

at places where an enactment governing working hours and overtime of godown-keepers and godown-watchman is in force, or subsequently comes into force, such workmen shall be governed by the provision of such enactment and the "Other Allowance" mentioned in sub-clause (A) of this Clause shall not be payable to them.

(c) The hours of work of a member of the Watch & Ward staff shall be 8 hours in a period of 24 hours less PROVIDED that the hours of work of a "Watchman-cum-Peon", for the period during which he works as a peon, as also of a peon, for the period during which he is required to work as a 'Watchman' or 'Armed Guard', shall be the same as those laid down in Clause 14.2 (c) above.

#### **B. RECESS PERIOD / LUNCH BREAK**

##### **(iv) Clause 14.4 of 1st Bipartite Settlement, dt. 19.10.66.**

14.4 There shall be a recess for lunch which shall not be less than half an hour and not more than one hour on week days (excluding Saturdays) subject, however, to the requirements of any statutory provisions like the Shops & Commercial Establishments Act. Primarily it will be for the workmen to decide the actual length of recess within the limit fixed as aforesaid and the majority decision of the workmen in any branch or establishment shall be adopted in case of difference of opinion with the management. Where, by arrangement with the Bank, recess is availed of by any workman or workmen on Saturdays such recess shall be duly marked in the Attendance Register.

#### **C. WEEKLY OFF, STAGGERING & SPLIT DUTY**

##### **(v) Clause XI of 4th Bipartite Settlement, dt. 17.9.84.**

*[Substituted Clause 14.5 of 1st B.P. Settlement, dated 19.10.66]*

##### **XI. Weekly Off, Staggering & Split Duty.**

(1) Clauses 14.5 and 14.15 of the 1st Bipartite Settlement, dated 19th October, 1966 and in respect of the State Bank of India, Clauses 10.5 and 10.15 of the Bipartite Settlement, dated 31st March, 1967, relating to working hours will be substituted by the following :  
14.5/10.5 The banks will be at liberty to fix at their discretion the actual timings of work, provided the maximum number of hours of work applicable are being observed. It is agreed that any change made by the Bank in the actual timings of work of any workman for staggering purposes as also any change in the weekly holiday of any workman consequent upon a change made by the Bank in the



***representing various Banks and the workmen in the Banking industry under Sections 2 (p) and 18 (1) of the Industrial Disputes Act, 1947 read with rule 58 of the Industrial Disputes (Central) rule, 1957.***

- 4. Administrative instructions/Orders, continuous and uninterrupted practices in service matter and Central Government guidelines to Public Sector Banks, which regulate and affect the terms of employment, are also form part of Service Conditions of Bank Workmen. Workmen in Banking Industry enjoy many customary concessions, privileges, benefits and rights in the matter of their employment under these heads. Supreme Court in Dalmia Cement V Workmen (AIR 1967 S .C. 209) held that a continuous and uninterrupted practice in service matters would constitute a conditions of service whether or not it is incorporated as rule.***