an end to the prolonged negotiations of over Two and half years between the Indian Banks Association and the United Forum of Bank Unions representing Nine constituents and covering over one Million Employees and Officers in the Banking industry. It was celebration mode at the entire financial capital city of Mumbai when the Chairman of IBA, Shri. T.M. Bhasin, the CEO Shri. Tankasala MV and the other Executives exchanged the Joint note with the leaders of the various constituents of UFBU. The Settlement was excellent and a trendsetter as regards certain parameters for the purpose of arriving at the total package under the Bipartite discussions. The UFBU had taken a clear stand that the Superannuation cost should be excluded from the discussions for arriving at the load factor. Hence the unions restricted their Negotiations on the various components of Pay slip, excluding the Superannuation cost. The Managements' insistence for restriction on negotiations only in respect of Scale I to III was rejected by the Officers' Organizations and ultimately the IBA had to concede the Right of Negotiations to the Unions on all scales, up to Scale VII.

The **salient** features of this **historic** Settlement were as follows :

Introduction of Five days week in the Banks -

It was an emotional issue amongst the Bank Employees and Officers who were eagerly waiting for the introduction of Five days week in the Banking industry. The UFBU has succeeded in settling the issue with IBA. The Members will remember the struggle of the AIBOC for introduction of Five days week, opposing Seven Day Banking. The Settlement provides for holidays on **2nd** and **4th Saturday** of every month which amounts to introduction of the concept of **Five Day** week in partial manner, wef **01.09.2015**.

The Settlement also included a detailed Medical Scheme for the Officers / Employees of the Member Banks in lieu of existing Hospitalization Scheme. The important details of the said Scheme are as follows :

1.1. The Scheme Covers Employee + Spouse + Dependent Children + 2 dependent Parents /parents-in-law.

No age limit for dependent children. (including step children and legally adopted children) A child would be considered dependent if their monthly income does not exceed Rs. 10,000/- per month; which is at present, or revised by Indian Banks' Association in due course. Widowed Daughter and dependant divorced / separated daughters, sisters including unmarried / divorced / abandoned or separated from husband/ widowed sisters and Crippled Child shall be considered as dependent for the purpose of this policy. Physically challenged Brother / Sister with 40 % or more disability.

No Age Limits for Dependent Parents. Either Dependent Parents or parents-in-law will be covered. Parents would be considered dependent if their monthly income does not exceed Rs. 10,000/- per month, which is at present, or revised by Indian Banks' Association in due course, and wholly dependent on the Employee as defined in this scheme.

1.2.1 All New Officers / employees to be covered from the date of joining as per their appointment letter. For additions /deletions during policy period, premium to be charged /refunded on pro rata basis.

1.2.2 Continuity benefits coverage to Officers / employees on retirement and also to the Retired Officers / employees, who may be inducted in the Scheme.

1.3 Sum Insured : Hospitalization and Domiciliary Treatment coverage as defined in the scheme per annum

Officers : Rs.**400000**

Clerical Staff : Rs.**300000**

Sub Staff : Rs.**300000**

Change in sum insured after commencement of policy to be considered in case of promotion of the Employee or vice versa.

1.4 **Corporate Buffer** : Rs. 100,00,00,000/- Corporate buffer may be appropriated as per the premium of the Bank. If the Corporate buffer of one Bank is exhausted, the remaining amount can be claimed from the unutilized corporate buffer of the other banks. Corporate Buffer can be authorized by the Management, through an Authorized person / Committee as decided by IBA / Bank & informed directly to the THIRD PARTY ADMINISTRATOR by keeping the insurance company in the loop.

1.5 In the event of any claim becoming admissible under this scheme, the company will pay through Third Party Administrator to the Hospital / Nursing Home or insured the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such insured but not exceeding the Sum Insured in aggregate mentioned in the schedule hereto.

A. Room and Boarding expenses as provided by the Hospital/ Nursing Home not exceeding Rs. **5000** per day or the actual amount whichever is less.

B. Intensive Care Unit (ICU) expenses not exceeding Rs. **7500** per day or actual amount whichever is less.

C. Surgeon, team of surgeons, Assistant surgeon, Anesthetist, Medical Practitioner, Consultants, Specialists Fees.

D. Nursing Charges , Service Charges, IV Administration Charges, Nebulization Charges , RMO charges, Anaesthetic, Blood, Oxygen, Operation Theatre Charges, Surgical Appliances, OT consumables, Medicines & Drugs, Dialysis, Chemotherapy, Radiotherapy, Cost of Artificial Limbs, cost of prosthetic devices implanted during surgical procedure like pacemaker, Defibrillator, Ventilator, Orthopaedic Implants, Cochlear Implant, any other implant, Intra-Ocular Lenses, Infra cardiac valve replacements, vascular stents, any other valve replacement, laboratory/diagnostic tests, X-ray CT Scan, MRI, any other scan, scopies and such similar expenses that are medically necessary, or incurred during hospitalization as per the advice of the attending doctor.

E. Hospitalization expenses (excluding cost of organ) incurred on donor in respect of organ transplant to the insured.

1.6 Pre and Post Hospitalization expenses payable in respect of each hospitalization shall be the actual expenses incurred subject to **30** days prior to hospitalization and **90** days after discharge.

Alternative systems of treatments other than treatment under Allopathy or modern medicine shall include Ayurveda, Unani, Siddha, Homeopathy and Naturopathy in the Indian context, for Hospitalization and Domiciliary treatment.

CASHLESS FACILITY : The scheme also includes the benefit of cashless treatment facility in hospitals under a scheme worked by the Banks & the Hospitals under a common Insurance Scheme.

CONTRIBUTION : The Officers / employees shall not be required to share the cost of such benefits under the new scheme. However, in the case of Officers / employees retiring from the Banks after the scheme is introduced and those who are already retired from the services of the banks and who opt to avail the benefits of the scheme, the amount of contribution by such persons shall be decided at the respective Bank level.

PATERNITY LEAVE :

With effect from **01.06.2015**, male Officer 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 shall be applied upto 15 days before or upto 6 months from the date of delivery of the child.

PRIVILEGE LEAVE :

On or from **01.06.2015** under Regulation 33(4) of Officers Service Regulation 1979/82, Privilege Leave may be accumulated up to not more than **270** days except where Leave has been applied and it has been refused. However, encashment of Privilege Leave shall be restricted up to a maximum of **240** days.

Further, in modification of Regulation 33(5) of Officers' Regulations, 1979/82, an Officer desiring to avail of privilege Leave shall ordinarily give not less than **15** days' **notice** of his intention to avail of such Leave.

SPECIAL SICK LEAVE :

With effect from the **01.06.2015**, Special Sick Leave up to **30** days may be granted to an Officer Employee once during his/her entire period of service for **donation of kidney/ organ**.

The **Financial** benefits of the agreement were as follows :

- a. **15** % Wage increase is the highest so far in the Banking industry excluding Superannuation cost, both in terms of quantum and increase in Take Home Pay of the Officers.
- b. The introduction of Special Allowance in the range of 7.75 % to 11 % with applicable DA thereon, is first of its kind in the Banking industry, providing increase on the quarterly basis.
- c. The Officers' organizations have been able to get the benefit of another **Stagnation** increment up to Scale -III.
- d. For the first time **Scale-IV** Officers will be eligible for one Stagnation increment as further relief to all those who are stagnating in Scale-IV
- e. The other Allowances also have been substantially improved such as Medical Allowances, Transportation Allowance, the Halting Allowances, etc.

The negotiations on other left over issues like, Superannuation benefits. Disciplinary matters etc., will continue with same seriousness by the UFBU to ensure that all the issues that were raised in the Charter of Demands, are taken to a logical end. The Confederation was able to clinch this historical Settlement through continuous follow up and persuasion coupled with a number of Strike actions and other agitational programmes.

This settlement was possible only due to the continuous cooperation and support of the Members across the Country in all the struggles in this direction.

Kudos to all the Members.

SALARY REVISION FOR OFFICERS W.E.F. 01.11.2012

JOINT NOTE DATED 25.05.2015 BETWEEN THE IBA & THE OFFICERS' ASSOCIATIONS

The Negotiating Committee of Indian Banks' Association (IBA) representing the managements of banks held several rounds of discussions with the authorised representatives of the Officers' Associations on salary revision and other issues concerning service conditions for Officers in Banks. In the course of the deliberations, common viewpoints have emerged between the two parties. The outcome of the discussions acceptable to both sides is listed in Annexure I to this Note. The representatives of the Officers' Associations have also agreed that the existing service conditions be modified to the extent what has been stated in Annexure I.

2. IBA agreed that it shall recommend to the Public Sector Banks, as in Annexure II, to initiate the process of amending the Officers' Service Regulations and Bank Employees' Pension Regulations, 1995 dated 29th September 1995/ 26th March 1996, in order to implement what is stated in Annexure I. The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.

3. IBA shall take steps to recommend to the Private Sector Banks which are listed in Annexure III and which have authorised the IBA in this regard, to give effect to the salary revision for their Officers upto Scale III on the same lines as mentioned in Annexure I.

4. The representatives of Officers' Associations have requested that pending formal amendments to the Officers' Service Regulations/ Rules as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980 and the applicable provision of State Bank of India Act, 1955. IBA may advise the banks to disburse immediately an ad-hoc amount, equivalent to the net arrears payable for the period from 1st November 2012 to 31st May 2015 and continue to pay revised salary and allowances on ad-hoc basis. IBA has agreed to make suitable recommendations to the Government in this regard for its consideration.

5. The Officers' Associations on behalf of the Officer-employees in banks listed in Annexures II & III agree that the understandings reached as detailed in Annexure I hereto are in full satisfaction of their demands.

6. IBA reiterated and made presentation of a scheme for introduction of performance linked variable pay in addition to fixed pay be considered as part of this wage revision exercise to increase efficiency in operations. After discussions, it was decided to pursue the matter at a later stage.

7. Representatives of the Officers' Associations have assured full co-operation on their part, their affiliates and members, in implementation of measures aimed at improving customer service, optimum utilisation of manpower, expansion of Banking activities to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the Banking industry.

Mumbai

Dated : **25th May 2015**

For Indian Banks' Association

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

For All India Bank Officers' Confederation

Y Sudarshan	Harvinder Singh	K Ananda Kumar
G V Manimaran	Dilip Saha	V Raghavendra Sarma
Harshavardhan M	P V Mohanan	D N Prakash
Thomas Franco	Debasis Ghosh	Sanjay A Manjrekar
K Rajendran	M Sreenath	Suni Kumar

For All India Bank Officers' Association

Alok Khare	S S Shishodia	Dr. Kumar Arvind
S. Nagarajan	M.A. Srinivasan	S.N. Dutta
Shri G Gunasekaran	Narendra Kotiawala	

For Indian National Bank Officers' Congress

K K Nair	V V Ramana	R Chandramoorthy
R C Sharma	Ajit Kumar Ghosh	Nagesh D Dande

For National Organisation of Bank Officers

R R Kulkarni	S U Deshpande	K Subramani
AR Bhatwadekar		

1. SCALES OF PAY

	1	2	3	4	5	6
JMGS-I	23700	24680	25660	26640	27620	28600
	7	8	9	10	11	12
	29580	30560	31705	32850	34160	35470
	13	14	15	16	17	
	36780	38090	39400	40710	42020	
MMGS-II	31705	32850	34160	35470	36780	38090
	39400	40710	42020	43330	44640	45950
MMGS-III	42020	43330	44640	45950	47260	48570
	50030	51490				
SMGS-IV	50030	51490	52950	54410	55870	57520
	59170					
SMGS-V	59170	60820	62470	64270	66070	
TEGS-VI	68680	70640	72600	74560	76520	
TEGS-VII	76520	78640	80760	82880	85000	

FITMENT :

Fitment shall be stage-to-stage, i.e., on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

2. STAGNATION INCREMENTS

(a) Officers in JM Grade **Scale I** who have moved to scale of pay for MMG Scale II in terms of Regulation 5(b) after reaching maximum of the higher scale shall be eligible for **Four** Stagnation Increments for every **Three** completed years of service of which first **Two** shall be ₹**1310/-** each and next **Two** ₹ **1460/-** each.

(b) Officers in MMG **Scale II** who have moved to scale of pay for MMG Scale III in terms of Regulation 5(b) after reaching maximum of higher scale shall be eligible for **Three** Stagnation Increments of ₹**1460** /- each for every **Three** completed years of service and a **Fourth** Stagnation increment of ₹**1460/-** **Two** years after receipt of **Third** Stagnation increment. Provided that Officers who have completed **Two** years or more after receipt of the **Third** Stagnation increment will get the **Fourth** Stagnation increment with effect from **01.05.2015**.

(c) Officers in substantive MMG **Scale III** i.e. those who are recruited in or promoted to MMG Scale III shall be eligible for **Four** Stagnation increments of ₹**1460/-** each for every **Three** completed years of service and a **Fifth** Stagnation increment of ₹**1460/-** **Two** years after receipt of **Fourth** Stagnation increment provided that the Officers who have completed **Two** years after receipt of the **Fourth** Stagnation increment will get the **Fifth** Stagnation increment w.e.f **01.05.2015**.

(d) Officers in **SMGS-IV** shall be eligible for **One** Stagnation increment of ₹**1650/-** **Three** years after reaching the maximum of scale w.e.f. **01.05.2015**.

3. DEARNESS ALLOWANCE

On and from **01.11.2012**, Dearness Allowance shall be payable 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 at **0.10 %** of Pay.

4. HOUSE RENT ALLOWANCE (w.e.f. 01.11.2012)

	I	II
i)	Major "A" Class Cities and Project Area Centres in Group A	9 % of Pay
ii)	Other places in Area I, and Project Area Centres in Group B and State of Goa	8 % of Pay
iii)	Other places	7 % of Pay

Provided that if an Officer produces a rent receipt, the House Rent Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over **0.75 %** of Pay in the first stage of the Scale of Pay in which he/ she is placed with a maximum of **150 %** of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

NOTE : The claims of Officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to **150 %** of House Rent Allowance as hitherto.

5. CITY COMPENSATORY ALLOWANCE (w.e.f. 01.11.2012)

Area	Rate	Max. Amount
i) Places in Area 1 and in the State of Goa	4 % of Basic Pay	₹870 /- p.m.
ii) Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	3 % of Basic Pay	₹600/- p.m.

6. SPECIAL ALLOWANCE (w.e.f. 01.11.2012)

With effect from **01.11.2012**, Officers shall be paid Special Allowance as under :

Scale I/II/III -	7.75 % of Basic Pay + applicable Dearness Allowance thereon
Scale IV-V -	10 % of Basic Pay + applicable Dearness Allowance thereon
Scale VI-VII -	11 % of Basic Pay + applicable Dearness Allowance thereon

NOTE : The Special Allowance with applicable DA thereon **shall not** be reckoned for **Superannuation** benefits, viz, Pension including NPS, PF and Gratuity

7. PROVIDENT FUND (w.e.f. 01.11.2012)

(a) The Officers who are presently covered under the Bank Employees' Pension Regulations, 1995/96 shall continue to contribute 10 % of the Pay towards Provident Fund and there shall be no matching contribution.

(b) Officers of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.

(c) Officers who are presently covered under Contributory Provident Fund Scheme who did not opt for Pension Scheme available under Joint Note dated 27th April, 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

8. PENSION (INCLUDING STATE BANK OF INDIA)

With effect from 1st November 2012, the Pay drawn under this Joint Note by the Officers 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 : Officers 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.

9. MEDICAL AID (OTHER THAN STATE BANK OF INDIA)

On and from 1st November 2012, reimbursement of medical expenses shall be as under :

- a) Officers in JMG & MMG Scales ₹ 8,000/-p.a.
b) Officers in SMG & TEG Scales ₹ 9,050/-p.a.

10. HOSPITALISATION EXPENSES (OTHER THAN STATE BANK OF INDIA)

In substitution of the clause (9) of the Joint Note dated 27.04.2010, the Reimbursement of Hospital expenses under Regulation 24(1) (b) (i) of the Officers' Service Regulation 1979/1982, shall be as detailed in **Annexure IV** of this Joint Note.

11. RECOVERY OF HOUSE/ FURNITURE RENT

(i) House rent recovery shall be @ 0.75 % of the first stage of the scale of pay in which the Officer is placed or the Standard Rent for the accommodation, whichever is less.

(ii) Furniture rent recovery shall be @ 0.15 % of the first stage of the scale of pay in which the Officer is placed.

12. FIXED PERSONAL PAY (w.e.f. 01.11.2012)

Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

Increment Component (₹)	DA as on 01.11.2012 (₹)	Total F.P.P. payable where Bank's accommodation is provided (₹)
(A)	(B)	(C)
1310	143	1453
1460	159	1619
1650	180	1830
1800	196	1996
1960	214	2174
2120	231	2351

NOTE :

(i) F.P.P. as indicated in "C" above shall be payable to those Officer employees who are provided with Bank's accommodation.

(ii) F.P.P. for Officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance payable on the last increment of the relevant scale of pay.

(iii) The increment component of F.P.P. shall rank for superannuation benefits.

(iv) Only Officers who were in the service of the Bank on or before 01.11.1993 will be eligible for F.P.P one year after reaching the maximum scale of pay they are placed.

13. PROFESSIONAL QUALIFICATION PAY (PQP) (w.e.f. 01.11.2012)

(a) Officers shall be eligible for professional qualification pay as under :

(i) Those who have passed only CAIIB – Part I / JAIIB ₹ 670/- p.m. one year after reaching top of the scale.

(ii) Those who have passed both parts of CAIIB –

a. ₹ 670/- p.m. one year after reaching top of the scale.

b. ₹ 1680/- p.m. two years after reaching top of the scale.

(b) An Officer Employee acquiring JAIIB/CAIIB (either or both parts) qualifications after reaching the maximum of the scale of pay, shall be granted from the date of acquiring such qualification the first installment of PQP and the release of subsequent installments of PQP shall be with reference to the date of release of first installment of PQP.

14. OTHER ALLOWANCES

(i) DEPUTATION ALLOWANCE (w.e.f. 01.06.2015) shall be at the following rates :

An Officer deputed to serve outside the Bank 7.75 % of Pay with a maximum of ₹ 4000/- pm

An Officer deputed to an organization at the same place or to the training establishment of the Bank 4 % of Pay with a maximum of ₹ 2000/- pm

(ii) HILL AND FUEL ALLOWANCE (w.e.f. 01.11.2012)

Place	Rate
(a) Places with an altitude of 1000 metres and above but less than 1500 metres and Mercara Town	2 % of Pay subject to a maximum of ₹ 750/-p.m.
(b) Places with an altitude of 1500 metres and above but less than 3000 metres	2.5 % of Pay subject to a maximum of ₹ 1000/- p.m.
(c) Places with an altitude of 3000 metres and above	5 % of Pay subject to a maximum of ₹ 2000/- p.m.

(iii) HALTING ALLOWANCE (w.e.f. 01.06.2015)

Grade / Scales of Officers	Metro (₹)	Major 'A' Class Cities (₹)	Area I (₹)	Other Places (₹)
Officers in Scale VI & above	1800	1300	1100	950
Officers in Scale IV & V above	1500	1300	1100	950
Officers in Scale I/II/III	1300	1100	950	800

(iv) SPECIAL AREA ALLOWANCE (w.e.f. 01.11.2012)

At places where special area Allowance is payable in terms of Regulation 23(ii) of Officers' Service Regulations, 1979/1982, the said Allowance shall be payable at rates as in Annexure V.

(v) MODE OF TRAVEL AND EXPENSES ON TRAVEL

It is reiterated that the following provision shall continue to apply wherever an Officer is required to travel on duty :

(a) An Officer in Junior Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.

(b) An Officer in Middle Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if the distance to be travelled is more than 1000 kms. He may, however, travel by air (economy class) even for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.

(c) An Officer in Senior Management or Top Executive Grade is entitled to travel by AC 1st Class by train or by air (economy class).

(d) An Officer in Senior Management or Top Executive Grade may travel by car between places not connected by air or rail provided that the distance does not exceed 500 km. However, when a major part of the distance between the two places can be covered by air or rail only the rest of the distance should normally be covered by car.

(e) Any other Officer may be authorised by the Competent Authority, having regard to the exigencies of business, to travel by his own vehicle or by taxi or by the Bank's vehicle.

The remaining provisions as in Sub-regulations (2) & (3) of Regulation 41 of Officers' Service Regulations shall remain unchanged.

NOTE : Entitlement by Steamer – Delux Cabin

(vi) LEAVE TRAVEL CONCESSION (w.e.f. 01.06. 2015)

(a) During each block of 4 years, an Officer shall be eligible for Leave travel concession for travel to his place of domicile once in each block of two years. Alternatively, he may travel in one block of two years to his place of domicile and in another block of two years to any place in India by the shortest route.

(b) Alternatively, an Officer, by exercising an option anytime during a 4 year block or two year block, as the case may be, surrender and encash his LTC (other than travel to place of domicile) upon which he shall be entitled to receive an amount equivalent to the eligible fare for the class of travel of which he is entitled up to a distance of **4500** kms (one way) for Officers in JMG-Scale-I and MMG – Scale II & III and **5500** kms (one way) for Officers in SMG- Scale IV & above.

(c) An Officer opting to encash his LTC shall prefer the claim for himself / herself and his / her 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 LTC.

(d) The mode and class by which an Officer may avail of Leave Travel Concession shall be the same as the Officer is normally entitled to travel on transfer and other terms and conditions subject to which the Leave Travel Concession may be availed of by an Officer, shall be as decided by the Board from time-to-time. Provided that w.e.f. 1st May 2010 an Officer in Junior Management Grade Scale I while availing LTC will be entitled to travel by air in the lowest fare economy class in which case the reimbursement will be the actual fare or the fare applicable to AC 1st Class fare by train for the distance traveled whichever is less. The same rules shall apply when an Officer in Middle Management Grade Scale II and Middle Management Grade Scale III while availing LTC where the distance is less than 1000 kms.

(vii) DEFINITION OF FAMILY :

For the purpose of medical facilities and for the purpose of Leave fare concession, the expression "family" of an Employee shall mean -

(a) 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.

(b) The term wholly dependent family Member shall mean such Member of the family having a monthly income not exceeding ₹10,000/- p.m. If the income of one of the parents exceeds ₹10,000/- p.m. or the aggregate income of both the parents exceeds ₹10,000/- p.m., both the parents shall not be considered as wholly dependent on the Officer Employee.

(c) A married female Employee may include her natural 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.

15. PROJECT AREA ALLOWANCE

On and from 1st November 2012, Project Area Compensatory Allowance shall be payable at the following rates :

Project Areas falling in Group A ₹400/- p.m.

Project Areas falling in Group B ₹350/- p.m.

16. MID ACADEMIC YEAR TRANSFER ALLOWANCE

On and from 1st June 2015, Mid Academic Year Transfer Allowance shall be payable at ₹ 1100/- p.m. subject to other conditions.

17. SPLIT DUTY ALLOWANCE

On and from 1st November 2012, Split Duty Allowance shall be payable at ₹ 200/- p.m.

18. COMPENSATION ON TRANSFER (w.e.f. 01.06.2015)

An Officer on transfer will be eligible to draw a lumpsum amount as indicated below for expenses connected with packaging, local transportation, insuring the baggage etc.

