

**COMPENDIUM OF
CIRCULARS ISSUED BY
AIBEA ON 12TH BIPARTITE
SETTLEMENT AFTER
SIGNING THE SETTLEMENT**



INDIAN BANK EMPLOYEES' UNION(AP&TS)

(REGD NO.1027)

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CIRCULAR NO. 29/67/2024/09

8-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

CONGRATULATIONS
12TH BIPARTITE SETTLEMENT SIGNED
ONE MORE MILESTONE IN OUR ONWARD MARCH

As already informed to our unions, the 12th Bipartite Settlement has been signed today. We congratulate and salute all our units and members on the happy occasion of this significant achievement.

The journey of AIBEA in uplifting the economic well-being of bank employees started in 1946 when AIBEA was born. After 2 decades of struggles, AIBEA could overcome the travails of Tribunals and achieve bilateralism and bipartite settlement in 1966 when it secured the 1st BPS. Since then, with unswerving conviction and unwavering steadfastness, AIBEA has been committed to maintain the system of bipartism.

We are happy that today we have achieved and secured the 12th successive uniform industry-level bipartite settlement. We recall here the clarion call given by our great leaders Com Prabhat Kar and Com H L Parvana from the 13th Conference of AIBEA held at Trivandrum 60 years ago in 1964 to reject Tribunals and Awards and demand direct bilateral talks and Bipartite Settlement.

It is a matter of special and exclusive pride for all of us that AIBEA is the only organisation that has signed in all the 12 BP Settlements. This has been our pioneering role.

We are once again the path finders because our Settlement will pave the way for wage revision in RRBs, RBI, LIC, GIC, NABARD, Co-operative Banks, etc. in the entire financial sector.

It is very unique that Employees Unions/Officers Associations signed the Settlement/Joint Note on the same day, same time and on the same table manifesting the total unity of the entire workforce in the banking industry.

Detailed circular will be issued shortly. Text of the Settlement and salient features, arrears calculation formula, ex-gratia calculation formula, etc. will be uploaded in our website and other platforms.

With greetings,

Yours Comradely,

C.H. VENKATACHALAM
GENERAL SECRETARY



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CIRCULAR NO. 29/68/2024/10

10-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT

We are sure that by now all our units and members have received the details of the 12th Bipartite Settlement through our social media channels. More than 40,000 members have visited our various channels to view these details.

IBA will be shortly forwarding the Settlement to the Banks for implementation and the respective Banks will take steps to implement the various provisions of the Settlement and to disburse the arrears payable on account of the revised payscales and allowances.

As soon as the IBA forwards the Settlement to the Banks we shall inform our All India Bankwise Unions/Federation for follow up with their management and for early implementation of the Settlement and its benefits.

The Settlement will be retrospectively effective from 1-11-2022 and shall run for a period of 5 years upto October, 2027.

The Settlement covers **25 Banks** – 12 Public Sector Banks, 10 Private Sector Banks and 3 Foreign Banks and would benefit about **4,00,000 employees** in clerical and subordinate staff cadre.

The additional hike in the wage bill (only in payslip components) on account of this Settlement would be **Rs. 4165 crores** for workmen/Awardstaff in public sector banks i.e. an increase of 17%. There would be similar increase in the wage bill in the private banks and foreign banks.

The arrears calculation formula has already been forward through our social media channels and our members may utilize the same to know the increase in their monthly salary and arrears receivable by them.

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**

PTO Payscales /Fitment chart

CLERK			SUBSTAFF		
Stage	11 th BPS	12 th BPS	Stage	11 th BPS	12 th BPS
1	17900	24050	1	14500	19500
2	18900	25390	2	15000	20165
3	19900	26730	3	15500	20830
4	20900	28070	4	16000	21495
5	22130	29720	5	16500	22160
6	23360	31370	6	17115	22990
7	24590	33020	7	17730	23820
8	26080	35020	8	18345	24650
9	27570	37020	9	18960	25480
10	29060	39020	10	19575	26310
11	30550	41020	11	20315	27300
12	32280	43360	12	21055	28290
13	34010	45700	13	21795	29280
14	35740	48040	14	22535	30270
15	37470	50380	15	23405	31440
16	39200	52720	16	24275	32610
17	40930	55060	17	25145	33780
18	42660	57400	18	26145	35125
19	45930	61800	19	27145	36470
20	47920	64480	20	28145	37815
21	49910	67160	21	29145	39160
22	51900	69840	22	30145	40505
23	53890	72520	23	31145	41850
24	55880	75200	24	32145	43195
25	57870	77880	25	33145	44540
26	59860	80560	26	34145	45885
27	61850	83240	27	35145	47230
28	63840	85920	28	36145	48575
29	65830	88600	29	37145	49920
30	--	91280	30	--	51265
31	--	93960	31	--	52610

Note:

- a) Fitment in the new scales of pay shall be on a stage-to-stage basis
- b) There shall be no change in the dates of annual increments because of the fitment.
- c) In the case of **Ex-servicemen category employees** who have joined the Banks on and after 1st November 2022
 - i. And who have been issued adhoc / provisional fitment, they shall be refixed as per the provisions of this settlement with protection of emoluments as per last drawn pay in the Services.
 - ii. And in all other cases, where regular fitment has been issued, their Basic pay in the revised scales shall be refixed as provided in the above Table.
 - iii. and in both the cases, there shall not be any recovery of excess emoluments paid on this account, if any.



