

बैंक ऑफ बड़ौदा

(प्रधान कार्यालय: मण्डी, बड़ौदा)

Bank of Baroda

(Head Office: Mandvi, Baroda)

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F.No. CO:HR:86/127

दिनांक/Date 13th Sept.1994.

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CIRCULAR TO ALL BRANCHES/OFFICES

Dear Sir,

Re : Bank's Settlement dated 31.10.1992 on Computerisation & Mechanisation - Payment of Permanent Personal Allowance

Reference is invited to Bank's Circular No. CO:BR:84:135 dated 4th November, 1992 enclosing a copy of Bank's settlement dated 31st October, 1992 on Computerisation and Mechanisation. Branches were advised to pay temporary adjustment allowance (TAA) with effect from 21.09.1992 to all members of Award Staff who are workmen and in Bank's permanent service as on 21st September, 1992 in terms of Clause 10 of the aforesaid settlement.

In terms of Clause 10.1 of the Settlement, Temporary Adjustment Allowance paid to the members of the Award Staff who are workmen and in Bank's permanent service as on 21-09-1992 will be increased by balance 50% of the said increment due and the amount will be given as Permanent Personal Allowance (PPA) as per clause 10.3 of the Settlement.

Clause 10.1 of the Settlement reads as under : -

" All Members of award staff who are workmen and in Bank's permanent service as on 21.9.1992 (i.e. the date of signing of 'The Memorandum of Understanding') will get an amount equal to one additional increment in the scale of pay in two phases as under : -

PHASE I

A Temporary Adjustment Allowance (TAA) equivalent to 50% of the next increment due will be paid for a period of two years from 21.09.1992. The Temporary Adjustment Allowance will be in terms of Clause 10.2.

PHASE II

Temporary Adjustment Allowance (TAA) under Phase I will be increased by balance 50% of the said increment after two years from 21.9.1992 (the date referred to under Phase I) and the amount will be given as Permanent Personal Allowance (PPA) as per Clause 10.3. "





: 2 :

In terms of Clause 10.4 of the Settlement 'next increment due' shall mean:- :-

a) the increment immediately due to the employees subject to a maximum of RS.20/- (i.e. the last increment in the scale of pay in clerical cadre at present)

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b) the next stagnation increment immediately due to the employees who have reached the maximum scale of pay and/or drawing any one of the stagnation increments

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c) the last stagnation increment for those employees who have already reached the maximum of scale of pay and have drawn all the stagnation increments

as on 21.9.92 and shall stand amended/modified by any other subsequent Bipartite Settlement.

In view of the above, it has been decided to release the Permanent Personal Allowance to the eligible workmen with effect from 1-9-1994.

We enclose herewith some illustrations for calculation of PPA at various stages of the basic pay in the Scale of Pay.

Please note the following :-

1) At the 18th stage of basic pay in the scale of pay although the next increment due is Rs.230/-, for the purpose of calculation of PPA, only increment amount of Rs.120/- should be taken into account, as given in the illustration.

2) For those who have reached the maximum, the difference in basic pay as applicable to the 20th stage and 21st stage should be taken into account. Similarly, for those who are drawing stagnation increment, corresponding difference between the existing stage of basic pay (including stagnation increment) and the next stage should be taken into account.

3) For those who have reached the maximum and have drawn all the -3- stagnation increments, notional basic pay of Rs.120/- (equivalent to the last stagnation increment) and D/A payable thereon should be taken into account as given in the illustration.



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Please also note that the PPA shall get all attendant benefits such as D/A, HRA and CCA etc. as per the prevailing rules. Hence as and when changes in rates of D/A payable are advised by Asstt. General Manager (Staff Admn., Pension & Terminal Benefits) Head Office, Baroda, necessary changes in calculation of PPA may also be made and PPA be paid accordingly.

Yours faithfully,

DEPUTY GENERAL MANAGER  
(HRM & GA)

Encl: As above.



ANNEXURE

DEARNESS ALLOWANCE PAYABLE IN TERMS OF  
BIPARTITE SETTLEMENT DATED 29-6-1990  
FOR THE MONTHS OF AUGUST, SEPTEMBER &  
OCTOBER 1994

CLERICAL STAFF			SUBORDINATE STAFF	
STAGE	BASIC PAY	DEARNESS ALLOWANCE (186 Slabs)	BASIC PAY	DEARNESS ALLOWANCE (186 Slabs)
01	900	1121.58	815	1015.65
02	950	1183.89	835	1040.57
03	1000	1246.20	860	1071.73
04	1075	1339.66	890	1109.11
05	1150	1433.13	920	1146.50
06	1225	1526.59	950	1183.89
07	1300	1620.06	980	1221.27
08	1400	1744.68	1015	1264.89
09	1500	1869.30	1050	1308.51
10	1600	1993.92	1085	1352.12
11	1700	2118.54	1120	1395.74
12	1810	2255.62	1160	1443.59
13	1920	2392.70	1200	1495.44
14	2030	2529.78	1240	1545.28
15	2150	2679.33	1280	1595.13
16	2270	2828.87	1325	1651.21
17	2390	2978.41	1370	1707.29
18	2510	3125.73	1420	1769.60
19	2740	3361.02	1470	1831.91





: 3 :

- 4) In case of clerical employees who have reached the maximum under the Scale of Pay and have drawn all the 3 stagnation increments thereby reaching the basic pay of Rs.3,220/-, the PPA shall be as under : -

Difference in the basic pay at the 23rd stage and the Notional 24th stage of the Scale of Pay PLUS

the difference in D/A as applicable to the 23rd and the 24th notional stage of pay PLUS

other attendant benefits as applicable to the increment of Rs.120/-.

This would mean that the PPA shall be as under :-

Basic Pay : Rs.120/- +  
D/A : Rs.122.76 +

HRA & CCA etc. as application to an increment of Rs.120/-.

NOTE : Care may be taken to indicate PPA separately as a lumpsum amount in the salary slips and not to add Basic Pay, D/A, HRA, CCA components of PPA to the existing basic pay and DA, CCA, HRA etc. of the salary of the employee.

#### ILLUSTRATION FOR CALCULATION OF PPA FOR SUBORDINATE STAFF

Similar procedure may be followed for calculation of PPA for subordinate staff. The amount of increment in the subordinate staff scale of pay varies from Rs.20/- to Rs.50/-. In case of subordinate staff employees who have reached maximum in the scale of pay and have drawn all the -3- increments thereby reaching basic pay of Rs.1670/-, the PPA shall be as under : -

The difference in the basic pay at the 23rd stage and the Notional 24th stage of the scales of pay  
PLUS

The difference in D/A as applicable to the 23rd and the 24th Notional stage of pay  
PLUS

Other attendant benefits as applicable to the increment of Rs.50/-. This would mean that the PPA shall be as under :-

Basic Pay : Rs.50.00  
D/A : Rs.62.31 PLUS

HRA & CCA etc. as applicable to an increment of Rs.50/-