Grade/ Scale of Officer	(₹)
Officers in Scale IV and above	20,000/-
Officers in Scale I, II and III	15,000/-

19. MATERNITY LEAVE (w.e.f. 25.05.2015)

- (a) Maternity Leave, which shall be on substantive pay, shall be granted to a female Officer 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 Officer 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: -
- Leave will be granted for adoption of only one child.
 - 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.
 - The Leave shall also be available to biological mother in cases where the child is born through surrogacy.
 - The Leave shall be availed within overall entitlement of 12 months during the entire period of service.

20. PATERNITY LEAVE

With effect from **01.06.2015**, male Officer 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 shall be applied upto 15 days before or upto 6 months from the date of delivery of the child.

21. HOLIDAYS

In terms of understanding dated 23rd February 2015, reached between IBA and Officers' Associations 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.

22. PRIVILEGE LEAVE

On or from **01.06.2015** under Regulation 33(4) of Officers Service Regulation 1979/82, Privilege Leave may be accumulated up to not more than **270** days except where Leave has been applied and it has been refused. However, encashment of Privilege Leave shall be restricted up to a maximum of 240 days.

Further, in modification of Regulation 33(5) of Officers' Regulations, 1979/82, an Officer desiring to avail of privilege Leave shall ordinarily give not less than 15 days' notice of his intention to avail of such Leave.

23. SPECIAL SICK LEAVE

With effect from the **01.06.2015**, Special Sick Leave up to **30** days may be granted to an Officer Employee once during his/her entire period of service for donation of kidney/ organ.

24. DATE OF EFFECT

For payment of arrears, the benefits under various provisions as above shall be from **01.11.2012**, unless otherwise specified against the relevant provisions.



LIST OF PUBLIC SECTOR BANKS

01. Allahabad Bank
02. Andhra Bank
03. Bank of Baroda
04. Bank of India
05. Bank of Maharashtra
06. Canara Bank
07. Central Bank of India
08. Corporation Bank
09. 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

LIST OF PRIVATE SECTOR BANKS

01. The Catholic Syrian Bank Ltd.
02. The Dhanalakshmi Bank Ltd.
03. The Federal Bank Ltd.
04. ING Vysya Bank Ltd. (now Kotak Mahindra Bank Ltd.)
05. The Jammu & Kashmir Bank Ltd.
06. The Karnataka Bank Ltd.
07. The Karur Vysya Bank Ltd.
08. The Lakshmi Vilas Bank Ltd.
09. The Nainital Bank Ltd.
10. Ratnakar Bank Ltd.
11. The South Indian Bank Ltd.

**SCHEDULE FOR REIMBURSEMENT OF HOSPITALISATION EXPENSES
MEDICAL INSURANCE SCHEME**

Having regard to the need to extend better coverage and reimbursement of hospitalization and medical expenses incurred by the Officers / employees/dependent family members, the demand for full reimbursement of expenses connected with hospitalisation and medical treatment including domiciliary hospitalization and domiciliary treatment was discussed by and between the parties and a new scheme for reimbursement of medical expenses has been formulated.

The salient feature of the Scheme is as under:

The scheme shall cover expenses of the Officers / employees and dependent family members in cases he/she shall contract any disease or suffer from any illness (hereinafter called DISEASE) or sustain any bodily injury through accident (hereinafter called INJURY) and if such disease or injury shall require any Employee/ dependent family Member, upon the advice of a duly qualified Physician/Medical Specialist/Medical practitioner (hereinafter called MEDICAL PRACTITIONER) or of a duly qualified Surgeon (hereinafter called SURGEON) to incur hospitalization/ domiciliary hospitalization and domiciliary treatment expenses as defined in the Scheme, for medical/surgical treatment at any Nursing Home/ Hospital / Clinic (for domiciliary treatment)/ Day care Centre which are registered with the local bodies in India as herein defined (hereinafter called HOSPITAL) as an inpatient or otherwise as specified as per the scheme.

The Scheme covers Employee + Spouse + Dependent Children + any two of the dependent Parents /Parents-in-law.

- ✿ No age limit for dependent children (including step children and legally adopted children).
- ✿ A child would be considered dependent if his/her monthly income does not exceed ₹10,000/- per month;
- ✿ Widowed Daughter and dependent divorced / separated daughters, sisters including unmarried / divorced / abandoned or separated from husband/ widowed sisters and Crippled Child shall be considered shall be considered as dependent for the purpose of this policy.
- ✿ Physically challenged Brother / Sister with 40 % or more disability shall also be covered as Dependent.
- ✿ No Age Limits for Dependent Parents. Any two, i.e. either dependent parents or parents-in-law will be covered as dependent.
- ✿ Parents would be considered dependent if their monthly income does not exceed ₹10,000/- per month or as revised by Indian Banks' Association in due course, and wholly dependent on the Employee as defined in this scheme.

All the existing permanent Officers / employees of the Banks which are parties to this Settlement shall be covered by this Scheme from the date of introduction/implementation of this Scheme. All New Officers / employees shall be covered from the date of joining as per their appointment in the Bank.

Till the new scheme is made effective and gets implemented, the existing provisions as per Bipartite Settlement/ Joint Note dated 27.04.2010 will continue to operate.

The new Scheme as applicable to the Officers/ employees in service would be continued beyond their retirement/superannuation/resignation, etc. subject to payment of stipulated premium by them.

The new Scheme would also cover the existing retired Officers/ employees of the Banks and dependent spouse subject to payment of stipulated premium by them.

In the event of any claim becoming admissible under this scheme, the Bank will reimburse the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such Employee.

Reimbursement shall cover Room and Boarding expenses as provided by the Hospital / Nursing Home not exceeding ₹5000 per day or the actual amount whichever is less. Intensive Care Unit (ICU) expenses not exceeding ₹7500/- per day or actual amount whichever is less. Surgeon, team of surgeons, Assistant surgeon, Anaesthetist, Medical Practitioner, Consultants, Specialists Fees, Nursing Charges, Service Charges, IV Administration Charges, Nebulization Charges, RMO charges, Anaesthetic, Blood, Oxygen, Operation Theatre Charges, surgical appliances, OT consumables, Medicines & Drugs, Dialysis, Chemotherapy, Radiotherapy, Cost of Artificial Limbs, cost of prosthetic devices implanted during surgical procedure like pacemaker, defibrillator, ventilator, orthopaedic implants, Cochlear Implant, any other implant, Intra-Ocular Lenses, infra cardiac valve replacements, vascular stents, any other valve replacement, laboratory/ diagnostic tests, X-ray CT Scan, MRI, any other scan, scopies and such similar expenses that are medically necessary or incurred during hospitalization as per the advice of the attending doctor.

Hospitalization expenses (excluding cost of organ) incurred on donor in respect of organ transplant to Officers/ Employee/dependent would also be covered for reimbursement.

Pre and Post Hospitalization expenses payable in respect of each hospitalization shall be the actual expenses incurred subject to 30 days prior to hospitalization and 90 days after discharge.

Alternative systems of treatments other than treatment under Allopathy or modern medicine shall include Ayurveda, Unani, Siddha, Homeopathy and Naturopathy in the Indian context, for Hospitalization and Domiciliary treatment.

CASHLESS FACILITY : The scheme also includes the benefit of cashless treatment facility in hospitals under a scheme worked by the Banks and the hospitals under a common insurance scheme.

CONTRIBUTION : The Officers / employees shall not be required to share the cost of such benefits under the new scheme. However, in the case of Officers / employees retiring from the Banks after the scheme is introduced and those who are already retired from the services of the banks and who opt to avail the benefits of the scheme, the amount of contribution by such persons shall be decided at the respective Bank level.

Day care Treatments shall be covered under the scheme and would refer to medical treatment and or surgical procedure which is

- i. undertaken under general or local anaesthesia in a hospital/ day care centre in less than a day because of technological advancement, and
- ii. which would have otherwise required hospitalisation of more than a day. Treatment normally taken on an out patient basis is not included in the scope of this definition.

DOMICILIARY HOSPITALIZATION : Domiciliary Hospitalization shall be covered under this scheme and would mean medical treatment for an illness/ disease/ injury which in the normal course would require care and treatment at a hospital but is actually taken while confined at home under any of the following circumstances :

- a) The condition of the patient is such that he/ she is not in a condition to be removed to a hospital or
- b) the Patient takes treatment at home on account of non-availability of room in a hospital.

DOMICILIARY TREATMENT shall also be covered under this scheme i.e. treatment taken for specified diseases which may or may not require hospitalization as mentioned herein below.

DOMICILIARY HOSPITALIZATION / DOMICILIARY TREATMENT : Medical expenses incurred in case of the following diseases which need Domiciliary Hospitalization / domiciliary treatment as may be certified by the recognized hospital authorities and Bank's medical Officer shall be deemed as hospitalization expenses and reimbursed to the extent of 100 %.

Cancer	Leukemia	Thalassemia
Tuberculosis	Paralysis	Cardiac Ailments
Pleurisy	Leprosy	Kidney Ailment
Seizure Disorders	Parkinson's Diseases	Psychiatric Disorders
Schizophrenia & Psychotherapy	Diabetes & Complications	Hypertension
Asthma	Hepatitis –B	Hepatitis - C
Hemophilia	Myasthenia Gravis	Wilson's Disease
Ulcerative Colitis	Epidermolysis Bullosa	Venous Thrombosis (not by smoking)
Aplastic Anaemia	Psoriasis	Third Degree Burns
Arthritis	Hypothyroidism	Hyperthyroidism

Expenses incurred on Radiotherapy and Chemotherapy in the treatment of Cancer and Leukemia

Glaucoma	Tumor	Diphtheria
Non-Alcoholic Cirrhosis Liver	Malaria	Purpura
Typhoid	Accidents of Serious Nature	Cerebral Palsy
Polio	Strokes leading to Paralysis	Haemorrhages due to accidents
All Animal/ Reptile/ Insect Bite or Sting		Chronic Pancreatitis
Immuno Suppressants	Multiple Sclerosis	Motor Neuron Disease
Status Asthmaticus	Sequela of meningitis	Osteoporosis
Muscular Dystrophies	Sleep Apnea Syndrome (not related to obesity)	Sickle Cell Disease
Any Organ related (Chronic) condition		Any connective Tissue Disorder
Systemic Lupus Erythematosus (SLE)		Graves' Disease
Varicose Veins	Growth Disorders	

Thrombo Embolism Venous Thrombosis/ Venous Thrombo Embolism (VTE)

Chronic Pulmonary Disease Chronic Bronchitis Physiotherapy Swine Flu

Above shall be considered for reimbursement under domiciliary treatment.

The cost of medicines, investigations, and consultations, etc. in respect of domiciliary treatment shall be reimbursed for the period stated by the specialist in Prescription. If no period stated, the prescription for the purpose of reimbursement shall be valid for a period not exceeding 90 days.

HOSPITAL / NURSING HOME : A Hospital under this scheme would mean any institution established for in-patient care and day care treatment of illness and/or injuries and which has been registered as a Hospital with the local authorities under the Clinical establishments (Registration and Regulation) Act, 2010 or under the enactments specified under the Schedule of Section 56(1) of the said Act OR complies with all minimum criteria as under :

- Has qualified nursing staff under its employment round the clock.
- Has at least 10 in-patient beds in towns having a population of less than 10 lacs and at least 15 in-patient beds in all other places;
- Has qualified medical practitioner(s) in charge, round the clock;
- Has a fully equipped Operation Theatre of its own where surgical procedures are carried out;
- Maintains daily records of patients and makes these accessible to the insurance company's authorized personnel.

This clause will however be relaxed in areas where it is difficult to find such hospitals. The term ' Hospital / Nursing Home ' shall not include an establishment which is a place of rest, a place for the aged, a place for drug-addicts or place for alcoholics, a hotel or a similar place.

HOSPITALIZATION : Hospitalization would mean admission in a Hospital/ Nursing Home for a minimum period of 24 consecutive hours of inpatient care except for specified procedures/treatments, where such admission could be for a period of less than a day,

ID CARD : In terms of the scheme arrived at between the Banks and insurance companies, ID Cards would be issued to all the Officers / employees/ dependent family members/retired Officers / employees/their dependents for the purpose of availing cashless facility in network hospitals.

PRE-EXISTING DISEASE : Pre Existing Diseases would be covered for reimbursement under this scheme.

PRE HOSPITALISATION MEDICAL EXPENSES : Medical expenses incurred immediately 30 days before the insured person is hospitalized will be considered as part of a claim provided that such medical expenses are incurred for the same condition for which the insured person's hospitalization was required.

POST HOSPITALISATION MEDICAL EXPENSES : Relevant medical expenses incurred immediately 90 days after the Employee/ dependent/ retirement Employee is discharged from the hospital provided that such medical expenses are incurred for the same condition for which the Insured Person's Hospitalization was required.

ADDITIONAL EX-GRATIA FOR CRITICAL ILLNESS : In addition to the reimbursement covered under this scheme, Officers / employees (only Officers / employees and not their dependents or retired Officers / employees) shall be provided additional ex gratia of ₹ 1,00,000/. In case an Employee contracts a Critical Illness as listed below, the sum of ₹1,00,000/ shall be paid. This benefit shall be provided on first detection/ diagnosis of the Critical Illness.

- ✿ Cancer including Leukemia
- ✿ Stroke
- ✿ Paralysis
- ✿ By Pass Surgery
- ✿ Major Organ Transplant / Bone marrow transplantation
- ✿ End Stage Liver Disease
- ✿ Heart Attack
- ✿ Kidney Failure
- ✿ Heart Valve Replacement Surgery

Hospitalization is not required to claim this benefit.

Expenses on Hospitalization for minimum period of a day are admissible. However, this time limit shall not be applied to specific treatments, such as :

01	Adenoidectomy	19	Haemo dialysis
02	Appendectomy	20	Fissurectomy / Fistulectomy
03	Auroplasty not Cosmetic in nature	21	Mastoidectomy
04	Coronary angiography /Renal	22	Hydrocele
05	Coronary angioplasty	23	Hysterectomy
06	Dental surgery	24	Inguinal/ventral/umbilical/femoral hernia
07	D&C	25	Parenteral chemotherapy
08	Excision of cyst/granuloma/lump/tumor	26	Polypectomy
09	Eye surgery	27	Septoplasty
10	Fracture including hairline fracture /dislocation	28	Piles/ fistula
11	Radiotherapy	29	Prostate surgeries
12	Chemotherapy including parental chemotherapy	30	Sinusitis surgeries
13	Lithotripsy	31	Tonsillectomy
14	Incision and drainage of abscess	32	Liver aspiration
15	Varicocelectomy	33	Sclerotherapy
16	Wound suturing	34	Varicose Vein Ligation
17	FESS	35	All scopies along with biopsies
18	Operations/Micro surgical operations on the nose, middle ear/internal ear, tongue, mouth, face, tonsils & adenoids, salivary glands & salivary ducts, breast, skin & subcutaneous tissues, digestive tract, female/male sexual organs.	36	Lumbar puncture
		37	Ascitic Pleural tapping

This condition will also not apply in case of stay in hospital of less than a day provided the treatment is undertaken under General or Local Anesthesia in a hospital / day care centre in less than a day because of technological advancement and which would have otherwise required hospitalization of more than a day.

MATERNITY EXPENSES BENEFIT EXTENSION : Hospitalization expenses in respect of the new born child can be covered within the Mother's Maternity expenses. The maximum benefit allowable under this clause will be up to ₹ **50000/-** for **normal** delivery and ₹ **75,000/-** for **Caesarean** Section.

BABY DAY ONE COVER : New born baby is covered from day one.

All expenses incurred on the new born baby during maternity will be covered in addition to the maternity limit and up to Rs. **20,000/-**.

AMBULANCE CHARGES : Ambulance charges are payable up to Rs. **2500/-** per trip to hospital and / or transfer to another hospital or transfer from hospital to home if medically advised. Taxi and Auto expenses in actual maximum up to Rs. **750/-** per trip will also be reimbursable. Ambulance charges actually incurred on transfer from one center to another center due to Non availability of medical services/ medical complication shall be payable in full.

CONGENITAL ANOMALIES : Expenses for Treatment of Congenital Internal / External diseases, defects anomalies are covered under the scheme.

PSYCHIATRIC DISEASES : Expenses for treatment of psychiatric and psychosomatic diseases shall be payable with or without hospitalization.

ADVANCED MEDICAL TREATMENT : All new kinds of approved advanced medical procedures for e.g. laser surgery, stem cell therapy for treatment of a disease is payable on hospitalization /day care surgery.

Treatment taken for Accidents can be payable even on OPD basis in Hospital.

TAXES AND OTHER CHARGES : All Taxes , Surcharges , Service Charges , Registration charges, Admission Charges , Nursing , and Administration charges to be payable.

Charges for diapers and sanitary pads are payable, if necessary, as part of the treatment.

Charges for Hiring a nurse / attendant during hospitalization will be payable only in case of recommendation from the treating doctor in case ICU / CCU, Neo natal nursing care or any other case where the patient is critical and requiring special care.

Treatment for Genetic Disorder and stem cell therapy shall be covered under the scheme.

Treatment for Age related Macular Degeneration (ARMD), treatment such as Rotational Field Quantum magnetic Resonance (RFQMR), Enhanced External Counter Pulsation (EECP), etc are covered under the scheme. Treatment for all neurological/ macular degenerative disorders shall be covered under the scheme.

Rental Charges for External and or durable Medical equipment of any kind used for diagnosis and or treatment including CPAP, CAPD, Bi-PAP, Infusion pump etc. will be covered under the scheme. However purchase of the above equipment to be subsequently used at home in exceptional cases on medical advice shall be covered.

Ambulatory devices i.e., walker, crutches, Belts, Collars, Caps, Splints, Slings, Braces, Stockings, elastocrepe bandages, external orthopaedic pads, sub cutaneous insulin pump, Diabetic foot wear, Glucometer (including Glucose Test Strips)/ Nebulizer/ prosthetic devise/ Thermometer, alpha / water bed and similar related items etc., will be covered under the scheme.

PHYSIOTHERAPY CHARGES : Physiotherapy charges shall be covered for the period specified by the Medical Practitioner even if taken at home.

While reimbursement to the Officers / employees shall be made by the Banks as hitherto, the Scheme shall be administered by the Banks through a scheme worked out between IBA/ Banks and Insurance companies and Officers / employees would in no way be directly bound by the terms and conditions of such scheme or arrangements.

However, for the purpose of clarity and information, the details of the Scheme worked out between IBA/ Banks and insurance companies is appended herein as **Appendix I & II**.

The above stated scheme would not supersede the continuation of any Bank-level arrangement or scheme providing for reimbursement of medical expenses, which is not covered herein, that may be in operation in any Bank.



**MEDICAL SCHEME FOR THE OFFICERS/ EMPLOYEES OF IBA MEMBER BANKS,
PARTIES TO THE BIPARTITE SETTLEMENT/ JOINT NOTE DATED 25TH MAY 2015 IN
LIEU OF THE EXISTING HOSPITALIZATION SCHEME**

The scheme covers expenses of the Officers / employees and dependent in cases he/she shall contract any disease or suffer from any illness (hereinafter called DISEASE) or sustain any bodily injury through accident (hereinafter called INJURY) and if such disease or injury shall require any such insured Person, upon the advice of a duly qualified Physician/Medical Specialist/Medical practitioner (hereinafter called MEDICAL PRACTITIONER) or of a duly qualified Surgeon (hereinafter called SURGEON) to incur hospitalization/domiciliary hospitalization and domiciliary treatment expenses as defined in the Scheme, for medical/surgical treatment at any Nursing Home/Hospital / Clinic (for domiciliary treatment)/ Day care Centre which are registered with the local bodies, in India as herein defined (hereinafter called HOSPITAL) as an inpatient or otherwise as specified as per the scheme, to the extent of the sum insured + Corporate buffer.

1.1. The Scheme Covers Employee + Spouse + Dependent Children + 2 dependent Parents /Parents-in-law.

No age limit for Dependent Children. (including step children and legally adopted children) A child would be considered dependent if their monthly income does not exceed Rs. **10,000/-** per month which is at present or revised by Indian Banks' Association in due course. Widowed Daughter and dependant divorced / separated daughters, sisters including unmarried / divorced / abandoned or separated from husband/ widowed sisters and Crippled Child shall be considered as dependent for the purpose of this policy. Physically challenged Brother / Sister with 40 % or more disability.

No Age Limits for Dependent Parents. Either Dependent Parents or parents-in-law will be covered. Parents would be considered dependent if their monthly income does not exceed Rs. 10,000/- per month, which is at present, or revised by Indian Banks' Association in due course, and wholly dependent on the Employee as defined in this scheme.

(The definition of family shall undergo a change as decided in due course in the negotiations)

1.2.1 All New Officers / employees to be covered from the date of joining as per their appointment letter. For additions /deletions during policy period, premium to be charged /refunded on pro rata basis.

1.2.2 Continuity benefits coverage to Officers / employees on retirement and also to the Retired Officers / employees, who may be inducted in the Scheme.

1.3 **SUM INSURED** : Hospitalization and Domiciliary Treatment coverage as defined in the scheme per annum

Officers : Rs.**400000**

Clerical Staff : Rs.**300000**

Sub Staff : Rs.**300000**

Change in sum insured after commencement of policy to be considered in case of promotion of the Employee or vice versa.

1.4 **CORPORATE BUFFER** : Rs. **100,00,00,000/-** Corporate buffer may be appropriated as per the premium of the Bank. If the Corporate buffer of one Bank is exhausted, the remaining amount can be claimed from the unutilized corporate buffer of the other banks. Corporate Buffer can be authorized by the Management, through an Authorized person / Committee as decided by IBA / Bank & informed directly to the **THIRD PARTY ADMINISTRATOR, TPA** by keeping the insurance company in the loop.

1.5 In the event of any claim becoming admissible under this scheme, the company will pay through Third Party Administrator to the Hospital / Nursing Home or insured the amount of such expenses as would fall under different heads mentioned below and as are reasonable and medically necessary incurred thereof by or on behalf of such insured but not exceeding the Sum Insured in aggregate mentioned in the schedule hereto.

- A. Room and Boarding expenses as provided by the Hospital/Nursing Home not exceeding Rs. **5000** per day or the actual amount whichever is less.
- B. Intensive Care Unit (ICU) expenses not exceeding Rs. **7500** per day or actual amount whichever is less.
- C. Surgeon, team of surgeons, Assistant surgeon, Anaesthetist, Medical Practitioner, Consultants, Specialists Fees.
- D. Nursing Charges , Service Charges, IV Administration Charges, Nebulization Charges, RMO charges, Anaesthetic, Blood, Oxygen, Operation Theatre Charges, surgical appliances, OT consumables, Medicines & Drugs, Dialysis, Chemotherapy, Radiotherapy, Cost of Artificial Limbs, cost of prosthetic devices implanted during surgical procedure like pacemaker, Defibrillator, Ventilator, orthopaedic implants, Cochlear Implant, any other implant, Intra-Ocular Lenses, , infra cardiac valve replacements, vascular stents, any other valve replacement, laboratory/diagnostic tests, X-ray CT Scan, MRI, any other scan, scopies and such similar expenses that are medically necessary, or incurred during hospitalization as per the advice of the attending doctor.
- E. Hospitalization expenses (excluding cost of organ) incurred on donor in respect of organ transplant to the insured.

1.6 Pre and Post Hospitalization expenses payable in respect of each hospitalization shall be the actual expenses incurred subject to **30** days prior to hospitalization and **90** days after discharge.