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CIRCULAR NO. 29/69/2024/11

12-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT STAGNATION INCREMENT

Under the 11th Bipartite, for those who reach the maximum of the payscale, they are eligible for 9 stagnation increments once in 2 years. In the 12th Bipartite Settlement, we have improved this and now, 11 stagnation increments will be sanctioned once in 2 years after reaching the maximum in the payscale.

Thus, along with the stagnation increments, the payscales get extended as under:

	At Min	20th stage	With 11 stag. increments
Clerical	Rs. 24,050	Rs. 67,160	Rs. 93,960
Substaff	Rs. 19,500	Rs. 37,815	Rs. 52,610

- The clerical and subordinate staff including permanent part-time employees on reaching the maximum in their respective scales of pay, shall be eligible for 11 stagnation increments at the rate of Rs. 2680/- and Rs.1345/- respectively (pro rata in respect of permanent part-time employees) at the frequency of once in 2 years, from the date of reaching the maximum of their scales as aforesaid.
- Provided further that a clerical / subordinate staff already in receipt of 9 stagnation increments shall be eligible for the 10th stagnation increment from 1st November, 2022 or two years after receiving the 9th stagnation increment, whichever is later and draw the 11th stagnation increment two years thereafter.
- Provided further that those clerical/subordinate staff shall be eligible for the 11th stagnation increment from 1st November, 2022 **or** 4 years after receiving the 9th stagnation increment whichever is later.
- In other words, 10th stagnation increment shall be released 2 years after release of 9th stagnation increment and 11th stagnation increment shall be released 4 years after release of 9th stagnation increment. However, the financial benefit of 10th and/or 11th stagnation increment shall be paid with effect from 1.11.2022 or from the date of release of increment/s, whichever is later.

Illustration:

Notionally Eligible for / received 9 th Stagnation Increment in	Eligible for 10 th stagnation increment from	Eligible for 11 th stagnation increment from
Nov. 2018 and before	Nov. 2022	Nov. 2022
Dec. 2018	Nov. 2022	Dec. 2022
Jan. 2019	Nov. 2022	Jan. 2023
Jan. 2020	Nov. 2022	Jan. 2024
Apr. 2020	Nov. 2022	Apr. 2024
Oct. 2020	Nov. 2022	Oct. 2024
Nov. 2020	Nov. 2022	Nov. 2024
Dec. 2020	Dec. 2022	Dec. 2024
Jan. 2021	Jan. 2023	Jan. 2025
Jan. 2022	Jan. 2024	Jan. 2026

With greetings,

Yours Comradely,



C.H. VENKATACHALAM
GENERAL SECRETARY



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CIRCULAR NO. 29/70/2024/12

12-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT Revised emoluments in April, 2024

By now the details of the 12th Bipartite Settlement are already in the hands of our unions and members. There are number of benefits that would accrue to the employees on account of this Settlement.

The following examples would indicate the extent of monthly increase in the emoluments of employees at the entry-level and at the maximum of the payscales.

A Clerk (Graduate) joining the Bank in April, 2024

Present 11 th BPS		Under 12 th BP Settlement	
Basic Pay	19990.00	Basic Pay	26730.00
Spl. Pay	--	Spl. Pay for CSA	1970.00
Special Allowance	3263.60	Special Allowance	7083.45
Transport Allowance	600.00	Transport Allowance	850.00
DA	11527.72	DA	5762.44
HRA	2039.75	HRA	2941.75
Total salary	37,421	Total salary	45,337
		Increase per month	7,916
		Increase in %	21 %

A substaff joining the Bank in April, 2024

Present 11 th BPS		Under 12 th BP Settlement	
Basic Pay	14500.00	Basic Pay	19500.00
Special Allowance	2378.00	Special Allowance	5167.50
Transport Allowance	600.00	Transport Allowance	850.00
DA	8478.58	DA	4013.90
HRA	1486.25	HRA	1998.75
Total salary	27,443	Total salary	31,530
		Increase per month	4,087
		Increase in %	15 %

A senior Clerk (Graduate/CAIIB/Spl. Asst.) at max. in April, 2024

Present 11 th BPS		Under 12 th BP Settlement	
Basic Pay	65830.00	Basic Pay	93960.00
Spl. Pay	2920.00	Spl. Pay for CSA	4600.00
PQP	3045.00	PQP	4100.00
Special Allowance	10796.12	Special Allowance	24899.40
FPP	2262.00	FPP	3155.00
Transport Allowance	600.00	Transport Allowance	850.00
DA	40356.01	DA	20198.80
HRA	7358.99	HRA	10522.65
Total salary	133168	Total salary	1,62,286
		Increase per month	29,118
		Increase in %	22 %