2. DEFINITIONS :

2.1 **ACCIDENT:** An accident is a sudden, unforeseen and involuntary event caused resulting in injury -

2.2

A. **“ACUTE CONDITION”** – Acute condition is a disease, illness or injury that is likely to respond quickly to treatment which aims to return the person to his or her state of health immediately before suffering the disease/illness/injury which leads to full recovery.

B. **“CHRONIC CONDITION”** – A chronic condition is defined as a disease, illness, or injury that has one or more of the following characteristics –

- i. It needs ongoing or long-term monitoring through consultations, examinations, check-ups and/or tests –
- ii. It needs ongoing or long-term control or relief of symptoms
- iii. It requires your rehabilitation or for you to be specially trained to cope with it
- iv. It continues indefinitely
- v. It comes back or is likely to come back.

2.3 ALTERNATIVE TREATMENTS :

Alternative Treatments are forms of treatment other than treatment “Allopathy” or “modern medicine and includes Ayurveda, Unani, Siddha Homeopathy and Naturopathy in the Indian Context, for Hospitalisation only and Domiciliary for treatment only under ailments mentioned under clause number 3.1 (Ref. : 3.4 Alternative Therapy)

2.4 ANY ONE ILLNESS :

Any one illness will be deemed to mean continuous period of illness and it includes relapse within **45** days from the date of last consultation with the Hospital / Nursing Home where treatment has been taken. Occurrence of the same illness after a lapse of **45** days as stated above will be considered as **fresh illness** for the purpose of this policy.

2.5 CASHLESS FACILITY :

Cashless facility means a facility extended by the insurer to the insured where the payments, of the cost of treatment undergone by the Employee and the dependent family members of the insured in accordance with the policy terms and conditions, or directly made to the network provider by the insurer to the extent pre-authorization approved.

2.6 CONGENITAL ANOMALY :

Congenital Anomaly refers to a condition(s) which is present since birth, and which is abnormal with reference to form, structure or position.

- a. Internal Congenital Anomaly which is not in the visible and accessible parts of the body
- b. External Congenital Anomaly which is in the visible and accessible parts of the body

2.7 CONDITION PRECEDENT :

Condition Precedent shall mean a policy term or condition upon which the Insurer's liability under the policy is conditional upon.

2.8 CONTRIBUTION :

The Officers / employees will not share the cost of an indemnity claim on a ratable proportion from their personal Insurance Policies.

2.9 DAY CARE CENTRE :

A day care centre means any institution established for day care treatment of illness and/ or injuries or a medical setup within a hospital and which has been registered with the local authorities, wherever applicable, and is under the supervision of a registered and qualified medical practitioner AND must comply with all minimum criteria as under;-

- has qualified nursing staff under its employment
- has all qualified medical practitioner(s) in charge
- has a fully equipped operation theatre of its own where surgical procedures are carried out.
- maintains daily records of patients and will make these accessible to the insurance companies authorised personnel.

2.10 DAY CARE TREATMENT :

Day care Treatment refers to medical treatment and or surgical procedure which is

- iii. undertaken under general or local anesthesia in a hospital/day care Centre in less than a day because of technological advancement, and
- iv. Which would have otherwise required a hospitalisation of more than a day.

Treatment normally taken on an out patient basis is not included in the scope of this definition.

2.11 DOMICILIARY HOSPITALIZATION :

Domiciliary Hospitalization means medical treatment for an illness/disease/injury which in the normal course would require care and treatment at a hospital but is actually taken while confined at home under any of the following circumstances:

- (c) The condition of the patient is such that he/she is not in a condition to be removed to a hospital or
- (d) The patient takes treatment at home on account of non-availability of room in a hospital.

2.12 DOMICILIARY TREATMENT :

Treatment taken for specified diseases which may or may not require hospitalization as mentioned in the Scheme under clause Number 3.1

2.13 HOSPITAL / NURSING HOME :

A Hospital means any institution established for in-patient care and day care treatment of illness and/or injuries and which has been registered as a Hospital with the local authorities under the Clinical establishments (Registration and Regulation) Act, 2010 or under the enactments specified under the Schedule of Section 56(1) of the said Act OR complies with all minimum criteria as under

- Has qualified nursing staff under its employment round the clock.
- Has at least 10 in-patient beds in towns having a population of less than 10 lacs and at least 15 in-patient beds in all other places;
- Has qualified medical practitioner(s) in charge round the clock;
- Has a fully equipped Operation Theatre of its own where surgical procedures are carried out;
- Maintains daily records of patients and makes these accessible to the insurance company's authorized personnel.

The term ' Hospital / Nursing Home ' shall not include an establishment which is a place of rest, a place for the aged, a place for drug-addicts or place for alcoholics, a hotel or a similar place.

This clause will however be relaxed in areas where it is difficult to find such hospitals.

2.14 **HOSPITALIZATION :**

Hospitalization means admission in a Hospital/ Nursing Home for a minimum period of 24 consecutive hours of inpatient care except for specified procedures/treatments, where such admission could be for a period of less than a day, as mentioned in clauses 2.9 and 2.10

2.15 **ID CARD :**

ID Card means the identity card issued to the insured person by the **THIRD PARTY ADMINISTRATOR** to avail cashless facility in network hospitals.

2.16 **ILLNESS :**

Illness means a sickness or a disease or pathological condition leading to the impairment of normal physiological function which manifests itself during the policy period and requires medical treatment.

2.17 **INJURY :**

Injury means accidental physical bodily harm excluding illness or disease which is verified and certified by a medical practitioner.

However all types of Hospitalization is covered under the Scheme.

2.18 **IN PATIENT CARE :**

In Patient Care means treatment for which the insured person has to stay in a hospital for more than a day for a covered event.

2.19 **INTENSIVE CARE UNIT :**

Intensive Care Unit means an identified section, ward or wing of a Hospital which is under the constant supervision of a dedicated medical practitioner(s) and which is specially equipped for the continuous monitoring and treatment of patients who are in a critical condition, or require life support facilities and where the level of care and supervision is considerably more sophisticated and intensive than in the ordinary and other wards.

2.20 **MATERNITY EXPENSES :**

Maternity expenses / treatment shall include :

- a) Medical treatment expenses traceable to childbirth (including complicated deliveries and caesarean sections incurred during hospitalization).
- b) Expenses towards medical termination of pregnancy during the policy period.
- c) Complications on Maternity would be covered up to the Sum Insured plus the Corporate Buffer.

2.21 **MEDICAL ADVICE :**

Any consultation or advice from a medical practitioner / doctor including the issue of any prescription or repeat prescription.

2.22 MEDICAL EXPENSES :

Medical Expenses means those expenses that an insured person has necessarily and actually incurred for medical treatment on account of illness or accident on the advice of a medical practitioner, as long as these are no more than would have been payable if the insured person had not been insured.

2.23 MEDICALLY NECESSARY :

Medically necessary treatment is defined as any treatment, test, medication or stay in hospital or part of a stay in a hospital which

- is required for the medical management of the illness or injury suffered by the insured;
- must not exceed the level of care necessary to provide safe, adequate and appropriate medical care in scope, duration or intensity;
- must have been prescribed by a medical practitioner;
- must conform to the professional standards widely accepted in international medical practice or by the medical community in India.

2.24 MEDICAL PRACTITIONER :

Medical Practitioner is a person who holds a valid registration from the Medical Council of any State or Medical Council of India or Council for Indian Medicine or the homeopathy set up by the Government of India or a State Government and is thereby entitled to practice medicine within its jurisdiction; and is acting within the scope and jurisdiction of his license. The term medical practitioner would include physician, specialist and surgeon.

(The Registered practitioner should not be the insured or close family members such as parents, parents-in-law, spouse and children.)

2.25 NETWORK PROVIDER :

Network Provider means hospitals or health care providers enlisted by an insurer or by a Third Party Administrator and insurer together to provide medical services to an insured on payment by a cashless facility.

The list of network hospitals is maintained by and available with the THIRD PARTY ADMINISTRATOR and the same is subject to amendment from time to time.

2.26 NEW BORN BABY :

A new born baby means baby born during the Policy Period aged between one day and 90 days, both days inclusive.

2.27 NON NETWORK :

Any hospital, day care Centre or other provider that is not part of the network.

2.28 NOTIFICATION OF CLAIM :

Notification of claim is the process of notifying a claim to the Bank, insurer or Third Party Administrator as well as the address/ telephone number to which it should be notified.

2.29 OPD TREATMENT :

OPD Treatment is one in which the insured visits a clinic/hospital or associated facility like a consultation room for diagnosis and treatment based on the advice of medical a practitioner. The insured is not admitted as a day care or in-patient.

2.30 PRE-EXISTING DISEASE :

Pre Existing Disease is any condition, ailment or injury or related condition(s) for which you had signs or symptoms, and/ or were diagnosed, and/ or received medical advice/ treatment, prior to the first policy issued by the insurer.

2.31 PRE – HOSPITALISATION MEDICAL EXPENSES :

Medical expenses incurred immediately 30 days before the insured person is hospitalized will be considered as part of a claim as mentioned under Item 1.2 above provided that;

- i. such medical expenses are incurred for the same condition for which the insured person's hospitalization was required and
- ii. the inpatient hospitalization claim for such hospitalization is admissible by the insurance company.

2.32 POST HOSPITALISATION MEDICAL EXPENSES :

Relevant medical expenses incurred immediately 90 days after the Insured person is discharged from the hospital provided that;

- a. Such Medical expenses are incurred for the same condition for which the Insured Person's Hospitalization was required; and
- b. The In-patient Hospitalization claim for such Hospitalization is admissible by the Insurance Company.

2.33 QUALIFIED NURSE :

Qualified Nurse is a person who holds a valid registration from the Nursing Council of India or the Nursing Council of any state in India and/or who is employed on recommendation of the attending medical practitioner.

2.34 REASONABLE AND CUSTOMARY CHARGES :

Reasonable Charges means the charges for services or supplies, which are the standard charges for the specific provider and consistent with the prevailing charges in the geographical area for identical or similar services, taking into account the nature of the illness/injury involved.

2.35 ROOM RENT :

Room Rent shall mean the amount charged by the hospital for the occupancy of a bed on per day basis.

2.36 SUBROGATION :

Subrogation shall mean the right of the insurer to assume the rights of the insured person to recover expenses paid out under the policy that may be recovered from any other source. It shall exclude the medical / accident policies obtained by the insured person separately.

2.37 SURGERY :

Surgery or surgical procedure means manual and/or operative procedure(s) required for treatment of an illness or injury, correction of deformities and defects, diagnosis and cure of diseases, relief of suffering or prolongation of life, performed in a hospital or day care Centre by a medical practitioner.

2.38 THIRD PARTY ADMINISTRATOR :

Third Party Administrator means a Third Party Administrator who holds a valid License from Insurance Regulatory and Development Authority to act as a THIRD PARTY ADMINISTRATOR and is engaged by the Company for the provision of health services as specified in the agreement between the Company and Third Party Administrator.

2.39 UNPROVEN/EXPERIMENTAL TREATMENT :

Unproven/ Experimental treatment is treatment, including drug Experimental therapy, which is not based on established medical practice in India.

3. COVERAGES :

3.1 DOMICILIARY HOSPITALIZATION / DOMICILIARY TREATMENT : Medical expenses incurred in case of the following diseases which need Domiciliary Hospitalization /domiciliary treatment as may be certified by the attending medical practitioner and / or Bank's medical Officer shall be deemed as hospitalization expenses and reimbursed to the extent of 100%.

Cancer	Leukemia	Thalassemia
Tuberculosis	Paralysis	Cardiac Ailments
Pleurisy	Leprosy	Kidney Ailment
Seizure Disorders	Parkinson's Diseases	Psychiatric Disorders
Schizophrenia & Psychotherapy	Diabetes & Complications	Hypertension
Asthma	Hepatitis –B	Hepatitis - C
Hemophilia	Myasthenia Gravis	Wilson's Disease
Ulcerative Colitis	Epidermolysis Bullosa	Venous Thrombosis (not by smoking)
Aplastic Anaemia	Psoriasis	Third Degree Burns
Arthritis	Hypothyroidism	Hyperthyroidism

Expenses incurred on Radiotherapy and Chemotherapy in the treatment of Cancer and Leukemia

Glaucoma	Tumor	Diphtheria
Non-Alcoholic Cirrhosis Liver	Malaria	Purpura
Typhoid	Accidents of Serious Nature	Cerebral Palsy
Polio	Strokes leading to Paralysis	Haemorrhages due to accidents
All Animal/ Reptile/ Insect Bite or Sting		Chronic Pancreatitis
Immuno Suppressants	Multiple Sclerosis	Motor Neuron Disease
Status Asthmaticus	Sequalea of meningitis	Osteoporosis
Muscular Dystrophies	Sleep Apnea Syndrome (not related to obesity)	Sickle Cell Disease
Any Organ related (Chronic) condition		Any connective Tissue Disorder
Systemic Lupus Erythematosus (SLE)		Graves' Disease
Varicose Veins	Growth Disorders	

Thrombo Embolism Venous Thrombosis/ Venous Thrombo Embolism (VTE)

Chronic Pulmonary Disease Chronic Bronchitis Physiotherapy Swine Flu

Above shall be considered for reimbursement under domiciliary treatment.

The cost of Medicines, Investigations, and consultations, etc. in respect of domiciliary treatment shall be reimbursed for the period stated by the specialist and / or the attending doctor and / or the Bank's medical Officer, in Prescription. If no period stated, the prescription for the purpose of reimbursement shall be valid for a period not exceeding 90 days.

3.2 CRITICAL ILLNESS : To be provided to the Employee only subject to a sum insured of Rs. **1,00,000/-**. Cover starts on inception of the policy. In case an Employee contracts a Critical Illness as listed below, the total sum insured of Rs. 1,00,000/- is paid, as a benefit. This benefit is provided on first detection/ diagnosis of the Critical Illness.

- * Cancer including Leukemia
- * Stroke
- * Paralysis
- * By Pass Surgery
- * Major Organ Transplant
- * End Stage Liver Disease
- * Heart Attack
- * Kidney Failure
- * Heart Valve Replacement Surgery

Hospitalization is not required to claim this benefit. Further the Employee can claim the cost of hospitalization on the same from the Group Mediclaim Policy as cashless / reimbursement of expenses for the treatment taken by him.

3.3 Expenses on Hospitalization for minimum period of a day are admissible. However, this time limit is not applied to specific treatments, such as

01	Adenoidectomy	21	Fissurectomy / Fistulectomy
02	Appendectomy	22	Mastoidectomy
03	Ascitic / Plueral tapping	23	Hydrocele
04	Auroplasty not Cosmetic in nature	24	Hysterectomy
05	Coronary angiography/ Renal	25	Inguinal/ ventral/ umbilica/ femoral hernia
06	Coronary angioplasty	26	Parenteral chemotherapy
07	Dental surgery	27	Polypectomy
08	D&C	28	Septoplasty
09	Excision of cyst/ granuloma/ lump/ tumor	29	Piles/ fistula
10	Eye surgery	30	Prostate surgeries
11	Fracture including hairline fracture /dislocation	31	Sinusitis surgeries
12	Radiotherapy	32	Tonsillectomy
13	Chemotherapy including parental chemotherapy	33	Liver aspiration
14	Lithotripsy	34	Sclerotherapy
15	Incision and drainage of abscess	35	Varicose Vein Ligation
16	Varicocelelectomy	36	All scopies along with biopsies
17	Wound suturing	37	Lumbar puncture
18	FESS		
19	Operations / Micro surgical operations on the nose, middle ear / internal ear, tongue, mouth, face, tonsils & adenoids, salivary glands & salivary ducts, breast, skin & subcutaneous tissues, digestive tract, female/male sexual organs.		
20	Haemo dialysis		

This condition will also not apply in case of stay in hospital of less than a day provided –

- a. The treatment is undertaken under General or Local Anesthesia in a hospital / day care Centre in less than a day because of technological advancement and
- b. Which would have otherwise required hospitalization of more than a day.

3.4 **ALTERNATIVE THERAPY** : Reimbursement of Expenses for hospitalization or domiciliary treatment (under clause 3.1) under the recognized system of medicines, viz, Ayurvedic, Unani, Sidha, Homeopathy, Naturopathy, if such treatment is taken in a clinic / hospital registered, by the central and state Government .

3.5 **MATERNITY EXPENSES BENEFIT EXTENSION**

The hospitalization expenses in respect of the new born child can be covered within the Mother's Maternity expenses. The maximum benefit allowable under this clause will be up to Rs. 50000/- for Normal Delivery and Rs. 75,000/- for Caesarean Section.

Special conditions applicable to Maternity expenses Benefit Extension:

- I. 9 months waiting period under maternity benefit will be waived from the policy.
- II. Pre-natal & post natal charges in respect of maternity benefit are covered under the policy up to 30 days and 60 days only, unless the same requires hospitalization.
- III. Missed Abortions, Miscarriage or abortions induced by accidents are covered under the limit of Maternity.
- IV. Complications in Maternity including operations for extra uterine pregnancy ectopic pregnancy would be covered in the up to the Sum Insured + Corporate Buffer.
- V. Expenses incurred for Medical Termination of Pregnancy.
- VI. Claim in respect of delivery to be given irrespective of the number of children.

3.6 **BABY DAY ONE COVER** : New born baby is covered from day one. All expenses incurred on the new born baby during maternity will be covered in addition to the maternity limit up to Rs. 20000/- . However if the baby contacts any illness the same shall be considered in the Sum Insured + Corporate buffer. Baby to be taken as an additional Member within the normal family floater.

3.7 **AMBULANCE CHARGES** : Ambulance charges are payable up to Rs. 2500/- per trip to hospital and / or transfer to another hospital or transfer from hospital to home if medically advised. Taxi and Auto expenses in actual maximum up to Rs. 750/- per trip. Ambulance charges actually incurred on transfer from one center to another center due to Non availability of medical services/ medical complication shall be payable in full.

3.8 **PRE- EXISTING DISEASES / AILMENTS** : Pre-existing diseases are covered under the scheme.

3.9 **CONGENITAL ANOMALIES** : Expenses for Treatment of Congenital Internal / External diseases, defects anomalies are covered under the policy.

3.10 **PSYCHIATRIC DISEASES** : Expenses for treatment of psychiatric and psychosomatic diseases be payable with or without hospitalization.

3.11 **ADVANCED MEDICAL TREATMENT** : All new kinds of approved advanced medical procedures for e.g. laser surgery, stem cell therapy for treatment of a disease is payable on hospitalization /day care surgery.

3.12 Treatment taken for Accidents can be payable even on OPD basis in Hospital up to Sum Insured.

3.13 **TAXES AND OTHER CHARGES** : All Taxes, Surcharges, Service Charges, Registration Charges, Admission Charges, Nursing and Administration charges to be payable.

Charges for diapers and sanitary pads are payable if necessary as part of the treatment.

Charges for Hiring a nurse / attendant during hospitalization will be payable only in case of recommendation from the treating doctor in case ICU / CCU, Neo natal nursing care or any other case where the patient is critical and requiring special care.

3.14 Treatment for Genetic Disorder and stem cell therapy is covered under the scheme.

3.15 Treatment for Age related Macular Degeneration (ARMD), treatment such as Rotational Field Quantum magnetic Resonance (RFQMR), Enhanced External Counter Pulsation (EECP), etc. are covered under the scheme. Treatment for all neurological/ macular degenerative disorders shall be covered under the scheme.

3.16 Rental Charges for External and or durable Medical equipment of any kind used for diagnosis and or treatment including CPAP, CAPD, Bi-PAP, Infusion pump etc. will be covered under the scheme. However purchase of the above equipment to be subsequently used at home in exceptional cases on medical advice shall be covered.

3.17 Ambulatory devices i.e., walker, crutches, Belts, Collars, Caps, Splints, Slings, Braces, Stockings, elastocrepe bandages, external orthopaedic pads, sub cutaneous insulin pump, Diabetic foot wear, Glucometer (including Glucose Test Strips)/ Nebulizer/ prosthetic devise/ Thermometer, alpha / water bed and similar related items etc., will be covered under the scheme.

3.18 PHYSIOTHERAPY CHARGES : Physiotherapy charges shall be covered for the period specified by the Medical Practitioner even if taken at home.

All claims admitted in respect of any/all insured person/s during the period of insurance shall not exceed the Sum Insured stated in the schedule and Corporate Buffer if allocated.

4. EXCLUSIONS :

The company shall not be liable to make any payment under this policy in respect of any expenses whatsoever incurred by any Insured Person in connection with or in respect of :

4.1 Injury / disease directly or indirectly caused by or arising from or attributable to War, invasion, Act of Foreign enemy, War like operations (whether war be declared or not).

4.2 a. Circumcision unless necessary for treatment of a disease not excluded hereunder or as may be necessitated due to an accident.

b. Vaccination or inoculation.

c. Change of life or cosmetic or aesthetic treatment of any description is not covered.

d. Plastic surgery other than as may be necessitated due to an accident or as part of any illness.

4.3 Cost of spectacles and contact lenses, hearing aids. Other than Intra-Ocular Lenses and Cochlear Implant.

4.4 Dental treatment or surgery of any kind which are done in a dental clinic and those that are cosmetic in nature.

4.5 Convalescence, rest cure, Obesity treatment and its complications including morbid obesity, treatment relating disorders, Venereal disease, intentional self-injury and use of intoxication drugs / alcohol.

4.6 All expenses arising out of any condition directly or indirectly caused to or associated with Human T-Cell Lymphotropic Virus Type III (HTLB - III) or lymphadenopathy Associated Virus (LAV) or the Mutants Derivative or Variation Deficiency Syndrome or any syndrome or condition of a similar kind commonly referred to as AIDS.

4.7 Charges incurred at Hospital or Nursing Home primarily for diagnosis x-ray or Laboratory examinations or other diagnostic studies not consistent with or incidental to the diagnosis and treatment of positive existence of presence of any ailment, sickness or injury, for which confinement is required at a Hospital / Nursing Home, unless recommended by the attending doctor.

4.8 Expenses on vitamins and tonics unless forming part of treatment for injury or diseases as certified by the attending physician

4.9 Injury or Disease directly or indirectly caused by or contributed to by nuclear weapon / materials.

4.10 All non-medical expenses including convenience items for personal comfort such as charges for telephone, television / barber or beauty services, died charges, baby food, cosmetics, tissue paper, diapers, sanitary pads, toiletry items and similar incidental expenses, unless and otherwise they are necessitated during the course of treatment.

5. CONDITIONS :

5.1 **CONTRACT :** The proposal form, declaration, and the policy issued shall constitute the complete contract of insurance.

5.2 Every notice or communication regarding hospitalization or claim to be given or made under this Policy shall be communicated to the office of the Bank, dealing with Medical Claims, and/or the THIRD PARTY ADMINISTRATOR office as shown in the Schedule. Other matters relating to the policy may be communicated to the policy issuing office.

5.3 The premium payable under this Policy shall be paid in advance. No receipt for Premium shall be valid except on the official form of the company signed by a duly authorized official of the company. The due payment of premium and the observance and fulfillment of the terms, provisions, conditions and endorsements of this Policy by the Insured Person in so far as they relate to anything to be done or complied with by the Insured Person shall be a condition precedent to any liability of the Company to make any payment under this Policy. No waiver of any terms, provisions, conditions and endorsements of this policy shall be valid unless made in writing and signed by an authorised official of the Company.

5.4 **NOTICE OF COMMUNICATION** : Upon the happening of any event which may give rise to a claim under this Policy notice with full particulars shall be sent to the Bank or Regional Office or THIRD PARTY ADMINISTRATOR named in the schedule at the earliest in case of emergency hospitalization within 7 days from the time of Hospitalisation / Domiciliary Hospitalisation .

5.5 All supporting documents relating to the claim must be filed with the office of the Bank dealing with the claims or THIRD PARTY ADMINISTRATOR within 30 days from the date of discharge from the hospital. In case of post-hospitalisation, treatment (limited to 90 days), (as mentioned in para 2.32) all claim documents should be submitted within 30 days after completion of such treatment.

NOTE : Waiver of these Conditions 5.4 and 5.5 may be considered in extreme cases of hardship where it is proved to the satisfaction of the Bank that under the circumstances in which the insured was placed it was not possible for him or any other person to give such notice or deliberate or file claim within the prescribed time-limit. The same would be waived by the TPA without reference to the Insurance Company.

5.5.1 The Insured Person shall obtain and furnish to the office of the Bank dealing with the claims / THIRD PARTY ADMINISTRATOR with all original bills, receipts and other documents upon which a claim is based and shall also give such additional information and assistance as the Bank through the THIRD PARTY ADMINISTRATOR/Company may require in dealing with the claim.

5.5.2 Any medical practitioner authorised by the Bank / Third Party Administrator / shall be allowed to examine the Insured Person in case of any alleged injury or disease leading to Hospitalisation, if so required.

5.6 The Company shall not be liable to make any payment under this policy in respect of any claim if such claim be in any manner fraudulent or supported by any fraudulent means or device whether by the Insured Person or by any other person acting on his behalf.

5.7 **DISCLOSURE TO INFORMATION NORM** :

The claim shall be rejected in the event of misrepresentation, mis-description or non-disclosure of any material fact.

5.8 Claims will be managed through the same Office of the Bank from where it is managed at present. The Insurance Companies third party administrator will be setting up a help desk at that office and supporting the Bank in clearing all the claims on real time basis.

5.9 In case of rejection of claims it would go through a Committee set up of the Bank, Third Party Administrator and United India Insurance Co Ltd. unless rejected by the committee in real time the claim should not be rejected.

5.10 There would be a continuity of this Scheme / benefits to the Retiring Officers / employees and their family and also to the Retired Officers / employees and their family.



MAPPING THE UNDERWRITING, PROCESS, SERVICING & CLAIMS FOR THE MEDICAL SCHEME OF THE OFFICERS / EMPLOYEES & THEIR FAMILY MEMBERS OF INDIAN BANKS' ASSOCIATION MEMBER BANKS

1. The policy will be issued in the name of Indian Banks' Association Member Banks and the list of the Member banks would be mentioned giving the data of the Officers / employees bifurcated into:-
 - a) Officers with the data of their dependent family members.
 - b) Clerical staff with the data of their dependent family members.
 - c) Sub staff with the data of their dependent family members.

The premium is decided by the number of Officers / employees uniformly but not based on the number of dependent family members. The collection of data of dependent family members at the initial stage may take long time. In such cases claims pertaining to dependent family members of Officers / employees pending collection of data may be settled on certification and recommendation of the appropriate authority of the respective Bank.

2. The policy will commence on a uniform date for all the Member banks to ensure they get the benefit of the large number of Officers / employees which has been instrumental in the procurement of the most competitive premium quote and would eventually also reflect in a positive claim ratio.

3. The Member banks will submit their data and pay the premium to the lead Insurance Company viz. United India Insurance Co. Ltd., in proportion to their Employee strength.

4. The insured name of Indian Banks' Association is used for getting the benefit of mass scale underwriting and a positive claim ratio that would benefit all the Member Banks. All underwriting, process and claim servicing will be done by the Member Banks' directly with United India Insurance Co. Ltd. and K. M. Dastur Reinsurance Brokers Pvt. Ltd.

5. The Corporate Buffer of all the Member banks will be in proportion to the percentage of their premium contribution.

6. The allocation and use of this Corporate Buffer would rest with the individual management of the Member Bank. At the end of the year we would have a joint review on how many banks have totally utilized their Corporate Buffer and how many other Member banks have not utilized their Corporate Buffer totally. The unutilized Corporate Buffer of the Member banks would now be proportionately available to the Member banks whose Corporate Buffer has been totally utilized. This would be one of the major benefits of the Group underwriting of all the Member banks under one policy and at the same time individual underwriting of each Member banks for data processing, servicing and claims.

7. The claim settlement of the Member banks would be done in the same process as followed in the past, by each individual Member banks.

8. The Third Party Administrator, appointed by the lead insure viz United India Insurance Co. Ltd. will station their representative at the banks regional/ nodal offices from where these banks have been settling medical claims of their Officers / employees.

9. The Third Party Administrator, would have a Dedicated Office, Server and a 24 X 7 Call Centre for the Member Banks of the Indian Banks' Association.

10. The Officers / employees would submit the claims to the same regional / nodal offices where they have been submitting in the past and the Third Party Administrator representative will be the backup support and ensure claim settlement is completed in thirty minutes.

11. (The Third Party Administrator should ensure placement of representative in all the regional/nodal offices of the Member banks where the Officers / employees have been submitting their claims in the past)

12. No claims would be rejected by the Insurance Company/ Third Party Administrator unless the same is rejected by the Committee comprising of the Bank management, Insurance Company, Third Party Administrator and K. M. Dastur Reinsurance Brokers Pvt Ltd.

13. All the Officers / employees and their family members would be issued ID cards by the Third Party Administrator, of the Insurance Company ie. **United India Insurance Co. Ltd.**

In case the Employee or his family Member gets admitted in any of the preferred Provider Network of hospitals on production of ID card, the hospital authority in turn shall notify by fax / mail the details of hospitalisation along with ID card number and Name of the Employee to the TPA, who would again revert by fax / mail a confirmation to the hospital to proceed with the claim.

This would even enable them to claim from anywhere in India and they would be able to admit themselves in hospitals anywhere in India by merely calling the dedicated call centres of the Third Party Administrator, which would be working on a 24x7 basis.

The TPA, would even be able to advise the Officers / employees on the nearest hospital available in their area. In case of an emergency admission to a hospital which is not in PP Network, the Officers / employees also have a benefit to get himself admitted on a cashless basis by intimating the TPA, call centre number, mentioning his ID card Number and Name. The hospital authority would fax / mail the details of hospitalisation to the Third Party Administrator, who would again revert by fax / mail a confirmation to the hospital to proceed with the claim.

14. Most of the claims would be cashless; which would be paid directly to the hospital concerned.

15. The reimbursement claims of pre and post hospitalisation or in a few cases of actual hospitalisation would be paid to the Officers / employees through the banks regional/ nodal offices or directly credited to the Officers / employees account.

16. In case of reimbursement claim where the Employee has not informed the banks Regional / Nodal offices; they may phone the 24x7 call centre of the Third Party Administrator giving the details of their card ID number and name. In such cases the reimbursement claim should be submitted on completion of hospitalisation and not later than 30 days of discharge from the hospital. In case of post-hospitalisation treatment, all claim documents should be submitted within 30 days after completion of such treatment. Wherever the hospitals are not in the approved list of Third Party Administrator, the Third Party Administrator should take necessary action for addition of those hospitals on their network hospital list in consultation with Bank. In an emergency the claim payment would be paid to the hospital account and empanelment of the hospital would be considered.

17. All the addition and deletion of the Officers / employees and dependents of the various Member banks would be done on a monthly basis. A newly recruited Employee would automatically be admitted in the medical scheme from the date of his appointment letter. This has to be reflected in the addition / deletion statement to be sent to the Third Party Administrator/ K. M. Dastur Reinsurance Broker Pvt. Ltd., before the 10th of the beginning of every month.

18. ID cards will be prepared within 10 working days from the date of receipt of data. These cards can be couriered to the respective branch office in which the Employee is located. The cards can be distributed by at the branch office by the Bank's branch manager / any other person who is made responsible for the same. Corrections in cards, if any can be e-mailed to an exclusive id which will be exclusive for cards correction errors. These cards will be corrected and resent within 2 working days from the receipt of correction mail.

19. An adequate deposit premium have to be placed by the Member banks for this addition, as this is a regulatory compliance under section 64 V B of the Insurance Act; wherein no insurance can be initiated without the payment of the premium.

20. At the same time refund premium of all deletions would be credited in the deposit account of the Member banks.

21. All additions / deletions of Officers / employees and family members would be on pro rata basis. In case, some Member banks joined the scheme sometime after the main master policy has been incepted, they would also be joining on a prorated premium.



SPECIAL AREA ALLOWANCE

Sr. No.	Area	Allowances (₹)	
		Pay below ₹ 24,000/- (3)	Pay above ₹ 24,000/- (4)
(1)	(2)		
01.	Mizoram		
	a) Chimgtuipui District and areas beyond 25 kms. from Lunglei Town in Lunglei District.	2000	2600
	b) Entire Lunglei District excluding areas beyond 25 kms. from Lunglei town.	1600	2100
	c) Entire Aizawl District	1200	1500
02.	Nagaland	1600	2100
03.	Andaman & Nicobar Islands		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman (including Port Blair)	1600	2100
04.	Sikkim	2000	2600
05.	Lakshadweep Islands	2000	2600
06.	Assam	320	400
07.	Meghalaya	320	400
08.	Tripura		
	a) Difficult areas of Tripura	1600	2100
	b) Throughout Arunachal Pradesh	1200	1500
09.	Manipur	1200	1500
10.	Arunachal Pradesh		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throughout Arunachal Pradesh other than difficult areas.	1600	2100
11.	Jammu & Kashmir		
	1) Kathua District:		
	Niabat Bani, Lohi, Malhar and Machhodi	2000	2600
	2) Udhampur District:		
	a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2(b).	2000	2600
	b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	1600	2100

Sr. No.	Area	Allowances (₹)	
		Pay below ₹ 24,000/- (3)	Pay above ₹ 24,000/- (4)
(1)	(2)		
	3) Doda District : Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	2000	2600
	4) Leh District : All places in the District	2000	2600
	5) Barmulla District : a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua b) Matchill	2000 1600	2600 2100
	6) Poonch and Rajouri District : Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts	1200	1500
	7) Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border Allowance from time-to-time by the State Government for their own staff.	1200	1500
12.	Himachal Pradesh		
	(1) Chamba District :		
	(a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata.	2000	2600
	(b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	1600	2100
	(c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhhet proper).	1200	1500
	(2) Kinnaur District:	2000	2600
	a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupī, Pooh Sub-Division, excluding the Panchayat Areas specified above.		
	b) Entire District other than Areas included in (a) above.	1600	2100

Sr. No.	Area	Allowances (₹)	
		Pay below ₹ 24,000/- (3)	Pay above ₹ 24,000/- (4)
(1)	(2)		
	(3) Kullu District:		
	a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	2000	2600
	b) Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand).	1200	1500
	(4) Lahaul and Spiti District :		
	Entire area of Lahaul and Spiti	2000	2600
	(5) Shimla District :		
	a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda.	2000	2600
	b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghor Chaibis of Pargana Sarahan.	1600	2100
	c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghor Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu).	1200	1500
	(6) Kangra District:		
	a) Areas of Bara Bhangal and Chhota Bhangal	1600	2100
	b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town Women'sITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiar, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar.	1200	1500

Sr. No.	Area	Allowances (₹)	
		Pay below ₹ 24,000/- (3)	Pay above ₹ 24,000/- (4)
(1)	(2) c) Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town – H.P. Krishi Vishwavidhalaya Campus, Cattle Development Office/Jersey Farm, Banuri, Sericulture Office/ Indo-German Agriculture Workshop/HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.	1200	1500
	(7) Mandi District: Chhuhar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil-of Bagraa, Chatri, Chhotdhar, Garagushain, Gatoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharampur Block- Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil – Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil – Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.	1200	1500
	(8) Sirmaur District: Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bheneri (Paonta Tehsil), Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) & Thana Kasoga (Nahan Tehsil) & Thansgiri Tract	1200	1500
	(9) Solan District : Mangal Panchayat.	1200	1500
	(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.	320	400
13.	Uttar Pradesh: Areas under Chamoli, Pithoragarh and Uttar Kashi Districts	2000	2600
14.	Uttarakhand: Areas under Chamoli, Pithoragarh, Uttarkashi, Rudraprayag and Champavat Districts	2000	2600



INDIAN BANKS' ASSOCIATION

HR & INDUSTRIAL RELATIONS

No. CIR/HR&IR/665/582(A)/76

April 16, 2016

Chief Executives of Member Banks which are parties to the Understanding on Wage Revision for Officers

Dear Sir/ Madam,

7th Joint Note Signed on 25.05.2015 (Effective from 01.11.2012):

Stagnation Increment - Anomaly

As per the provisions of 6th Joint Note on 27th April, 2010 (effective from 1st November 2007), the officers in MMGS-II are given 3 Stagnation increments on reaching at the maximum of the maximum of the pay-scales of MMGS-III.

First Stagnation increment is released 3 years after reaching at the maximum of the pay scale of MMGS-III and 2nd and 3rd Stagnation increments are released 3 years after receipt of 1st and 2nd Stagnation increments respectively.

Similarly MMGS-III are getting 4 Stagnation increments after reaching at the maximum of pay-scales of MMGS-III at the periodicity of 3 years each.

2. As per the provisions of the 7th Joint Note (effective from 1st November, 2012), one additional Stagnation increment each for MMGS-II and MMGS-III has been introduced.

The periodicity of such additional Stagnation increment has also been reduced from 3 years to 2 years. As such, MMGS-II officers, on reaching at the maximum of pay-scales of MMGS-III are now eligible for 4 Stagnation increments and MMGS-III for 5 Stagnation increments w.e.f. 1st May, 2015.

For MMGS-III, the periodicity of 4th Stagnation increment is 3 years as per existing norms, however, 5th additional Stagnation increment is released 2 years after receipt of 4th Stagnation increment.

3. As the periodicity of 4th additional Stagnation increment is 2 years for MMGS-II whereas the periodicity of existing 4th Stagnation increment for MMGS-III is 3 years as per existing norms, an anomaly has arisen for releasing 4th Stagnation increment to MMGS-II and MMGS-III who have reached at the maximum of pay-scale of MMGS-III and have received 3rd Stagnation increment at the same time.

The case may be clearly understood by following illustration:

Illustration :

Officer 'A' MMGS-II and 'B' MMGS-III have reached at the maximum of MMGS-III as on 1st May, 2007. As per 6th and 7th Joint Note, they are eligible for Stagnation increments as under :

AS PER 6th JOINT NOTE		
Stagnation Increment	'A' - MMGS-II Due Date	'B' - MMGS-III Due Date
1st	01/05/2010	01/05/2010
2nd	01/05/2013	01/05/2013
3rd	01/05/2016	01/05/2016
4th	-----	01/05/2019

AS PER 7th JOINT NOTE		
Stagnation Increment	'A' - MMGS-II Due Date	'B' - MMGS-III Due Date
1st	01/05/2010	01/05/2010
2nd	01/05/2013	01/05/2013
3rd	01/05/2016	01/05/2016
4th	01/05/2018	01/05/2019
5th	01/05/2020	01/05/2021

It is evident from the above illustration, that the officers in MMGS-II will get 4th Stagnation increment one year earlier. If these officers are promoted to MMGS-III, they will get said Stagnation increment one year later. The matter was put up to the Managing Committee of IBA in its meeting held on 13.04.2016 proposing to reduce the periodicity of 4th Stagnation increment to MMGS-III from 3 years to 2 years, w.e.f. 1st May 2015, i.e., from the date of introduction of 4th Stagnation increment to MMGS-II, to remove the anomaly so arisen.

After deliberating the matter, the Managing Committee has accorded its approval to reduce the periodicity of the existing **4th** Stagnation increment to **MMGS-III** from **3** years to **2** years w.e.f. 01.05.2015. We, therefore, advise that the 4th Stagnation increment to MMGS-III officers who have completed 2 years or more after releasing 3rd Stagnation increment as on 01.05.2015, may be released to them w.e.f. **01.05.2015** and 5th Stagnation increment to these officers will be released **2** years after releasing the 4th Stagnation increment.

Please arrange accordingly,

Your faithfully,



K UNNIKRISHNAN
DEPUTY CHIEF EXECUTIVE

XI BIPARTITE SETTLEMENT : (Effective from 01.11.2017, signed on 11.11.2020)

IBA COMMENCES WAGE REVISION NEGOTIATIONS – 02.05.2017

Since, the negotiations are taking unduly long time to arrive at the final settlement, the AIBOC has been desiring timely settlement. The Government had also advised the IBA and the Banks to complete the negotiations early and commence the settlement from the due date i.e. 01.11.2017. Early Wage Revision was one of the prominent demands in the All India Strike on **28.02.2017**. Earlier to that, the UFBU had submitted the broad summary of the common demands for Employees & Officers.

In this background, the Indian Banks Association had invited the UFBU for commencing the negotiations and accordingly the meeting was held on **02.05.2017** at IBA Office, Mumbai. The IBA was represented by its Chairman Sri Rajeev Rishi, CMD, Central Bank of India, Mrs. Arundhati Bhattacharya, Chairman, SBI, Sri Arun Tewari, CMD, Union Bank of India, Sri Ashwinikumar, CMD, Dena Bank, Sri R K Takkar, MD, UCO Bank, Mrs. Usha Subramanian, MD, PNB, Sri Shyam Srinivasan, MD, Federal Bank, Sri, P S Jayakumar, MD, Bank of Baroda and Sri Rakesh Sharma, MD, Canara Bank. The UFBU was represented by the leaders of the **9** constituent unions.

In his opening remarks, Shri Rajeev Rishi observed that **Bilateralism** has been the hallmark in the banking industry for the past 50 years when successive bipartite settlements have been signed. He particularly referred to the 9th BPS and 10th BPS under which benefits like one more option for Pension, Full Day Off on 2 Saturdays in a month, Medical Insurance Scheme for Employees and Retirees, etc. were achieved due to the collective efforts of the Management and the Unions. He urged upon the unions to keep the present health of the Banks and their constraints in mind while negotiating the demands and help to conclude the Settlement early, preferably **before Diwali** festival this year. He informed that since some of the Banks have given mandate to IBA for negotiations would be confined only up to Scale III Officers.

He further informed that IBA has set up a Negotiating Committee as under :

Sri R K Takkar, MD, UCO Bank – Chairman

Sri Rakesh Sharma, MD, Canara Bank

Smt. Usha Subramanian, MD, PNB

Sri P S Jayakumar, MD, Bank of Baroda

Sri Prashant Kumar, Dy. MD, SBI

Sri Shyam Srinivasan, MD, Federal Bank

Responding to the observations of the IBA, the UFBU thanked the IBA for initiating the process of negotiations and assured that the UFBU shall extend their best possible co-operation to conclude the settlement as early as possible and suggested holding of regular and continuous meetings for this purpose. The UFBU reiterated their commitment to Bipartism and settling the demands amicably through mutual discussions. It was conveyed to the IBA that given the increasing stress and heavy workload under which Employees and Officers are working in the Banks, they deserve satisfactory Wage Revision and improvement in their service conditions. The UFBU informed the IBA that they are equally conscious and concerned about the present challenges faced by the Banks and would be willing to work with the managements to overcome these challenges successfully.

The UFBU /AIBOC strongly conveyed to the IBA that the negotiations in respect of Officers should not be restricted up to Scale III and must cover up to Scale VII as hitherto.

WAGE TALKS ON 20.07.2017

The bipartite talks between IBA and UFBU were held at IBA office on **20.07.2017**. The IBA was represented by Shri R K Thakkar, Chairman of the Negotiating Committee along with other members of their team. The UFBU was represented by leaders of all its constituents.

IBA informed us that to facilitate expeditious discussions on the Charter of Demands, separate Sub Committees have been formed.

For Workmen	For Officers
Shri Rakesh Sharma, (Chairman) MD/CEO, Canara Bank	Shri Prashant Kumar, (Chairman) Dy.MD, SBI
Shri H C Sati, GM, Allahabad Bank	Shri Ujwal Kumar, GM, UCO Bank
Shri Mrityunjay Kumar Gupta, GM, Bank of India	Shri S K Chowdhary, Head-HR, Bank of Baroda
Shri Punit Jain, GM, PNB	Shri C P Giri, GM, Canara Bank
Shri T S Seshadri, GM, Indian Bank	Shri B Ashok, GM, Central Bank
Shri Ajay Kumar Singh, GM, SBI	Shri M K Biswal, GM, Bank of Maharashtra

The UFBU also reiterated that the IBA should review its stand to restrict the discussions up to Scale-III Officers to which IBA stated that the issue needs to be taken up with the concerned Banks since IBA's decision is based on the mandates given by those Banks.

SETTLEMENT TO BE EFFECTIVE FROM 1ST NOV. 2017 : To the demand that the ensuing Wage Revision for the Employees and Officers should be made effective from 01.11.2017, after discussions, the **IBA agreed to the same**.

The UFBU requested IBA to make their initial offer on wage hike and IBA stated that they would respond on this in subsequent discussions.

The UFBU emphasized the need to hold a round of discussions to follow up the issues covered by the Record Note signed on **25.05.2015** on demands like periodical up-dation of Pension, improvement in Family Pension, 100 % DA on Pension to past retirees, etc. IBA agreed to the same.

The UFBU took up the issue of introduction of 5 Day Banking declaring the remaining Saturdays also as holidays. The IBA stated that the issue needs wider consultation at different levels and hence would respond to the same later.

SUB COMMITTEE FOR OFFICERS – MEET AT MUMBAI ON 01.08.2017

As advised by IBA, the Sub-committee constituted to discuss demands relating to service conditions of Officers which are Non-financial in nature met today at IBA office at 11:30 a.m. The IBA Sub-committee was headed by its Chairman Shri Prashant Kumar, Dy.MD, SBI along with Shri S.K. Chaudhury, GM (BOB), Shri B. Ashok, GM (CBI), Shri K. Virupaksha, GM (Canara), Shri Ujjal Kumar, GM (UCO), Shri Biswal, GM (BOM) and Shri V.G. Kannan, CEO, IBA with HR Dept. functionaries.

The Officers' Associations were represented by Com. **Dilip Saha**, Com. Y. **Sudharshan** (AIBOC), Com. S. Nagarajan (AIBOA), Com. K.K. Nair (INBOC) and Com. Sunil Deshpande (NOBO) in the meeting. As the terms of reference is on non-financial demands, we presented the following issues viz. 5 Day week, Regulated working hours, Accountability Policy, Improvements and uniformity in the matter of Discipline and Appeal Regulations, Compassionate grounds appointments and Branch Categorization. The AIBOC also raised issues such as Family Pension and 100 % DA neutralization for the pre-November 2002 pensioners.

With regard to Categorizations of Branches the Management representatives reiterated that the same should be left to the individual Banks.

On the matter of "Negotiation restricted up to Scale- III only", their stand was unchanged.

CORE GROUP (OFFICERS) MEETING WITH THE IBA – 16.09.2017

The Second meeting of the core Group (Officers) was held at IBA Office on **16.09.2017** at 11.30 a.m. Shri Prashant Kumar, Chairman of Core Group (Officers) expressed the stand taken by the IBA on some of the issues discussed in the meeting held on 06/09/2017 with Workmen Organizations such as Leave Bank etc. The discussions were inconclusive. The Small Committee on Discipline & Appeal Regulations will be meeting shortly to give a definite shape.

THIRD ROUND OF CORE GROUP MEETING OF OFFICERS – 09.10.2017

The Third round of “Officers Core Group Meeting” was held at IBA's Office at Mumbai **09.10.2017**.

The issues listed in the Charter of Demands were further taken up for discussion. There were certain forward movements in some areas. It was agreed to demand another meeting to discuss certain unresolved non-monetary issues. It was also agreed to have an exclusive meeting on Disciplinary Regulations and Superannuation related issues.

It was expressed firmly to the IBA team that the issue of **restricted** mandate is unacceptable to the Officers' Organizations and urged upon the Chairman of the Core group to convey the same to the larger committee of the IBA.

WAGE REVISION TALKS WITH IBA – 27.10.2017

Further to the ongoing discussions in the Sub-Committee on non-financial demands, a round of discussions with the Full Negotiating Committee of IBA was held in Mumbai on **27.10.2017**.

The **UFBU** submitted the following main issues / points and wanted the response of the IBA.

Wage revision process should be completed expeditiously

More frequent meetings/ discussions to be held for this purpose

Data regarding establishment expenses, number of Employees, etc to be provided

Negotiations must cover all Officers up to Scale-VII

IBA to make their initial offer on increase in wages

Fixing the Price Index up to which DA is to be merged with Basic Pay

Discussion on the issues pertaining to retirees viz. 100% DA, pension up-dation, improvement in Family Pension, etc.

Introduction of 5 Day Banking i.e. remaining Saturdays also to be holidays.

The **IBA** responded as under :

IBA will hold frequent meetings to expedite the process.

Data on Establishment Expenses as on 31.03.2017 was provided.

Further data would be provided shortly.

On the issue of fractured mandate Unions have to take up with the concerned Banks.

For Officers, Performance related Variable Pay method to be introduced.

DA as on 31.10.2016 can be merged with Basic Pay.

Issues like 100 % DA and up-dation are sub-judice due to litigation.

On improvement in Family Pension, the cost aspect is being worked out.

For introduction of 5 Day Banking, the matter needs to be taken up with various stake holders including customers and Government, etc. before any decision is taken.

The IBA took note of the views of the UFBU and it was decided to discuss the issues further in the next round of talks which will be held shortly.

It has been decided to hold a meeting of the UFBU at Mumbai on **13.11.2017** to take stock of the developments taking place in the Banking sector and to further continue the struggle programmes as well as to work out strategies to clinch an early and satisfactory Wage Revision.

MEETING AT DFS ON 02.05.2018

The Finance Ministry invited the **AIBOC** for a discussion based on the memorandum submitted to Department of Financial Services and the RBI. The meeting took place at the Office of Mr. Ravi Mittal, Additional Secretary Finance. Mr. Amit Agarwal, Joint Secretary, DFS also joined. Wage Revision, Appointment of Officer Director / Employee Director, Implementation of the Recommendation of Parliament Standing Committee on NPA, Levy for Tax on Net Profit, Tax on CRR, Cross Selling, Reimbursement of Expenditure on Govt. Schemes, Review of RBI Policies, PCA, NCLT etc.. have been discussed.

BIPARTITE TALKS WITH IBA ON 30.07.2018

Bipartite talks were held on 30.07.2018, in Mumbai between IBA and UFBU.

GIST OF DISCUSSIONS : The **IBA** revised and improved their offer from earlier **2 %** to **6 %** hike in Wage bill. The **UFBU** welcomed their revised offer but informed them that this is not acceptable as the same was nowhere near to the expectations. The UFBU urged upon IBA to increase their offer to adequate level through further discussions.

The UFBU demanded that the issue of fractured mandate and inclusion of all Officers up to scale VII in the wage accord should be resolved and the IBA was requested to pursue the matter with the concerned Banks. It was learnt that in Oriental Bank of Commerce, the Management has decided to resolve the issue amicably by agreeing to give full mandate.

Regarding the demand for introduction of 5 Day Banking and weekly holidays on all Saturdays and Sundays, IBA wanted further time to react to this demand as the matter involved consultation with higher authorities/ other stake holders.

SMALL COMMITTEE MEETING ON 18.08.2018

The 4 Officers' Organizations met the IBA on **18.08.2018** at **Mumbai** and no finality could be reached in case of issues having linkage to financial bearings. However on certain issues the IBA agreed to place them HR Committee for appropriate finalization. The IBA responded positively to convene an exclusive Meeting on "Discipline & Appeal Regulations". On certain other issues, Notes are to be submitted by the Associations within a time bound schedule.

SALARY REVISION TALKS

29.08.2019 : During the Meeting with the IBA held at Mumbai on 29.08.2019, the AIBOC was represented, by Com. **Debasis Ghosh**, the President and Com. **Soumya Datta**, the General Secretary. The following points were raised by the AIBOC :

- 01 The mandate issue has to be resolved ;
- 02 5 Day Banking and Reduction of Cash presentation Hours ;
- 03 Up-dation of Pension & Revision of Family Pension ;
- 04 Ramifications of the Codes of Wage Act, 2019 ;
- 05 Ramification of the recent instructions from DFS on granting permission to CBI under Section 17(A) of PC Act, 2018 ;
- 06 Reference to the Madurai Court case.

The talks were inconclusive. The IBA insisted on introduction of Performance Linked Pay

17.09.2019 : On **17.09.2019**, one more round of discussion was held at **Mumbai** with IBA.

2. Team IBA presented a Power Point presentation on Performance Linked Incentive (PLI). The basic factors considered in the power point presentation were operating profit and Return on Assets. It was provided by IBA in Sept 2018. There were exchange of views and it was inconclusive. It was amply made clear by IBA that PLI component is over and above the industry level settlement.

3. Team IBA expressed that the **final** offer on Wage Revision (pay slip component) is **12 %**.

On **mandate** issue, IBA offered to resolve the same by taking it to the respective Boards for necessary approval.

On other issues like 5 Day Banking, Family Pension and Up-dation of Pension, the situation was in fluid state. The Chairman Negotiating Committee appealed to the representatives of Four Officers' organizations not to go ahead with the proposed strike action on 26th and 27th Sept, 2019 which would derail further negotiations. In response to the appeal, it was expressed that the proposed announcement of merger of Banks made on 30th August, 2019, one day after the earlier discussion, was a rude shock having a cascading effects on the entire workforce, stakeholders and to the community as a whole.

18.10.2019 : One more round of Bipartite meeting was held on **18.10.2019** between IBA & UFBU.

Continuing the discussions held in the last round of meeting on **17.09.2019**, the IBA stated that their offer of **12 %** hike in Pay-slip cost would amount to Rs. **6,319** crores. They further stated that including the cost of Superannuation benefits, the total cost would come up to Rs. **11,865** crore as on 31.03.2017 which is a substantial cost and hence unions should settle at this.

Regarding 5 Day Week, the IBA stated that looking to the views of some important stake holders, it may be difficult to agree for the same. The IBA indicated that they are positive to consider improvement in the Family Pension Formula but observed that up-dation of Pension would involve substantial cost and hence may not be possible at this stage. The IBA stated that our demand for merger of Special Allowance with Basic Pay would entail additional cost on superannuation benefits and hence would not be able to commit on that. The IBA also wanted the suggestions of the UFBU on their proposal of Performance Linked Incentive Scheme and that they are open to discuss the suggestions.

Reacting to a court case filed in Madurai by an individual Officer, the IBA informed that the procedure to implement the Code on Wages is yet to be finalized by the Government and in any case it is not applicable to Banking sector as wages in Banking sector are already above minimum wages level. The IBA also wanted clarification from the Unions as to whether any of the Unions are a part of the petition in the court case.

From side of the Unions, views were expressed mainly highlighting the following:

- 01) Wage Revision Settlement should be expedited and should not be delayed further
- 02) IBA's offer for 12 % is not adequate and hence it should be improved further
- 03) As Charter of Demands submitted by Officers' Organizations was devised to achieve the Pay Scales enjoyed by the Central Govt. Officers, the same needs to be revisited
- 04) Full mandate up to Scale VII should be given by all Banks
- 05) Special Allowance should be merged with Basic Pay
- 06) Suggestions/ views on PLI scheme would be given in due course in the backdrop of clarification given by IBA that it would be over and above of the Wage Revision component
- 07) For those covered by NPS, Bank's contribution should be 14 % on Pay + DA
- 08) 5 Day Week should be introduced
- 09) Improvement in Family Pension should be considered favourably
- 10) Data of Pension to be shared with us to enable Unions to work the cost of revision/ updation of Family Pension/ Pension to discuss the issue further.

In the meantime, Pension of all Pensioners should be linked to common Index of **6352** points.

- 11) In Madurai Court case, no Unions is petitioner and some Unions are only respondents.
- 12) Efforts should be taken to reduce the premium on medical insurance scheme for Retirees including waiver of GST and by grant of some subsidy from the Banks.

The UFBU also suggested holding of the meeting of the Small Committee for Workmen and Officers on non-financial issues including disciplinary proceeding/ staff accountability policy for Officers, etc., so that the concerned issues could be taken up in that meeting. The IBA agreed to the same.

The UFBU also took the opportunity to take up the issue of IBA's guidelines and consequent decisions being taken by different SLBCs on uniform business hours, Cash transaction hours, Increase in number of clearing Grid holidays etc.

THE IBA INFORMED THAT THEY WOULD DISCUSS AMONGST THEMSELVES AND REACT TO THE VIEWPOINTS OF THE UFBU AT THE EARLIEST AND EXPRESSED THE HOPE THAT A FINALITY WOULD BE REACHED AT THE EARLIEST ON ALL THE ISSUES AND DEMANDS.

15.11.2019 : Another round of negotiations was held on **15.11.2019** between IBA and UFBU in the IBA office in Mumbai.

PLI SCHEME : In continuation of the discussion held on 18.10.2019, IBA wanted to know the views of the UFBU on introduction of PLI-Performance Linked Incentive scheme and their suggestions on the modalities of the scheme proposed by them. The IBA clarified that the proposed scheme would be applicable to Public Sector Banks and on an optional basis in the Private Banks. From the UFBU, the **concurrence** was conveyed for the introduction of the scheme and the same may be incorporated in a separate agreement. The UFBU further informed that their views on the modalities would be submitted for further discussions.

MANDATE ISSUE : The IBA reiterated their assurance that the mandate issue would be resolved amicably to cover all the Officers up to scale VII.

MERGER OF SPECIAL ALLOWANCE WITH BASIC PAY : On the demand for merger of Special Allowance with Basic Pay, the IBA informed that if the entire Special Allowance is merged with Basic Pay, the impact on retirements would be substantial and wanted the UFBU to consider the possibility of merging a portion of the Allowance keeping the cost in mind. The UFBU reiterated the demand for merging entire Special Allowance with Basic Pay, however the details provided in the meeting by IBA needs to be verified. The issue needs to be discussed further.

UP-DATION OF PENSION : On the demand for up-dation of Pension, the IBA informed that as per the Actuarial Report obtained by them, the additional cost of funding the Pension Fund is not affordable by the Banks at present. The UFBU contested the cost burden and expressed the view that the UFBU would like to refer the issue to their Actuary. After discussions, the IBA agreed that UFBU may suggest the name of Actuary to whom IBA would entrust the job to get the valuation done again after which the issue can be addressed based on the outcome of the report.

FAMILY PENSION : Regarding the demand for improvement in Family Pension, the IBA was quite positive and suggested that if not at uniform 30 % for all family Pensioners without any ceiling, some proportionate enhanced ceiling could be thought of. The UFBU requested the IBA to resolve the issue.

EX-GRATIA OF PRE-1986 RETIREES : The UFBU also brought to the attention of the IBA that the revision in the Ex-Gratia amount being paid to pre-1986 retirees /spouses at Rs. 350 pm and Rs. 175 pm respectively + DA needs to be adequately improved upon, as the number of beneficiaries is negligible in numbers. The IBA assured to do their best in this regard.

CONTRIBUTION AT 14 % UNDER NPS : The UFBU emphasized the demand that for the post-2010 Employees covered by New Pension Scheme, the management's contribution should be enhanced to 14% of Pay + DA. After discussion, the IBA was inclined to agree to this demand.

5 DAY WEEK BANKING : The IBA repeated the constraints as explained in the last round of talks. From the UFBU side, the demand has been reiterated and strongly urged upon the IBA to consider the demand favourably.

MEDICAL INSURANCE SCHEME FOR RETIREES : The UFBU suggested to IBA to have an exclusive scheme applicable to retirees tailored to suit their requirements and keeping the affordability of premium in mind. The IBA assured that the issue can be discussed further.

INCREASE IN WAGE HIKE PERCENTAGE : The UFBU reiterated that the IBA's earlier offer of 12% hike in Pay-slip cost is unacceptable and needs to be improved upwards. The IBA informed that once the issues of costing of various items as above are finalized, they would be able to take a decision in this regard because they need to keep the overall cost in mind.

DISCUSSIONS ON OTHER PENDING NON-FINANCIAL DEMANDS : It was agreed that a Small Committee meeting on Officers' issues would be held on 21st November and on Workmen's issues on 28th November, 2019.

WAGE REVISION – TALKS WITH IBA ON 05.12.2019

Another round of negotiations was held on 05.12.2019 between IBA & UFBU in the IBA Office in Mumbai.

INCREASE IN WAGE HIKE PERCENTAGE : From the side of the UFBU, it was demanded that their earlier offer of 12 % is not at all adequate and hence the IBA should improve their offer. The IBA informed that looking to various constraints of Banks profitability, it would be difficult to improve their offer to which the UFBU did not agree. The IBA thereafter stated that they would discuss amongst themselves and let the UFBU know during the next round of meeting.

MANDATE ISSUE : The IBA informed that the issue of mandate up to scale VII stands **resolved**.

MERGER OF SPECIAL ALLOWANCE WITH BASIC PAY : The UFBU insisted that the present Special Allowance be merged with Basic Pay while working out the revised Pay/ Scale under the ensuing settlement. The IBA informed that this demand can be accepted if the additional cost involved towards superannuation benefits is found to be affordable. It was agreed that the cost would be worked out in detail and a final decision would be taken thereafter.

IMPROVEMENT IN FAMILY PENSION : The IBA reiterated that they are seized of the matter and already in touch with the different stake holders to get it approved at the earliest possible.

UPDATION OF PENSION : The IBA stated that while they appreciate the demand for up-dation of Pension, looking to the different categories of Pensioners of the past ranging from 1986, the cost is very high to which the unions demanded the data, to get it calculated from their actuaries. The IBA sought the names of the actuaries from UFBU side to whom the data was to be shared for computing cost.

PLI : From the UFBU it was pointed out the concerns especially linking ROA as an ingredient for the purpose of working out the performance matrix and creation of more steps in the gross operating profits so that the maximum number of Banks get the benefit of PLI. The IBA appreciated these view points and agreed to provide the UFBU with a revised formula for their consideration, where after the issue would be discussed further.

5 DAY BANKING : Regarding 5 Day Banking, the IBA advised that they are seized of the importance of the issue and assured the Unions that they will try to take it forward. However, there were constraints on account of other stake holders. The UFBU insisted that this issue should be addressed and resolved on priority. The IBA informed that they would like to sort out all these issues at the earliest so that there can be forward movement towards reaching understandings to finalize the settlement. The UFBU informed that they would also seek an early settlement provided the justified demands are considered favourably.

BIPARTITE TALKS WITH IBA ON 13.01.2020

Another round of Bipartite talks was held in Mumbai on 13.01.2020. The IBA team was led by Sri Rajnish Kumar, (Chairman, SBI), Chairman of IBA. The UFBU was represented by all the Constituent Unions. Continuing the talks held on 05.12.2019, The IBA Chairman narrated the general scenario in the Banking Sector and the constraints under which all were working, particularly in the Public Sector Banks. He pointed out that the demands for Wage Revision will have to be resolved keeping these constraints in mind to keep the competitive edge. He also stressed on the job security available in PSBs which can not be overlooked while discussing the remuneration package. With this preface, the IBA stated that it was difficult to improve their earlier offer and that the distribution will have to be within the overall quantum offered. The IBA also explained their revised offer on PLI. Further the IBA also offered encashment of 5 days PL every year in lieu of the demand for increasing the PL encashment at the time of retirement. The IBA informed that they were not ready to accept the demand for 5 Days Banking.

After discussions, IBA offered as under :

Wage Revision : **12.25 % with 2 % loading**
Merger of Special Allowance : Not possible due to cost implications

Revised PLI Offer :

Increase in Operating Profit (Y to Y)		No. of Days of PLI As %
5 % to 10 %	10 Days	2.75
10 % to 15 %	14 Days	3.84
>15 %	21 Days	5.75

In Banks, which will not register Net Profit but increase Operating Profit more than 5 %, the PLI will be limited to 10 Days (2.75 %).

ENCASHMENT OF LEAVE DURING SERVICE : 5 Days PL per year (in addition to encashment at LFC).

FOR EMPLOYEES WITH LESS THAN 5 YEARS SERVICE : 7 days encashment per year.

IMPROVEMENT IN FAMILY PENSION : The IBA is already seized of the issue.

UP-DATION OF PENSION : Cost needs to be worked out and thereafter the issue would be addressed. After mutual discussion amongst the constituent unions, the UFBU expressed its inability to accept their offer UFBU

The UFBU observed successful **Strikes** on **31.01.2020** & on **01.02.2020**.

BIPARTITE TALKS WITH IBA – MOU SIGNED – CONGRATULATIONS

After the Sub-Committee meeting held on **16.03.2020** to discuss and finalize the loading factor after merger of DA for construction of revised pay scales, there was no meeting with the IBA on the Wage Revision issues in view of the Corona related pandemic situation and lockdown restrictions on travel. However, having regard to the developing scenario in general and in the Banking industry in particular, the UFBU felt it expedient and accordingly pursued the matter with the IBA for resuming and continuing the negotiation and to reach an early & amicable solution. The IBA agreed & fixed the negotiations at Mumbai on **22.07.2020**.

The IBA team was led by Shri Rajkiran Rai G, MD & CEO, Union Bank of India and Chairman of the Negotiating Committee and the UFBU was led by Com. Sanjeev Kumar Bandlish, Convener and General Secretary (NCBE). From UFBU Com. Ch. Venkatachalam, General Secretary (AIBEA), Com. Sanjeev Kumar Bandlish, General Secretary (NCBE), Com. Subash Sawant, General Secretary (INBEF) participated in the talks in person. Com. Sunil Kumar, the President, **AIBOC** and Com. Soumya Datta, the **General Secretary** and other constituents of the UFBU participated through video conferencing from Patna, Kolkata, Chennai, Delhi and Pune as they could not undertake the travel due to restrictions, quarantine issue, etc..

Earlier on **21.07.2020** , a virtual meeting of the UFBU was held and viewpoints of all constituent unions were enlisted to adopt a common approach.

During the discussions with the IBA, Shri Rajkiran Rai explained the constraints faced by the Banks and the challenges that are emerging before the Banks consequent to covid-19 which are limiting the capacity of the Banks to incur additional load under establishment expenses /wage expenses. Hence he urged upon the UFBU to conclude the issue with their offer of Pay slip component **15 %**. From the side of UFBU , while reiterating the viewpoints made in the earlier round of discussions, it was pointed out that the additional loading factor after merger of DA at 6352 points should be satisfactorily resolved so that an MoU could be signed. After prolonged discussions by all the Unions and after lot of deliberations, it was mutually agreed that the additional loading factor after merger of DA will be **2.5 %** thus paving the way for signing the MoU.

Accordingly, the MoU / Minutes of Discussions have been finalized and signed.

The main features of the Understandings are as under :

- **The 11th Bipartite Wage revision/ Joint Note for Officers will be effective from 01.11.2017**
- **Increase under this Wage Revision will be Rs.7898 crores per year i.e. 15 % on the wage bill of PSBs (Pay slip component cost) as on 31.03.2017**
- **New pay scales would be worked by merging DA up to 6352 points of price index with an additional loading of 2.5 %**
- **After prolonged discussions and deliberations, it has been agreed to introduce Performance Linked Incentive (PLI) in Public Sector Banks, based on Operating / Net Profit of the individual Bank (optional for Private & Foreign Banks). The PLI is payable to all Employees annually over & above normal salary payable**
- **From this calendar year each Employee below 55 years of age can en-cash PL up to 5 days per year for any one festival (7 days for those above 55 years of age)**
- **For Employees who have joined the Banks under NPS, management's contribution would be at 14 % of Pay and DA against 10 % now**
- **Improvement in service conditions discussed and agreed upon so far would be duly incorporated in the final settlement**
- **All other pending issues including 5 Day- Banking, up-dation of pension, etc. are open and would be further discussed**
- **The full-fledged and final settlement with revised pay scales and allowances and incorporating all the agreed issues would be concluded within the next 90 days**
- **Thereafter the Settlement will be implemented and revised salaries would be paid accordingly**

GOOD NEWS – IMPROVEMENT IN FAMILY PENSION :

On conclusion and signing of the MoU, the Chairman of IBA and SBI, Shri Rajnish Kumar came in the meeting room and participated in the discussions. During his address to all the participants, he informed that the IBA agrees in principle to **improve Family Pension to uniform rate of 30 % for all Family Pensioners without any ceiling and the existing ceilings of Family Pension will be removed.**

Necessary **approval of the Government would be** obtained.

Addressing the participants, he expressed his satisfaction on the satisfactory signing of the MoU which includes wage increase and new schemes like PLI and encashment of Privilege Leave, etc. He emphasized the need to ensure a robust banking system which is responsive to the present-day challenges facing the country and our economy and hence the importance of improving productivity, efficiency and responsiveness to the needs of the customers and other stakeholders of the Banks.

He also made a special reference to the service being rendered by Bank Employees and Officers under the present pandemic circumstances amidst all difficulties. He also informed that the Government is also appreciative of the same and informed that all this could have been possible because of the positive attitude of the Finance Minister for the Bank Employees as well as Officers.

The UFBU expressed their thankfulness to him for his positive interventions during the course of Negotiations which helped in reaching the MoU. The UFBU also assured him that the entire Banking fraternity would surely rise to the occasion, as hitherto, and it would be the endeavour of the UFBU to improve the services, productivity and efficiency.

The UFBU also brought to the attention of the IBA, the various problems faced by Bank Employees and Officers in discharging their duties under lockdown and Pandemic COVID-19 situation and the IBA assured to discuss and resolve these issues at their level at the earliest. To the to **fast track** compassionate appointments in the case of the families of the Employees / Officers who lost their lives due to corona infection, the IBA assured to look into the same.

The signing of the MoU marks the culmination of the long process of the negotiations during which the UFBU had to engage itself in agitations including strike actions. The unity and the co-operation amongst the unions and the Members resulted in achieving this satisfactory MoU amidst the present uncertainties and challenges posed by Covid-19 pandemic. The UFBU congratulated all of the Unions and the Members for this achievement in the most difficult circumstances.

The AIABOA congratulates all its Members in particular, those valiant, who refused to accept the Adhoc Arrears in 2019, based on 12 % Salary increase as per the Union call.

EIGHTH JOINT NOTE SIGNED ON 11.11.2020 !

8th Joint Note on Officers' Wage Revision successfully concluded on **11.11.2020** ! In pursuance to the communication received from IBA, the **Four** Officers' Organisations participated in the discussion on 09.11.2020 to complete the inconclusive exercise of 17th October'20 discussion. The Chairman of the Core Group for Officers, Shri. Alok Chaudhary, DMD, SBI along with Shri Gopal Murli Bhagat, Deputy CEO, IBA and Shri S.K.Kakkar, Senior Adviser, HR & IR, IBA participated in the discussion.

2. After prolonged discussions and protracted negotiation on various financial and non-financial issues, the long-awaited Settlement has been reached between the IBA and all constituents of the UFBU for all Scales of Officers and the 8th Joint Note was inked at a glittering ceremony in **Mumbai** on 11.11.2020.

03 The highlights and salient features of the settlement with the Officers' Organisations are as under :

1. The new Basic Pay was arrived at after merging **47.8%** of DA i.e. at **6352** points and a loading of **2.5%** thereon, thus the new pay structure is Rs. **36000/-** to Rs. **129000/-** covering all the **Seven** scales, with effect from 01.11.2017.

2. The revised DA as of 01.11.2017 will be **0.07 %** for every 4 points of DA rise in the quarterly index.

3. The Special Allowance carrying the applicable DA thereon with effect from 01.11.2017 is as under :

a. Scale 1 to Scale 3	: 16.40 %	b. Scale 4 and Scale 5	: 19.00 %
c. Scale 6 and Scale 7	: 20.00 %		

4. The HRA at 9 %, 8 % and 7 % remains **unchanged**.

5. The CCA in higher area is Rs. **1400/M-** and Rs. **1150/M-** for lower centres.

6. The **newly** introduced **Locational** Allowance for Non CCA centres of Rs. **700/-** per month with effect from 01.11.2017.

7. **Learning** Allowance, a new feature has been introduced with effect from 01.11.2017 at the rate of Rs. **600/-** per month with applicable **DA** thereon for all Officers.

8. Introduction of **one** additional Stagnation increment from Scale 1 to Scale 4 w.e.f. 01.11.2017 and for the first time in the industry, Scale-**5** Officers will get **one** stagnation increment with effect from **01.11.2020**. The periodicity of such Stagnation increment will be **Two** years.

9. The periodicity of all existing Stagnation increments will be now of **Two** years notionally w.e.f. 01.11.2017 for the purpose of superannuation benefits. All accumulated increments during this period shall be released with effect from **01.11.2020**.

10. For the first time in Departmental Inquiry, Defence Assistant shall be entitled for Boarding and lodging expenses.

11. All other allowances were substantially improved upon based on the past practices adopted in each Wage Revision exercise.

12. Certain visible improvements in the **Leave** rules are brought in.

13. The Non-financial issues like Five-Day week, Up-dation of Pension in the wake of the recent announcement made by the Hon'ble FM for the seniors, Grid holidays, Disciplinary & Appeal Regulations, Introduction of North East Allowance for all Officers etc., were taken up for discussion for logical conclusion.

The united approach of the Officers' Organisations has produced the desired result to benefit **378783** Officers in the industry. Collective and consensus approach were the stepping stones for conclusion of the 8th Joint Note.

As the days ahead are challenging and also going to be far reaching consequences in protection of the Jobs and the Rights achieved over a period of time, the need of the hour is the unity of the workforce to counter the attack on Public Sector and the organised trade union movement. The challenges started with fractured mandate & meagre offer of 2 % hike.

Due to the unstinted support and sustained struggle, this Settlement for Officers of all Scales (I to VII) could be achieved.

Congratulations to all the Affiliates, units and all the Members for being resolute during this struggle. This achievement is therefore dedicated to the members across the fraternity.



SALARY REVISION W.E.F. 01.11.2017

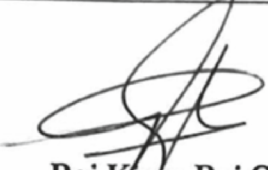

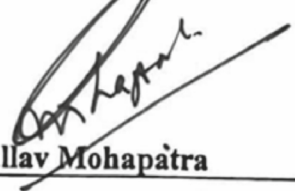
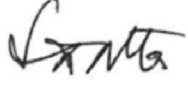
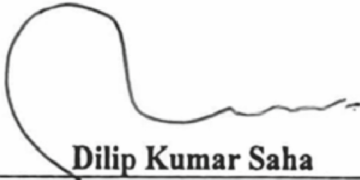


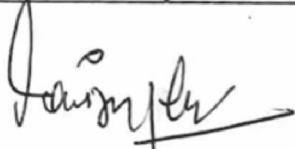


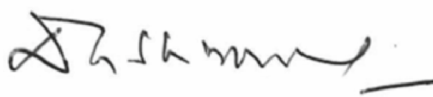
JOINT NOTE DATED 11.11.2020 BETWEEN THE IBA AND THE OFFICERS' ASSOCIATIONS

1. The Negotiating Committee of Indian Banks' Association (IBA) representing the managements of banks held several rounds of discussions with the authorised representatives of the Officers' Associations on salary revision and other issues concerning service conditions for Officers in Banks. In the course of the deliberations, common viewpoints have emerged between the two parties. The outcome of the discussions acceptable to both sides is listed in Annexure I to this Note. The representatives of the Officers' Associations have also agreed that the existing service conditions be modified to the extent what has been stated in Annexure I.
2. IBA agreed that it shall recommend to the Public Sector Banks, as in Annexure II, to initiate the process of amending the Officers' Service Regulations 1995 dated 29th September 1995, in order to implement what is stated in Annexure I. The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.
3. IBA shall recommend to the Private Sector Banks, which are listed in Annexure III and which have authorized IBA in this regard to give effect to the Salary revision for their Officers on the same lines as mentioned in Annexure I.
4. The representatives of Officers' Associations have requested that pending formal amendments to the Officers Service Regulations/ Rules as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980 and the applicable provision of State Bank of India Act, 1955, IBA may advise the banks to disburse immediately an ad-hoc amount, equivalent to the net arrears payable for the period from 19 November 2017 to 31st October, 2020 by deducting ad-hoc amount paid in this connection and continue to pay proposed revised salary and allowances on ad-hoc basis. IBA has agreed to make suitable recommendations to the Government in this regard for its consideration.
5. The Officers' Associations on behalf of the Officer-employees in banks listed in Annexures II & III agree that the understandings reached as detailed in Annexure I hereto are in full satisfaction of their demands.
6. Clarification, etc., in any of the provisions contained herein the Joint Note and its Annexures will be provided by IBA.
7. Representatives of the Officers' Associations have assured full co-operation on their part, their affiliates and Members, in implementation of measures aimed at improving customer service, optimum utilization and productivity of manpower, expansion of banking activities and improvement to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the banking industry.

Mumbai

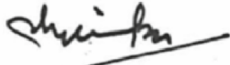


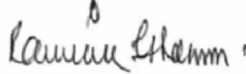
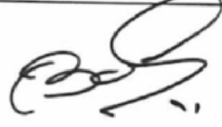


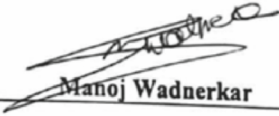




Dated : 11th November 2020

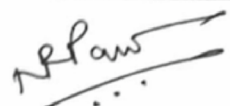




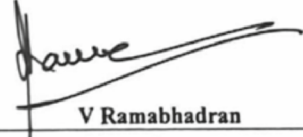

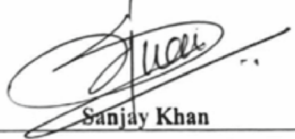
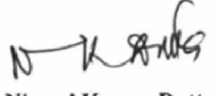

SIGNATORIES TO EIGHTH JOINT NOTE SIGNED ON 11.11.2020 AT MUMBAI

For Indian Banks' Association	For All India Bank Officers' Confederation
 Raj Kiran Rai G.	 Sunil Kumar
 Pallav Mohapatra	 Soumya Datta
 A K Goel	 Dilip Kumar Saha
 Shyam Srinivasan	 Soumen Roy Choudhury
 Rakesh Sharma	 Ravinder Gupta
 Alok Kumar Choudhary	 Murali Soundararajan T.
 Sunil Mehta	 Deepak Kumar Sharma
 Gopal Murli Bhagat	 R Prakash Rao

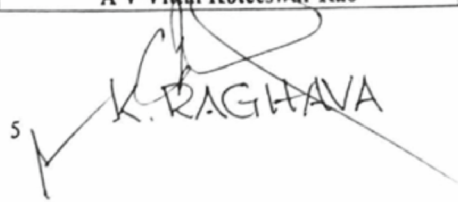
For IBA


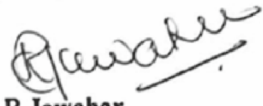




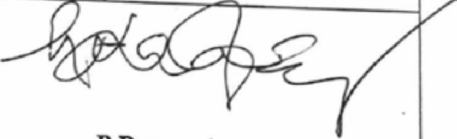


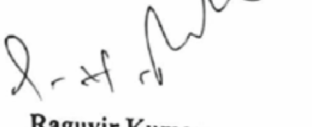
For AIBOC


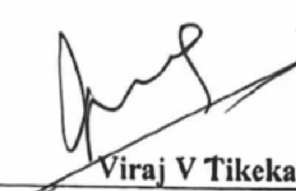

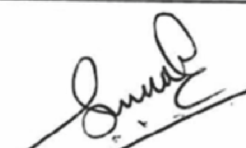


 S K Kakkar	 Rupam Roy
	 P Anand Rao
	 Kaushik Ghosh
	 P M Balachandra
	 N V Satyanarayana
	 Satish Shetty
	 Manoj Wadnerkar
	 Sanjay Kumar Das
	 Srijan Kumar Pal
	 R Sekaran
	 Anitha P.

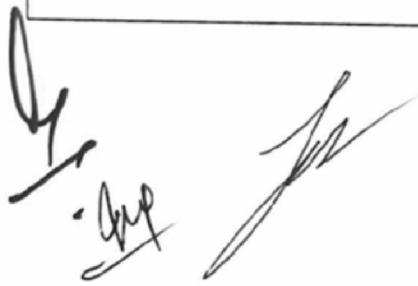
	 N R Pawar Nilesh R Pawar
	<p>For All India Bank Officers Association</p>
	 Alok Khare
	 A N Suresh
	 S Nagarajan
	 Narendra Kotiawala
	 V Ramabhadran
	 D S Ganesan
	 Sanjay Khan
	 Nirmal Kumar Dutta
	 A V Vittal Koteeswar Rao





	 M D Gopinath
	 R Jawahar
	<p style="text-align: center;">For Indian National Bank Officers Congress</p>
	 Prem Kumar Makker
	 Sunil Padhye
	 R K Chatterjee
	 JS Rao
	 P Ramaraju
	 B Arjun
	 Pankaj Kaushik
	 Raguvir Kumar

	<p>For National Organisation of Bank Officers</p>
	 Hajari Lal Meena
	 Viraj V Tikekar
	 Bhalchandra Kunte
	 Sunil U Deshpande
	 Santosh K Gadade
	 Sivaramkrishnan K.



1. SCALES OF PAY

JMGS-I

1 36000	2 37490	3 38980	4 40470	5 41960	6 43450	7 44940
8 46430	9 48170	10 49910	11 51900	12 53890	13 55880	14 57870
15 59860	16 61850	17 63840				

MMGS-II

1 48170	2 49910	3 51900	4 53890	5 55880	6 57870	7 59860
8 61850	9 63840	10 65830	11 67820	12 69810		

MMGS-III

1 63840	2 65830	3 67820	4 69810	5 71800	6 73790	7 76010
8 78230						

SMGS-IV

76010	78230	80450	82670	84890	87390	89890
--------------	-------	-------	-------	-------	-------	--------------

SMGS-V

89890	92390	94890	97620	100350		
--------------	-------	-------	-------	---------------	--	--

TEGS-VI

104240	107210	110180	113150	116120		
---------------	--------	--------	--------	---------------	--	--

TEGS-VII

116120	119340	122560	125780	129000		
---------------	--------	--------	--------	---------------	--	--

Fitment : Fitment shall be stage-to-stage, i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

2. Stagnation Increments

a) Officers in **JMG Scale-I** who have moved to scale of pay for MMG Scale-II in terms of Regulation 5 (b) after reaching maximum of the higher scale are presently eligible for **Four** Stagnation increments. With effect from **1st November, 2017**, these Officers will be eligible for **Five** Stagnation increments.

The first **Four** Stagnation increments will be released after every **Two** completed years of service, of which first **Two** shall be Rs. **1990/-** (Rs. 1310) each and next **Two** shall be Rs. **2220/-** (Rs. 1460) each. The **Fifth** Stagnation increment of Rs. **2220/-** will be released **Two** years after receipt of **Fourth** Stagnation increment or wef 1st November 2017, whichever is **later**.

b) Officers in **MMG Scale-II** who have moved to Scale of Pay for MMG Scale-III in terms of Regulation 5 (b) after reaching maximum of higher scale are presently eligible for **Four** Stagnation increments. With effect from **1st November, 2017** these Officers will be eligible for **Five** Stagnation increments. First **Four** Stagnation increments of Rs. **2220/-** (Rs. 1460) will be released after every **Two** completed years of service after reaching the maximum on the higher scale. The **Fifth** Stagnation increment of Rs. **2220/-** will be released **Two** years after release of **Fourth** Stagnation increment or wef 1st November, 2017, whichever is **later**.

c) Officers in substantive **MMG Scale-III** i.e. those who are recruited in or promoted to MMG Scale-III are presently eligible for **Five** Stagnation increments (Rs. 1460). These Officers shall now be eligible for total **Six** Stagnation increments. First **Four** Stagnation increments of Rs. **2220/-** (Rs. 1460) after every **Two** completed years and next **Two** increments of Rs. **2500/-** each, **Two** years after receipt of the **Fourth** Stagnation increment. The **Sixth** Stagnation increment of Rs. **2500/-** will be released **Two** years after release of **Fifth** Stagnation increment or wef **1st November 2017**, whichever is **later**.

d) Officers in **SMG Scale-IV** are presently eligible for **One** Stagnation increment of Rs. **2500/-** (Rs. 1650) **Three** years after reaching maximum of scale. These Officers will now be eligible for **One** additional Stagnation increment of Rs. **2730/-** after **Two** years of receipt of first Stagnation increment or wef **01.11.2017**, whichever is **later**.

e) Provided further that the Stagnation increment/s received by the Officers from Scale-I to Scale-IV who are/were in service of the Banks as on 1st November, 2017 as per periodicity herein before would be **readjusted** from **Three** year periodicity to **Two** year periodicity from the date of reaching their maximum and Officer shall be notionally eligible for Stagnation increments wef **01.11.2017** in terms of this Joint Note as per the revised periodicity which will qualify for superannuation benefits. However, monetary benefit on account of such revised and readjusted periodicity of Stagnation increment/s shall be payable from **1st November, 2020** or the actual date of entitlement whichever is **later**.

f) Officers in **SMG Scale-V** shall be eligible for **One** Stagnation increment of Rs. **2970/-** **Two** years after reaching the maximum of scale or w.e.f. **01.11.2020**, whichever is **later**.

3. DEARNESS ALLOWANCE

On and from **01.11.2017**, Dearness Allowance shall be payable for every rise or fall of 4 points over **6352** points (4440) in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at **0.07%** of Pay (0.10%).

4. HOUSE RENT ALLOWANCE (w.e.f. 01.11.2017) (Unchanged)

- | | |
|--|-----|
| i) Major "A" Class Cities and Project Area Centres in Group A | 9 % |
| ii) Other places in Area I, Project Area Centres in Group B & State of Goa | 8 % |
| iii) Other Places | 7 % |

Provided that if an Officer produces a rent receipt, the House Rent Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over **0.50 %** (0.75%) of Pay in the **First** stage of the Scale of Pay in which he/she is placed with a maximum of **150 %** of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

NOTE : The claims of Officer employees for House Rent Allowance linked to the cost of their **ownership** accommodation shall also be restricted to **150 %** of House Rent Allowance as hitherto.

5. CITY COMPENSATORY ALLOWANCE (wef 01.11.2017)

Area	Rate
(i) Places in Area 1 and above ; and in the State of Goa	Rs.1,400/pm (Rs.870)
(ii) Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	Rs.1,150/pm (Rs.600)

6. LOCATION ALLOWANCE (NON-CCA CENTRES) NEW ALLOWANCE

Effective from **01.11.2017** a fixed Allowance of Rs.**700/-** p.m. is payable to all Officers posted in areas other than the areas that are eligible for CCA. This fixed Allowance shall not be reckoned for payment of DA, superannuation benefits, viz, Pension including NPS, PF and Gratuity.

7. LEARNING ALLOWANCE NEW ALLOWANCE

With effect from **01.11.2017**, Officers shall be paid Learning Allowance of Rs.**600/-** p.m. together with applicable **Dearness** Allowance thereon.

8. SPECIAL ALLOWANCE (w.e.f. 01.11.2017)

With effect from 01.11.2017, Officers shall be paid Special Allowance as under :

Scale I, II & III	16.40 % (7.75 %) of Basic Pay + applicable Dearness Allowance thereon
Scale IV&V	19 % (10 %) of Basic Pay + applicable Dearness Allowance thereon
Scale VI & VII	20 % (11 %) of Basic Pay + applicable Dearness Allowance thereon

Note : The Special Allowance with applicable DA thereon shall **not** be reckoned for **superannuation** benefits, viz, Pension including NPS, PF and Gratuity.

9. PENSION (including State Bank of India)

a. As per extant regulations, pension payable to Officers is based on the average of the emoluments drawn in the last ten months preceding the retirement of the Officer in terms of Regulations 2 and 38 of the Pension Regulations. For the purpose of payment of pension, the Pay of the Officer retiring on or after 1st November, 2017 will be taken on the basis of the Pay as is provided under this Settlement. However, in the case of Officers who have retired from the services of the Banks, on or after 1st November, 2017 but before 31st August, 2018, since the period of preceding ten months will constitute Pay both under this Settlement as well as pertaining to Settlement dated 25th May, 2015, in such cases, the following procedure will be adopted for determining Pension payable to them.

(i) For the period of ten months falling on and from 1st November, 2017, the actual Pay drawn by the Officer under this Settlement ; **AND**

(ii) For the period falling **prior** to 01.11. 2017, the actual Pay drawn by the Officer plus DA at the rate of **47.80** percent thereon will be **notionally** reckoned as Pay for the purpose.

With effect from 1st November 2017, the Pay as defined under Clause 6 of this Settlement and drawn by the Officers 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.

b. OPTION not to claim incremental commutation on revised Basic Pension : Officers in service of the Banks as on 1st November 2017 and who have retired thereafter but before the date of this Settlement and who had opted for commutation of Pension will have an option not to claim incremental commutation on revised basic pension.

c. DEARNESS RELIEF ON PENSION

With effect from **1st November, 2017**, in respect of Officers who retired or died while in service on or after 1st November, 2017, Dearness Relief shall be payable at **0.07 %** per slab on 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 **6352** points in the quarterly average of the All India Consumer Price Index for industrial workers in the series 1960=100.

10. PROVIDENT FUND

- a) The Officers who are presently covered under the Bank Employees' Pension Regulations, 1995/96 shall continue to contribute **10%** of the Pay towards Provident Fund and there shall be no matching contribution.
- b) Officers of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.
- c) Officers who are presently covered under Contributory Provident Fund Scheme who did not opt for Pension Scheme available under Joint Note dated 27th April, 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

11. NEW PENSION SCHEME

- a) Officers except in State Bank of India, who are governed by New Pension Scheme wef 01.04.2010, will continue to contribute **10%** of Pay plus Dearness Allowance and the bank will make a contribution of **14%** of Pay plus Dearness Allowance from the date of signing of Joint Note **subject** to approval of the Government.
- b) Officers in State Bank of India who are governed by New Pension Scheme wef 01.08.2010 will continue to contribute 10% of the pay + Dearness Allowance and the bank will make a contribution of 14% of Pay + Dearness Allowance from the date of signing of the Joint Note subject to approval of the Government.
- c) The service charges by the Service Provider/Fund Manager of NPS will be borne by the bank from the FY 2021.

12. MEDICAL AID (other than State Bank of India)

On and from 1st November 2017, reimbursement of Medical expenses shall be as Under :

- a) Officers in JMG & MMG Scales Rs. **10,300/- pa** (Rs. 8000)
- b) Officers in SMG & TEG Scales Rs. **12,300/- pa** (Rs. 9050)

13. RECOVERY OF HOUSE/ FURNITURE RENT

- (i) House Rent recovery shall be @ **0.50%** (0.75 %) of the **first** stage of the scale of Pay in which the Officer is placed or the Standard Rent for the accommodation, whichever is less.
- (ii) Furniture Rent recovery shall be @ **0.10 %** (0.15 %) of the **first** stage of the scale of Pay in which the Officer is placed.

14. FIXED PERSONAL PAY (wef 01.11.2017)

Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

Increment Component (Rs.)	DA as on 01.11.2017 (Rs.)	Total FPP Payable (Rs.)
(A)	(B)	(C) (with Bank's accommodation)
1990 (1310)	53 (143)	2043 (1453)
2220 (1460)	59 (159)	2279 (1619)
2500 (1650)	66 (180)	2566 (1830)
2730 (1800)	73 (196)	2803 (1996)
2970 (1960)	79 (214)	3049 (2174)
3220 (2120)	86 (231)	3306 (2351)

- NOTE :** i. FPP as indicated in "C" above shall be payable to those Officer employees who are provided with bank's accommodation.
- ii. FPP for Officers eligible for House Rent Allowance shall be "A" + "B" plus **House Rent Allowance** payable on the **last** increment of the **relevant** scale of Pay.
- iii. The Increment component of FPP shall rank for **superannuation** benefits.
- iv. Only Officers who were in the service of the Bank on or before **01.11.1993** will be eligible for FPP one year after reaching the maximum scale of pay they are placed.

15. PROFESSIONAL QUALIFICATION PAY (w.e.f. 01.11.2017)

(A) Officers shall be eligible for Professional Qualification Pay (PQP) as under :

- (i) Those who have passed only CAIIB – Part I / JAIIB Rs. **1020/-** pm (Rs.670) One year after reaching top of the scale.
- (ii) Those who have passed both parts of CAIIB
- a. Rs. **1020/-** pm (Rs.670) One year after reaching top of the scale.
- b. Rs. **2550/-** pm (Rs.1680) Two years after reaching top of the scale.

(B) An Officer employee acquiring JAIIB/CAIIB (either or both parts) qualifications after reaching the maximum of the scale of pay, shall be granted from the date of acquiring such qualification the first installment of PQP and the release of subsequent installments of PQP shall be with reference to the date of release of first installment of PQP.

16. OTHER ALLOWANCES

(i) DEPUTATION ALLOWANCE (w.e.f. 01.11.2020)

Deputation Allowance shall be at the following rates:

An Officer deputed to serve outside the Bank	7.75% of Pay with a max of	Rs. 6000/m (Rs.4000)
An Officer deputed to an organization at the same place or to the training establishment of the Bank	4% of Pay with a max of	Rs. 3000/m (Rs.2000)

(ii) HILL AND FUEL ALLOWANCE (w.e.f. 01.11.2017)

Place	Rate
a) Places with an altitude of 1000 metres and above but less than 1500 metres and Mercara Town	2 % of Pay subject to a maximum of Rs. 1125/m (Rs.750)
b) Places with an altitude of 1500 metres and above but less than 3000 metres	2.5% of Pay subject to a maximum of Rs. 1500/m (Rs.1000)
c) Places with an altitude of 3000 metres and above	5% of Pay subject to a maximum of Rs. 3000/m (Rs.2000)

(iii) HALTING ALLOWANCE (wef 01.11.2020)

Grade / Scales of Officers	Metro	Major 'A' Class	Area I	Other Places
Officers in Scale VI & above	2700 (1800)	1950 (1300)	1650 (1100)	1425 (950)
Officers in Scale IV & V	2250 (1500)	1950 (1300)	1650 (1100)	1425 (900)
Officers in Scale I/II/III	1950 (1300)	1650 (1100)	1425 (950)	1200 (800)

(iv) SPECIAL AREA ALLOWANCE (wef 01.11.2017)

At places where special area Allowance is payable in terms of Regulation 23(ii) of Officers' Service Regulations, 1979/1982, the said Allowance shall be payable at rates as in Annexure IV.

(v) **DEFINITION OF FAMILY** : Clause 14 (vii) of Joint Note dated 25.05.2015 is modified as under : For the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean -

a) 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.

b) The term wholly dependent family Member shall mean such Member of the family having a monthly income not exceeding Rs. **12,000/-** pm (Rs.10000). If the income of one of the parents exceeds Rs. **12,000/** pm (Rs.10000) or the aggregate income of both the parents exceeds Rs. **12,000/** (Rs.10000) pm, both the parents shall not be considered as wholly dependent on the Officer employee.

c) A married female employee may include her natural 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, i.e. male/female any two of the dependent parents / parents-in-law shall be covered. The Officer employee will have the choice to substitute either of the dependents or both. Physically challenged children of employees to be defined as dependents irrespective of age or marital status, subject to income criteria.

17. PROJECT AREA ALLOWANCE

On and from **01.11.2017**, Project Area Compensatory Allowance shall be payable at the following rates:

Project Areas falling in Group A	Rs. 600/m	(Rs.400)
Project Areas falling in Group B	Rs. 525/m	(Rs.350)

18. MID ACADEMIC YEAR TRANSFER ALLOWANCE (wef 01.11.2020)

On and from 01.11.2020, Mid Academic Year Transfer Allowance shall be payable at Rs. **1650/-** pm (Rs.1100) subject to other conditions.

19. SPLIT DUTY ALLOWANCE

On and from **01.11.2017**,

Split Duty Allowance shall be payable at **Rs.300/m** (Rs.200)

20. COMPENSATION ON TRANSFER (wef 01.11.2020)

An Officer on transfer will be eligible to draw a lumpsum amount as indicated below for expenses connected with packaging, local transportation, insuring the baggage etc.

Grade/Scale of Officer	(Rs.)	
Officers in Scale IV and above	30,000	(Rs.20000)
Officers in Scale I, II and III	25,000	(Rs.15000)

NOTE : Bracketed Amounts / Figures / Percentages relate to **previous** Joint Note.

21. PRIVILEGE LEAVE (as per Annexure VI)

22. MATERNITY LEAVE (as per Annexure VI)

23. DATE OF EFFECT : For payment of arrears, the benefits under various provisions as above shall be from **1st November 2017**, unless otherwise specified against the relevant provisions.

LIST OF PUBLIC SECTOR BANKS

1. Bank of Baroda (e-Vijaya Bank & e-Dena Bank)
2. Bank of India
3. Bank of Maharashtra
4. Canara Bank (e- Syndicate Bank)
5. Central Bank of India
6. Indian Bank (e-Allahabad Bank)
7. Indian Overseas Bank
8. Punjab & Sind Bank
9. Punjab National Bank (e-Oriental Bank of Commerce & e- United Bank of India)
10. UCO Bank
11. Union Bank of India (e-Corporation Bank & e-Andhra)
12. State Bank of India

LIST OF PRIVATE SECTOR BANKS

1. The Federal Bank Ltd. (upto Scale III)
2. The Karnataka Bank Ltd.
3. The Jammu & Kashmir Bank Ltd
4. The South Indian Bank Ltd (upto Scale III)
5. The Karur Vysya Bank Ltd. (upto Scale III)
6. RBL
7. The Nainital Bank Ltd
8. Kotak Mahindra Bank Ltd. (upto Scale III)
9. The Dhanalakshmi Bank Ltd.
10. IDBI Bank (Upto Scale III)

Foreign banks (only workmen)

1. Bank of America N.A.
2. Standard Chartered Bank
3. Sonali Bank Limited (Workmen/Officers – upto scale III)
4. Citibank, N.A.
5. BNP Paribas
6. The Bank of Tokyo-Mitsubishi UFJ, Ltd.
7. The Hongkong & Shanghai Banking Corporation Ltd.

SPECIAL AREA ALLOWANCE

Sr. No.	Area	Allowances (₹)	
		Pay below ₹ 36,001/- (3)	Pay above ₹ 36,001/- (4)
01.	Mizoram		
	a) Chimpui District and area beyond 25 kms. from Lunglei Town in Lunglei District.	4000	5200
	b) Entire Lunglei District excluding areas beyond 25 kms. from Lunglei town.	3200	4200
	c) Entire Aizawl District	2400	3000
02.	Nagaland	3200	4200
03.	Andaman & Nicobar Islands		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	4000	5200
	b) South Andaman (including Port Blair)	3200	4200
04.	Sikkim	4000	5200
05.	Lakshadweep Islands	4000	5200
06.	Assam	640	800
07.	Meghalaya	640	800
08.	Tripura		
	a) Difficult area of Tripura	3200	4200
	b) Throughout Tripura except difficult areas.	2400	3000
09.	Manipur	2400	3000
10.	Arunachal Pradesh		
	a) Difficult areas of Arunachal Pradesh	4000	5200
	b) Throughout Arunachal Pradesh other than difficult areas.	3200	4200
11.	Jammu & Kashmir		
	1) Kathua District:		
	Niabat Bani, Lohi, Malhar and Machhodi	4000	5200
	2) Udhampur District:		
	a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2(b).	4000	5200
	b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	3200	4200
	3) Doda District:		
	Illaqas of Padder and Niabat Nowgam in Kishtwar Tehsil	4000	5200
	4) Leh District:		
	All places in the District	4000	5200
	5) Barmulla District:		
	a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqa	4000	5200
	b) Matchill	3200	4200

6) Poonch and Rajouri District:

Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts

2400 3000

7) Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border Allowance from time-to-time by the State Government for their own staff.

2400 3000

12. Himachal Pradesh**(1) Chamba District:**

(a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata

4000 5200

(b) Bharmour Tehsil, excluding Panchayats and villages included in (a) above.

3200 4200

(c) Jhandru Panchayat on Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper)

2400 3000

(2) Kinnaur District:

(a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi, Pooch Sub-Division, excluding the Panchayat Areas specified above.

4000 5200

(b) Entire District other than Areas included in (a) above.

3200 4200

(3) Kullu District:

a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga

4000 5200

b) Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand).

2400 3000

(4) Lahaul and Spiti District:

Entire are of Lahaul and Spiti

4000 5200

(5) Shimla District:

a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpar and Chadi-Branda.

4000 5200

b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan.

3200 4200

c) Chopal Tehsil and Ghoris, Panjgoan, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu). 2400 3000

(6) Kangra District:

a) Area of Bara Bhangal and Chhota Bhangal 3200 4200

b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town- Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiar, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub- Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar. Palampur Town of Kangra District including HPK VV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town. H.P. Krishi Vishwavidyalaya Campus, Cattle Development Office / Jersey Farm / Banuri, Sericulture Office / Indo – German Agriculture Workshop / HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar 2400 3000

(7) Mandi District

Chhuhar Valley of Jogindernagar Tehsil, Panchayats in Thunag Tehsil of Bagraa, Chaatri, Chhodhar, Garagnshain, Gato, Garyas, Janjehti, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharmapur Block, Binga, Kamlah, Saklana, Tanyar and Tarakholah, Pahchayats of Karsog Tehsil, Balidhar, Bagara, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil – Bohi, Batwara, Dhanyara, Paura – Kothi, Seri and Shoja 2400 3000

(8) Srimaur District

Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bhaneri (Paonta Tehsil) Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgiri Tract 2400 3000

(9) Solan District :

Mangal Panchayat 2400 3000

(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above

640 800

13. Uttar Pradesh

Areas under Chamoli, Pithoragarh and Uttar Kashi 4000 5200

14. Uttarakhand

Areas under Chamoli, Pithoragarh and Uttar Kashi
Rudraprayag and Champavat Districts 4000 5200

15. West Bengal

South 24 Parganas District 1000 1000

Sunderban Areas (south of Dampier Hodge's line), namely, Bhagatush Khali (Rampura), Kumirmari (Bagna), Jhinga Khali, Sajnakhali, Gosaba, Amlamathi (Bidya), Canning, Kultali, Piyali, Nalgaraha, Raidighi, Bhanchi, Pathar Pratima, Bhagabatpur, Saptamukhi, Namkhana, Sikarpur, Kakdwip, Sagar, Mousini, Kalinagar, Haroa, Hingaljanj, Basanti, Kuemari, Kultola, Ghushighata (Kulti)

NEW INTRODUCTION

1. ANNUAL ENCASHMENT OF PRIVILEGE LEAVE :

From the calendar year 2020, Privilege Leave Encashment shall be permitted at the rate of 5 days for each **calendar** year at the time of any festival of the employee's choice. Employees who have completed **55** years of age as on **01.01.2020** and above shall be entitled to encash at the rate **7** days for each calendar year, till retirement as a one-time measure.

2. PERFORMANCE LINKED INCENTIVE SCHEME : (Applicable from FY 2020-2021)

The wages settled during wage revision at industry level are paid by all Banks uniformly, irrespective of the size of the Banks and their financial strength. In today's challenging environment, where there is stiff competition among Banks, a genuine need is felt to allow Banks to pay their employees something extra by way of encouragement as per the profitability and financial soundness of the respective Banks. In order to inculcate a sense of competition and also to reward the performance, the concept of Productivity Linked Pay was discussed and after discussions between the parties, it is agreed to introduce Performance Linked Incentive Scheme in Public Sector Banks which will be based on Operating Profit/ Net Profit of the individual bank (optional for private and foreign banks). The PLI shall be payable to all employees annually over and above the normal salary payable. The PLI matrix shall decide the amount payable to the employees (in number of Days of Pay = Basic + DA) depending on the annual performance of the Bank. All the employees shall get the minimum number of days of pay as incentive depending on where in the matrix the Bank's performance fits in, broadly as per Matrix as under :

Sr. No	YoY Growth in Operating Profit	No. of Days for which Salary (Basic + DA) shall be paid
1	< 5 %	Nil
2	5 % to 10 %	5 days
3	> 10 % to 15 %	10 days*
4	> 15 %	15 days*

* 3rd and 4th slabs are payable only if the Bank has Net Profit. If a Bank has growth in Operating Profit of 5 % & more, but there is no Net Profit, then minimum 2nd slab of 5 days will be payable. (The PU will be applicable from FY-2020-21)

3. FAMILY PENSION

Subject to approval by the Government, It is agreed that family pension shall be payable at the uniform rate of 30 % of the Pay of the deceased employee and that there shall be no ceiling on family pension. It is agreed that these provisions, when approved by the Government shall apply to SBI also.

LEAVE RULES

1. PRIVILEGE LEAVE

Privilege Leave other than for the purpose of availing the Leave Fare Concession should be applied not less than 10 days before the proposed date of commencement of such leave.

Privilege Leave taken on sick grounds when there is no credit in the sick leave account of the employee, will not be counted as an occasion of availing Privilege leave. Privilege Leave accruing to an employee 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.

2. UNAVAILED CASUAL LEAVE

i) Casual leave not availed of in the year 2017 or in any subsequent years shall lapse in the following **5** years.

ii) On and from **01.11.2020**, although the availment of unavailed casual leave (UCL) by the Officers in the following years shall continue to be permitted only on medical grounds, production of medical certificate need not, henceforth, be insisted upon in case the period of such unavailed casual leave at a stretch not exceeding **four** days.

3. 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 generally for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.

NOTE : (i) In case of delivery of twins, the period of Maternity Leave shall be 8 months.

(ii) Maternity Leave may be availed combining with any other kind of leave except casual leave.

(b) In case of miscarriage/MTP/abortion, maternity leave may be granted as a rule upto 6 weeks on the basis of medical certificate/advice of a competent medical practitioner, i.e. a qualified Gynecologist. In special/exceptional cases involving medical complications, associated with miscarriage/MTP/abortion, maternity leave may be granted beyond 6 weeks if advised by a competent medical practitioner(qualified Gynecologist) but upto 6 months only on any one occasion, within the overall limit of 12 months during the entire period of service.

(c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.

NOTE : In the case of employees who have availed and exhausted Maternity Leave of 12 months, leave of 15 days shall be sanctioned over and above the same, subject to production of Medical Certificate.

(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 nine 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.

(e) Within the overall period of 12 months, leave may also be granted in case of hospitalization on account of the following gynecological ailments/treatments upto a maximum of 30 days.

- i. AUB (Abnormal uterine bleeding)
- ii. Ovarian Tumor
- iii. Tubectomy/Tubectomy reversal
- iv. Post-Partum Depression (PPD)
- v. Post-Partum Hemorrhage (PPH)
- vi. Acute Pelvic Inflammatory Disease (Acute PID)
- vii. Dysfunction Uterine Bleeding; Dysfunction (DUB)

4. PATERNITY LEAVE

With effect from the 1st June 2015, male employees with upto 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.

NOTE : Paternity Leave as above shall be allowed to employees with upto **Two** surviving children for legally adopting a child who is below one year of age.

5. SICK LEAVE

a) An Officer employee upon completion of **30** years of service, shall be eligible for **further** additional sick leave of **3** months at the rate of **one** month for each year of service in excess of **30** years, subject to a maximum of **720** days in entire service.

b) Women Officer employees can avail sick leave for the sickness of their children of 8 years and below subject to production of medical certificate.

6. SPECIAL CASUAL LEAVE

a) With effect from the 01/11/2020, Special Casual Leave may be granted to an employee on occasions when the branch where the employee is working or the place where the employee is residing is affected by curfew, riots, prohibitory orders, natural calamities, floods, etc.

b) With effect from 01/11/2020, **4** days Special Casual leave shall be granted to all physically/orthopedically handicapped employees each year.

7. EXTRAORDINARY LEAVE (EOL)

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) and Clause 36 of Settlement dated 25th May, 2015, in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion (up to 4 months in extreme medical circumstances) and upto a maximum of 24 months during the entire period of an employees' service.

NOTE : The employees will not be losing any seniority on account of availing EOL on Medical grounds.

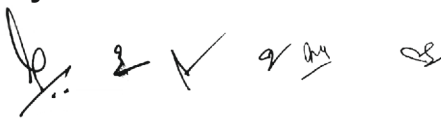


**SUPPLEMENTARY MINUTES OF DISCUSSIONS ON CERTAIN ISSUES BETWEEN
INDIAN BANKS' ASSOCIATION & OFFICERS ASSOCIATIONS DATED 04.01.2021**

Arising out of the Charter of Demands submitted by the Officers Associations to the Indian Banks' Association on revision of wages and service conditions, while the issues and demands raised by the Unions have been mutually discussed, resolved and entered into an agreement vide Joint Note signed on the 11th November, 2020, certain issues need further discussions besides approval from appropriate authorities, etc., and it is felt expedient by the parties to minutise the same as under for the purpose of further discussion, follow-up and possible resolution.





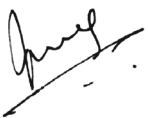
SI. No.	NON-FINANCIAL ISSUES OF OFFICERS	IBA COMMENTS
1.	Introduction of 5 day Banking: Core Group meeting held in the month of December 2018, IBA had agreed in principle to take forward the issue to Government of India and RBI for implementation.	Matter will continue to be deliberated with all the stake holders i.e., Govt./ RBI etc.
2.	Updation of Pension: It was categorically expressed by IBA in the meeting in Dec' 18 that impact analysis is required to understand the load factor in the individual Banks. Hence, appointment of two actuaries, as was done in 2009, should be carried out within a defined time frame.	IBA is actively evaluating the issue as demanded by the Associations, for which an actuary is appointed.
3.	Discipline & Appeal Regulations: a) Effects of Punishment - SBI Circular can be taken on record for discussion and its implementation in individual banks. b) As per Government circular of 2006, retired personnel can extend assistance in departmental enquiries up to 7 cases. (Detailed Note Submitted)	A Committee has been formed under the chairmanship of Shri Matam Venkata Rao, Executive Director, Canara Bank to examine all issues related to staff accountability and after having inputs from Officers Associations, give recommendations for adoption by the banks.
4.	Accountability Policy: The detailed document was submitted to IBA. The views of Member banks can be collected and based on the same an advisory may be issued by the IBA. (Detailed Note Submitted)	
5.	Double jeopardy: As one-time measure, those who had been denied of PQP, FPP and Stagnation increments on account of their inability to appear for or accept promotion due to certain circumstances beyond their control be considered for financial relief. (Detailed Note Submitted)	HR Committee to examine the views expressed afresh.

**SUPPLEMENTARY MINUTES OF DISCUSSIONS ON CERTAIN ISSUES BETWEEN
INDIAN BANKS' ASSOCIATION & OFFICERS ASSOCIATIONS DATED 04.01.2021**

6.	Payment of Boarding & Lodging to Defence Assistants. (Issue rose during discussions and was to be referred to IBA HR committee)	IBA agreed.
7.	Grid Holiday: Officers who are working in grids are eligible to get 6 or 7 National holidays as against the national declared holidays of 21 to 23 days on an average available to the Officers working in branches. The difference in the leave should be credited to their ordinary leave account and the overall ceiling should not be made applicable to these Officers. (Detailed Note Submitted)	HR committee to examine and suitable advisory to be sent by IBA to Member banks.
8.	<p>Adhoc Temporary Incentive for Officers posted in North East (Special Duty Allowance for central Government employees) should be made available to Local Officer as being made available to Central Government Employees and other Public Sector Enterprises. The rate will be revised from 20 % to 10 % without any ceiling.</p> <p>Since the Bank Officers are paid either of the Hill & Fuel Allowance or Special Area Allowance and both are not paid in case of payment of Adhoc Temporary Incentive for Officers posted in North East (popularly known as North East Allowance) whereas in Central Government Special Compensatory / Remote Locality Allowance in banks is paid in addition to special duty Allowance (Adhoc Temporary Incentive for Officers posted in North East in our case). The other anomalies in allowances with central Government for Jammu, Himachal, Sikkim, Leh, Ladakh, Sunderban and terrorist infested areas be suitably revised. (Detailed Note Submitted)</p>	This is as per Government guidelines issued from time to time. Anomalies, if any, will be addressed.
9.	<p>Definitions of family should include the parents, father-in-law and mother-in-law, brothers and sisters, divorced or deserted to be treated as Members of the family for purpose of LFC, HTC and medical facilities (No age bar for divorced daughter). The income criteria for dependent to be increased substantially-</p> 	Person who is dependent should be included for Medical and LFC, Definition of family can be considered on the basis of a declaration given by an Officer as necessitated. Agreed for increase of income criteria of dependent family Member

**SUPPLEMENTARY MINUTES OF DISCUSSIONS ON CERTAIN ISSUES BETWEEN
INDIAN BANKS' ASSOCIATION & OFFICERS ASSOCIATIONS DATED 04.01.2021**

		<p>from Rs. 10000 to Rs. 12000. Interpretation on the issue of "dependent" clause to be clarified by IBA to make it unambiguous.</p>
<p>10.</p>	<p>Issues regarding lady Officer employees including Child care leave: The Hon'ble Minister for State for Finance and Corporate Affairs had declared in the floor of Parliament that the facility of childcare leave will be also available to all female staff in Public Sector Undertakings. This issue along with lady employee related issues should be incorporated in the Joint Note under leave rules (Detailed note submitted).</p>	<p>As per GOI regulations. Creche facilities are being introduced by banks where ever feasible. Placement and postings are decided by individual banks. The issue of child care leave with salary as applicable in Central Government will be examined by the HR Committee.</p>

<p>For Indian Banks' Association</p> 	 <p>For All India Bank Officers' Confederation (AIBOC)</p>
	 <p>For All India Bank Officers' Association (AIBOA)</p>
	 <p>For Indian National Bank Officers' Congress (INBOC)</p>
	 <p>For National Organization of Bank Officers (NOBO)</p>

PAY STRUCTURE FROM PCR (1979) TO 8TH JOINT NOTE (2017)

JMGS-I OFFICERS

	PCR	1984		1987	1992	1997	2002	2007	2012	2017
01	700	1175	01	2100	4250	7100	10000	14500	23700	36000
02	740	1235	02	2220	4480	7440	10470	15100	24680	37490
03	780	1295	03	2340	4710	7780	10940	15700	25660	38980
04	820	1355	04	2460	4940	8120	11410	16300	26640	40470
05	860	1415	05	2580	5290	8460	11880	16900	27620	41960
06	900	1475	06	2700	5520	8800	12350	17500	28600	43450
07	950	1545	07	2820	5750	9140	12820	18100	29580	44940
08	1000	1615	08	2940	5980	9480	13320	18700	30560	46430
09	1050	1685		2940						
10	1100	1755	09	3060	6210	9820	13820	19400	31705	48170
11	EB 1200	1825		3060						
12	1260	1895	10	3180	6440	10160	14320	20100	32850	49910
13	1320	EB 1990	11	3300	6670	10500	14880	20900	34160	51900
14	1380	2085	12	3420	6900	10840	15440	21700	35470	53890
15	1440	2180	13	3540	7130	11180	16000	22500	36780	55880
16	1500	2275	14	3660	7360	11520	16560	23300	38090	57870
17	1560	2375	15	3780	7590	11860	17120	24100	39400	59860
18	1620	2475		3780						
19	1680	2575	16	3900	7820	12200	17680	24900	40710	61850
20	1740	20 2675	17	4020	8050	12540	18240	25700	42020	63840
21	1800									

SLIDING / AUTOMATIC MOVEMENT

4140	8280	12880	18800	26500	43330	65830
4260	8510	13220	19360	27300	44640	67820
4390	8740	13560	19920	28100	45950	69810

STAGNATION STAGES

+	2775	4520	8970	13900	20480	28900	47260	71800
++	2875	4650	9200	14240	21040	29700	48570	73790
+++						30600	50030	76010
++++						31500	51490	78230
+++++								80450

NOTE :

There were 3 Clubbing Stages effective from **01.11.1987** as above, when **Sliding** i.e., **Automatic Movement** to **next** higher Scale was introduced in case of JMGS-I & MMGS-II Officers.

EB : Efficiency Bar

MMGS-II OFFICERS

	PCR	1984	1987	1992	1997	2002	2007	2012	2017
01	1200	1825	3060	6210	9820	13820	19400	31705	48170
02	1270	1925	3180	6440	10160	14320	20100	32850	49910
03	1340	2025	3300	6670	10500	14880	20900	34160	51900
04	1410	2125	3420	6900	10840	15440	21700	35470	53890
05	1480	2225	3540	7130	11180	16000	22500	36780	55880
06	1550	2325	3660	7360	11520	16560	23300	38090	57870
07	1625	2425	3780	7590	11860	17120	24100	39400	59860
08	1700	2525	3900	7820	12200	17680	24900	40710	61850
09	1775	2625	4020	8050	12540	18240	25700	42020	63840
10	1850	2725	4140	8280	12880	18800	26500	43330	65830
11	1925	2825	4260	8510	13220	19360	27300	44640	67820
12	2000	2925	4390	8740	13560	19920	28100	45950	69810

SLIDING / AUTOMATIC MOVEMENT

	4520	8970	13900	20480	28900	47260	71800
	4650	9200	14240	21040	29700	48570	73790
	4780	9450	14620	21660	30600	50030	76010
	4910	9700	15000	22280	31500	51490	78230

STAGNATION STAGES

+	3025	5050	9950	15380	22900	32400	52950	80450
++						33300	54410	82670
+++						34200	55870	84890
++++							57330	87110
+++++								89330

MMGS-III OFFICERS

	PCR	1984	1987	1992	1997	2002	2007	2012	2017
01	1800	2650	4020	8050	12540	18240	25700	42020	63840
02	1875	2750	4140	8280	12880	18800	26500	43330	65830
03	1950	2850	4260	8510	13220	19360	27300	44640	67820
04	2025	2950	4390	8740	13560	19920	28100	45950	69810
05	2100	3050	4520	8970	13900	20480	28900	47260	71800
06	2175	3150	4650	9200	14240	21040	29700	48570	73790
07	2250	3250	4780	9450	14620	21660	30600	50030	76010
08	—————>	4910	9700	15000	22280	31500	51490	78230	

STAGNATION STAGES

+	3350	5050	9950	15380	22900	32400	52950	80450
++			10200	15760	23520	33300	54410	82670
+++						34200	55870	84890
++++						35100	57330	87110
+++++							58790	89610
++++++								92110

NOTE : Stagnation Increments in case of JMGS-I, MMGS-II & III which were payable **once** in 5 years wef **01.01.1985** were payable **once** in **Three** years wef **01.11.1987** and **once** in **Two** years as per the **Eighth** Joint Note signed on **11.11.2020**.

SMGS-IV OFFICERS

	PCR	1984	1987	1992	1997	2002	2007	2012	2017
01	2000	2925	4520	8970	13900	20480	30600	50030	76010
02	2100	3030	4650	9200	14240	21040	31500	51490	78230
03	2200	3135	4780	9450	14620	21660	32400	52950	80450
04	2300	3240	4910	9700	15000	22280	33300	54410	82670
05	2400	3345	5050	9950	15380	22900	34200	55870	84890
	06 →	3450	5200	10200	15760	23520	35200	57520	87390
	07 →	5350	10450	16140		24140	36200	59170	89890
								STAGNATION	
+								60820	92390
++									95120

SMGS-V OFFICERS

	PCR	1984	1987	1992	1997	2002	2007	2012	2017
01	2500	3575	5350	10450	16140	24140	36200	59170	89890
02	2600	3685	5500	10700	16520	24760	37200	60820	92390
03	2700	3800	5650	10950	16900	25380	38200	62470	94890
		04 →	5800	11200	17280	26000	39300	64270	97620
		05 →	5950	11450	17660	26620	40400	66070	100350
								STAGNATION	
+									103320

TEGS-VI OFFICERS

	PCR	1984	1987	1992	1997	2002	2007	2012	2017
01	2750	3850	5950	11450	17660	26620	42000	68680	104240
02	2875	3975	6100	11750	18080	27300	43200	70640	107210
03	3000	4100	6250	12050	18500	27980	44400	72600	110180
04	3125	4225	6400	12350	18920	28660	45600	74560	113150
05	3250	4350	6550	12650	19340	29340	46800	76520	116120

TEGS-VII OFFICERS

	PCR	1984	1987	1992	1997	2002	2007	2012	2017
01	3000	4100	6400	12650	19340	29340	46800	76520	116120
02	3125	4225	6550	12950	19760	30020	48100	78640	119340
03	3250	4350	6700	13250	20180	30700	49400	80760	122560
04	3375	4475	6850	13600	20700	31600	50700	82880	125780
05	3500	4600	7000	14000	21300	32600	52000	85000	129000

DEARNESS ALLOWANCE MERGER POINTS / SLABS

PCR	1984	1987	1992	1997	2002	2007	2012	2017
200	332	600	1148	1684	2288	2836	4440	6352
(25	33	67	137	134	151	137	401	478)

(All India Consumer Price Index for Working Class-Base 1960=100) () DA Slabs

STAGNATION INCREMENTS : IMPROVEMENTS

1 The **Stagnation** Increments were introduced effective from **01.01.1985** as follows :

JMGS-I	Two	At 5 year intervals
MMGS-II & III	One	At 5 year interval

Each of the above Stagnation Increment was of **Rs.100**

2 Effective from **01.11.1987**, the following improvements had taken place :

JMGS-I	Two	At 3 year intervals
MMGS-II & III	One	At 3 year interval

3 Effective from **01.11.1994**, the **MMGS-III** Officers were made eligible for **Second** Stagnation Increment of **Rs.250**

4 As per the **Joint Note** Effective from **01.11.2007**, the following improvements had taken place :

JMGS-I	Two more Stagnation Increments of each Rs.900 Third Stagnation being effective from 01.11.2007 (3 years after receipt of II Stagnation Increment) and IV being effective from 01.11.2008 (provided the Officer completed 6 years of receipt of II Stagnation Increment)
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MMGS-II	Two more Stagnation Increments of each Rs.900 Second Stagnation being effective from 01.11.2007 (3 years after receipt of I Stagnation Increment) and III being effective from 01.11.2008 (provided the Officer completed 6 years of receipt of I Stagnation Increment)
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MMGS-III	Two more Stagnation Increments of each Rs.900 Third Stagnation being effective from 01.11.2007 (3 years after receipt of II Stagnation Increment) and IV being effective from 01.11.2008 (provided the Officer completed 6 years of receipt of II Stagnation Increment)
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5 Effective from **01.11.2012**, Officers in **MMGS-II / III & SMGS-IV** witnessed these improvements :

MMGS-II receipt of	Fourth Stagnation Increment of Rs.1460 , Two years after Third Stagnation Increment effective from 01.05.2015
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MMGS-III receipt of	Fifth Stagnation Increment of Rs.1460 , Two years after Fourth Stagnation Increment effective from 01.05.2015
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As the above stipulations resulted in anomaly in case of **MMGS-III** Officers who received / receive their **Fourth** Stagnation Increment **3** years after receipt of **Third** Stagnation Increment, the **AIBOC** had immediately taken up the same with the **IBA**.

Following these efforts, the **IBA** rectified the said anomaly, by **reducing** the time period for receiving the **Fourth** Stagnation Increment in case of **MMGS-III** Officers from the earlier **3** years to **2** years, effective from **01.05.2015**, vide No. CIR/HR&IR/665/582(A)/76 dated **16.04.2016**.

SMGS-IV	First Stagnation Increment of Rs.1650 , Three years after reaching the Maximum of Scale effective from 01.05.2015 .
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6 Effective from **01.11.2017**, the Officers in **JMGS-I ; MMGS-II & III ; SMGS-IV** and **SMGS-V** witnessed the following improvements :

a) All the Officers up to **SMGS-IV** have received **one** additional Stagnation Increment of **Rs.2220** in case of Officers in **JMGS-I & MMGS-II ; Rs.2500** in case of Officers in **MMGS-III** and **Rs.2730** in case of Officers in **SMGS-IV** - all effective from **01.11.2017**

b) Officers in **SMGS-V** received **First** Stagnation Increment of **Rs.2970**, **2** years after reaching the maximum of scale or effective from **01.11.2020** which ever is **later**.

Further, the Stagnation Increments received by the Officers up to SMGS-IV who were / are in service as on **01.11.2017**, as per periodicity herein before, would be readjusted from **3 year** periodicity to **2 year** periodicity from the date of their reaching maximum and Officers shall be **notionally** eligible for Stagnation Increments wef **01.11.2017** in terms of the 8th Joint Note as per revised periodicity which will qualify for **superannuation** benefits.

However **monetary** benefit on account of such revised and readjusted periodicity of Stagnation Increment/s shall be payable from **01.11.2020** or the actual date of entitlement whichever is **later**.

STAGNATION INCREMENTS - AMOUNTS (RS.) & EFFECTIVE DATES

Effective Date	JMGS-I	MMGS-II	MMGS-III	SMGS-IV	SMGS-V
01.01.1985	100 x 2	100 x 1	100 x 1		

PERIODICITY : 5 YEARS

01.11.1987	130 x 2	140 x 1	140 x 1		
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PERIODICITY : 3 YEARS

01.11.1992	230 x 2	250 x 1	250 x 1		
01.11.1994			250 x 1		

01.11.1997	340 x 2	380 x 1	380 x 2		
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01.11.2002	560 x 2	620 x 1	620 x 2		
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01.11.2007	800 x 2	900 x 2	900 x 3		
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01.11.2007	900 x 1				
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01.11.2008	900 x 1	900 x 1	900 x 1		
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01.11.2012	1310 x 2	1460 x 3	1460 x 4		
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01.11.2012	1460 x 2				
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01.05.2015		1460 x 1	1460 x 1	1650 x 1	
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PERIODICITY : MMGS-II/4 MMGS-III/4 & MMGS-III/5 AT 2 YEARS

01.11.2017	1990 x 2	2220 x 5	2220 x 4	2500 x 1	
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01.11.2017	2220 x 3		2500 x 2	2730 x 1	
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01.11.2020					2970 x 1
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PERIODICITY : ALL AT 2 YEARS



INCREMENT - PATTERN FROM PCR TO 2017

JMGS-I

	Rs.		Rs.		Rs.	Rs.		Rs.
PCR	40	x 5	50	x 4	EB	100	60	x 10
01.02.1984	60	x 5	70	x 6	EB	95	95	x 3
01.11.1987	120	x 16						
01.11.1992	230	x 3	350	x 1		230	x 12	
01.11.1997	340	x 16						
01.11.2002	470	x 6	500	x 3		560	x 7	
01.11.2007	600	x 7	700	x 2		800	x 7	
01.11.2012	980	x 7	1145	x 2		1310	x 7	
01.11.2017	1490	x 7	1740	x 2		1990	x 7	

MMGS-II

PCR	70	x 5	75	x 6				
01.02.1984	100	x 11						
01.11.1987	120	x 10	130	x 1				
01.11.1992	230	x 11						
01.11.1997	340	x 11						
01.11.2002	500	x 1	560	x 10				
01.11.2007	700	x 1	800	x 10				
01.11.2012	1145	x 1	1310	x 10				
01.11.2017	1740	x 1	1990	x 10				

MMGS-III

PCR	75	x 6						
01.02.1984	100	x 6						
01.11.1987	120	x 2	130	x 5				
01.11.1992	230	x 5	250	x 2				
01.11.1997	340	x 5	380	x 2				
01.11.2002	560	x 5	620	x 2				
01.11.2007	800	x 5	900	x 2				
01.11.2012	1310	x 5	1460	x 2				
01.11.2017	1990	x 5	2220	x 2				

SMGS-IV

PCR	100	x 4						
01.02.1984	105	x 5						
01.11.1987	130	x 3	140	x 1		150	x 2	
01.11.1992	230	x 1	250	x 5				
01.11.1997	340	x 1	380	x 5				
01.11.2002	560	x 1	620	x 5				
01.11.2007	900	x 4	1000	x 2				
01.11.2012	1460	x 4	1650	x 2				
01.11.2017	2220	x 4	2500	x 2				

SMGS-V

	Rs.		Rs.		Rs.
PCR	100	x 2			
01.02.1984	110	x 1	115	x 1	
01.11.1987	150	x 4			
01.11.1992	250	x 4			
01.11.1997	380	x 4			
01.11.2002	620	x 4			
01.11.2007	1000	x 2	1100	x 2	
01.11.2012	1650	x 2	1800	x 2	
01.11.2017	2500	x 2	2730	x 2	

TEGS-VI

PCR	125	x 4
01.02.1984	125	x 4
01.11.1987	150	x 4
01.11.1992	300	x 4
01.11.1997	420	x 4
01.11.2002	680	x 4
01.11.2007	1200	x 4
01.11.2012	1960	x 4
01.11.2017	2970	x 4

TEGS-VII

PCR	125	x 4			
01.02.1984	125	x 4			
01.11.1987	150	x 4			
01.11.1992	300	x 2	350	x 1	400 x 1
01.11.1997	420	x 2	520	x 1	600 x 1
01.11.2002	680	x 2	900	x 1	1000 x 1
01.11.2007	1300	x 4			
01.11.2012	2120	x 4			
01.11.2017	3220	x 4			



EVOLUTION OF DEARNESS ALLOWANCE FORMULAE

PCR –

DA shall be payable to an Officer only if the points in the Quarterly average of the All India Working Class Consumer Price index (Base 1960-100) hereinafter referred to as “the Index” rise above **200**. Such DA shall be computed as under -

a) For every block of **8** points over **200** in the index, the DA shall be computed at **3 %** of Pay subject to a **maximum** of Rs.**30/M**

b) For the purpose of computing DA in accordance with Clause (a) above, in the case of Officers drawing a Pay of Rs. **901** and above, **Three** successive blocks of **8** points each beginning from 201 points shall constitute a cycle where Pay per month of the Officer is -

i) Rs. **901** and above but does not exceed Rs.**1600**, the DA in respect of each cycle at the rate mentioned in Clause (a) above, shall be paid first in respect of **Two** blocks of **8** points each and then those in respect of the remaining block of 8 points in the above cycle.

ii) Rs.**1601** and above, the DA in respect of each cycle at the rate mentioned in Clause (a) above shall be paid only for a completed cycle of **24** points

iii) The aggregate of Pay and DA shall not in the case of any Officer exceed Rs.**2750** per Month with slight marginal adjustments subject to a **minimum** DA of Rs.**150** being payable also to the Officers drawing above Rs. 2750

1 On and from 01.02.1984 , the DA shall be payable to an Officer when All India Working Class Consumer Price Index (CPI) goes beyond **332** (Base 1960=100)

ii) For the purpose of Payment of DA, one cycle would consist of **24** points rise or fall in CPI. Each cycle would consist of **3** stages viz. 1st stage at **8** points, 2nd stage at **16** points & 3rd at **24** points.

iii) Officers drawing Pay upto Rs. **1600/-** per month will be eligible to get quarterly adjustment in the DA at the first stage viz. for every rise or fall of **8** points above **332** in the quarterly average of the All India Working Class Consumer Price Index (1960-100).

iv) For Officers in the Pay range of Rs. **1601- 2425** per month, the first adjustment will be at the 2nd stage only viz.. for every block of **16** points (when the quarterly index reaches the level of **348**) and the subsequent adjustment will be for the next block of **8** points (when the average index reaches **356**). The cycle of adjustment will be repeated thereafter. (DA payable at the stages beyond Rs. **1580** shall not be less than the DA payable at Rs. **1600/-** By this provision the anomaly in the DA Scheme has been removed).

v) For Officers drawing more than Rs. **2425/-** p.m. the adjustment of DA will be for every cycle of **24** points beyond CPI 332.

vi) The rate of adjustment will be **2 %** of the Basic Pay for every change of **8** points (subject to what is stated in (v) & (vi) in the quarterly average of the index) subject to a ceiling of Rs. **31.60/-**

vii) The ceiling of Rs. **31.60** will be relaxed to ensure that the DA payable at any stage is not less than the DA payable at the rate of **39 %** of the Basic Pay for each cycle of **24** points (**3** stages of **8** points) over **332** points subject to a further ceiling of Rs. **150/-** for every **24** points rise.

viii) Marginal adjustments wherever necessary shall be made to ensure that the amount of DA payable at a higher level is not less than the amount of DA payable at a lower level.

2 On and from 01.11.1987, DA shall be payable for every rise or fall points above **600** points in the Quarterly average of the All India average Working Class Consumer Price Index (General) Base 1960=100, as per the following rates –

- i) 0.67 % of Pay up to Rs.1650 Plus
- ii) 0.55 % of Pay above Rs.1650 to Rs.2835 Plus
- iii) 0.33 % of Pay above Rs.2835 to Rs.4020 Plus
- iv) 0.17 % of Pay above Rs.4020

3 On and from 01.11.1992, DA shall be payable for every rise or fall points above **1148** points in the Quarterly average of the All India average Working Class Consumer Price Index (General) Base 1960=100, as per the following rates –

- i) 0.35 % of Pay up to Rs.4800 Plus
- ii) 0.29 % of Pay above Rs.4800 to Rs.7700 Plus
- iii) 0.17 % of Pay above Rs.7700 to Rs.8200 Plus
- iv) 0.09 % of Pay above Rs.8200

4 On and from 01.11.1997, DA shall be payable for every rise or fall points above **1684** points in the Quarterly average of the All India average Working Class Consumer Price Index (General) Base 1960=100, as per the following rates –

- i) 0.24 % of Pay up to Rs.7100 Plus
- ii) 0.20 % of Pay above Rs.7100 to Rs.11300 Plus
- iii) 0.12 % of Pay above Rs.11300 to Rs.12025 Plus
- iv) 0.06 % of Pay above Rs.12025

5 On and from 01.11.2002

For the period from **01.11.2002** to **31.01.2005**, DA shall be payable for every rise or fall points above **2288** points in the Quarterly average of the All India average Working Class Consumer Price Index (General) Base 1960=100, as per the following rates –

- i) 0.18 % of Pay up to Rs.9650 Plus
- ii) 0.15 % of Pay above Rs.9650 to Rs.15350 Plus
- iii) 0.09 % of Pay above Rs.15350 to Rs.16350 Plus
- iv) 0.04 % of Pay above Rs.16350

On and from **01.02.2005**, DA shall be payable for every rise or fall of 4 points over **2288** points in the Quarterly average of the All India average Working Class Consumer Price Index (General) Base 1960=100 at **0.18** % of Pay.

6 On and from 01.11.2007, DA shall be payable for every rise or fall of 4 points over **2836** points in the Quarterly average of the All India average Working Class Consumer Price Index (General) Base 1960=100 at **0.15** % of Pay.

7 On and from 01.11.2012, DA shall be payable 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 at **0.10** % of Pay.

8 On and from 01.11.2017, DA shall be payable for every rise or fall of 4 points over **6352** points in the Quarterly average of the All India average Working Class Consumer Price Index (General) Base 1960=100 at **0.07** % of Pay.



MISSION

- To carry forward the interests of Bank Officers working in India and abroad ;
- To remain always committed for a larger Consolidation of Managerial Staff all over the Country ;
- To campaign in favour of Public Sector for protecting and furthering Public Interest ;
- Through determined sustained Campaign and struggles, strives to improve the Service Conditions by effectively using Bipartite machinery ;
- To extend constructive and positive support to the Banks in Poverty alleviation programmes and for the improvement of the Economy ;
- To work towards continuous improvements for the purpose enhancement of customer satisfaction through dedicated customer service ;
- To continuously search for Healthy interaction amongst the Members and Society, through enhancement of awareness and involvement in non-bargaining issues like Economic Policy, Health of the Banks, Social Service, etc.. ;
- To work as a Nodal point for organizing the Professional Workers of different Sectors in India ;
- To strive to organize the unrecognized Sector for protecting and furthering their Dignity & Human Rights ;
- To uphold the Dignity and Self Esteem of the Working Class ;
- To maintain fraternal relationship with other Trade Unions ;
- To campaign in favour of alternate Economic and Banking Policy, committed to the Principles of State Ownership ;
- To seek and achieve a stress free work atmosphere in the Banking Industry for Officers.



PCR

PARITY IN
PAY SCALES
AND SERVICE
CONDITIONS

01.02.1984

INTRODUCTION OF
STAGNATION STAGES
(FROM 01.01.1985)
INTRODUCTION OF CAIIB
INCREMENTS &
PROFESSIONAL
QUALIFICATION
ALLOWANCE

I JOINT NOTE -
24.09.1985

01.11.1987

INTRODUCTION OF RUNNING SCALE / AUTOMATIC MOVEMENT
RATIONALIZATION OF PAY STRUCTURE FOR JMGS-I OFFICERS
PROVISION OF RESIDENTIAL FURNITURE TO OFFICERS
REMOVAL OF CEILING ON DA PAYMENT & INTRODUCTION OF
QUARTERLY BASIS FOR DA INCREASE / DECREASE
PARITY WITH RBI IN CASE OF DA FORMULA
REMOVAL OF ANOMALY IN INCREMENTAL PATTERN BETWEEN
OFFICERS & WORKMEN
AIR ENTITLEMENT TO OFFICERS IN MIDDLE MANAGEMENT
IF DISTANCE IS MORE THAN 500 KMS
REVIEW OF CONVEYANCE LOAN SCHEME

(15.06.1990)

II JOINT NOTE -
11.06.1989

01.11.1992

RECKONING OF
PF ON DA (29.10.1993)
INTRODUCTION OF PENSION
IN LIEU OF CONTRIBUTORY PF
BASIC PAY DOUBLED MOSTLY
REMOVAL OF CEILING ON
PAYMENT OF HRA
INTRODUCTION OF
COMPUTER INCREMENT /
FIXED PERSONAL ALLOWANCE
(01.11.1993)

III JOINT NOTE -
23.06.1995

01.11.1997

DEFREEZING & IMPROVEMENT OF
HILL AND FUEL ALLOWANCE
OFFICERS SIGNED THE JOINT NOTE
BEFORE THE AWARD STAFF
MAXIMUM BENEFIT ON BASIC AND
DEARNESS ALLOWANCE
IMPROVEMENT IN HRA -
- CONVERSION OF 4 AREAS IN TO 3

IV JOINT NOTE -
14.12.1999

01.11.2002

100 % NEUTRALIZATION OF
DEARNESS ALLOWANCE
(01.02.2005)
ENCASHMENT OF LFC FACILITY
IMPROVEMENTS IN
HOSPITALIZATION CHARGES
AFTER LONG PERIOD

V JOINT NOTE -
02.06.2005

01.11.2007

SECOND OPTION FOR
PENSION
SALARY INCREASE OF 17.5 %
IMPROVEMENTS IN
STAGNATION INCREMENTS
EXTENSION OF 2 MORE
STAGES IN CASE OF SMGS-IV
OFFICERS

VI JOINT NOTE -
27.04.2010

01.11.2012

INTRODUCTION OF SECOND &
FOURTH SATURDAYS OFF
SALARY INCREASE OF 15 % ON PAY
SLIP COMPONENTS
INTRODUCTION OF STAGNATION
STAGE TO SMGS-IV OFFICERS
INTRODUCTION OF MEDICAL
SCHEME THROUGH INSURANCE
COMPANY IN LIEU OF EXISTING
HOSPITALIZATION SCHEME
INTRODUCTION OF DA LINKED
SPECIAL ALLOWANCE
INTRODUCTION OF
PATERNITY LEAVE (01.06.2015)
ACCRAUL OF PRIVILEGE LEAVE
UPTO 270 DAYS
(01.06.2015)

VII JOINT NOTE -
25.05.2015

01.11.2017

INTRODUCTION OF NON CCA
ALLOWANCE A LONG
PENDING DEMAND
INTRODUCTION OF STAGNATION STAGE
IN CASE OF SMGS-V OFFICERS
IMPROVEMENTS IN
STAGNATION INCREMENTS
REDUCTION IN PERIODICITY OF
STAGNATION INCREMENTS TO 2 YEARS
UNIFORMLY
INTRODUCTION OF LEARNING
ALLOWANCE WITH DA
IMPROVEMENTS IN FAMILY PENSION
AGREED

VIII JOINT NOTE -
11.11.2020



... Success is a Journey
and the Saga Continues ...