A substaff (Daftary) at Max. in April, 2024

Present 11 th BPS		Under 12 th BP Settlement	
Basic Pay	37145.00	Basic Pay	52510
Spl. Pay	850.00	Spl. Pay for CSA	1145.00
Special Allowance	6091.78	Special Allowance	13941.65
FPP	1140.00	FPP	1585.00
Transport Allowance	600.00	Transport Allowance	850.00
DA	21677.56	DA	10809.81
HRA	3894.49	HRA	5509.89
Washing Allowance	200.00	Washing Allowance	300.00
Total salary	71,598	Total salary	86,651
		Increase per month	15,053
		Increase in %	21 %

With greetings,

Yours Comradely,



C.H. VENKATACHALAM
GENERAL SECRETARY



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CIRCULAR NO. 29/71/2024/13

12-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

**12TH BIPARTITE SETTLEMENT
Implementation and payment of arrears**

Now that the Settlement has been signed, we have requested IBA to advise the Banks to implement the various provisions of the Settlement and also disburse the arrears of wage revision due from 1-11-2022. We learn that IBA will be advising the Banks shortly. Arrears are to be paid on account of the revision in the following components w.e.f. 1-11-2022:

1	Basic Pay
2	Stagnation increment
3	Special Pay
4	Graduation Pay/ PQP
5	Fixed Personal Pay
6	Dearness Allowance
7	House Rent Allowance
8	Special Allowance
9	Transport Allowance
10	Own contribution to PF
11	Own contribution to NPS
12	Hill & Fuel Allowance if applicable
13	Special Area Allowance if applicable

We enclosure herewith the following basic charts

- Master Chart covering BP, Spl. Allowance, Transport Allowance, DA, HRA and PF (11th and 12th BPS)
- Gross monthly increase in salary for the month of March, 2024

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**

Encl: Charts



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CIRCULAR LETTER No. 29/24/2024/2

13-3-2024

To
All India Bankwise Federations/Unions

Dear Comrades,

Implementation of 12th BP Settlement and disbursement of arrears

After the Settlement was signed on the 8th March, 2024, IBA had forwarded the copy of the Settlement to all the Banks (who are parties to the Settlement). For the Awardstaff, the Settlement becomes immediately implementable since our Settlement is signed under the Industrial Disputes Act. But in the case of officers, the Officers Service Regulations have to be duly amended before the Joint Note is implemented. Similarly, any change in pension payment can be made only after Pension Regulations are amended.

Hence, IBA had approached the Government to permit them to advise the Banks implement the same on an adhoc basis pending necessary amendments to the OSR/Pension Regulations.

We learn that the Government has given its consent and approval for this adhoc implementation for officers and pensioners. **Hence IBA has advised the Banks today to go ahead with the implementation of the BP Settlement and Joint Note.**

In view of this, Banks may now take steps to disburse the arrears arising on account of the Settlement. Our Unions are requested to follow up the matter with the management in the respective Banks so that the arrears payment is done to the employees without any hassle.

In our Office Bearers meeting held on 8-3-2024, it was decided that as in the past occasions, Levy is to be collected from the arrears paid to the employees with a view to augment the financial resources of our Unions at various levels.

Levy Contribution : 4% on the Net Arrears payable to the employees from Nov. 2017 to November, 2020 after deduction of PF/NPS and Income Tax. Levy contributions collected as above is to be shared as under:

AIBEA	: 20 %
State Federations	: 40 %
Base Unions (*)	: 40 %

(*) Out of this 40%, 10% will be payable to the All India Bankwise Federations and 30% will be retained by the base Unions

Example:

Net arrears after deduction of PF/NPS and Income Tax	100,000
Levy contribution by members at 4%	4,000
Out of which to AIBEA	800
To State Federation	1600
All India Bankwise Federation	400
Base Union	1200

All our Unions are requested to take note and ensure that Levy contribution is collected from our members while the arrears are disbursed and paid to the employees and the Levy portion payable to AIBEA and State Federation is remitted as above.

With Greetings,

Yours Comradely,



C.H. VENKATACHALAM
GENERAL SECRETARY



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CIRCULAR NO. 29/72/2024/14

14-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT Role and duties of Clerks / Customer Service Associate

All of us are aware that the banking operations in the branches and the type of banking transactions have thoroughly undergone a change in the last one decade and it is expected to change further in the days ahead. Many of the duties that were being assigned to clerks earlier are no longer available now.

Hence there has been a need for revisiting the areas of duties and functions of clerks. In our last 11th BP Settlement, we could not undertake this exercise since that was the period of corona pandemic and we had to conclude the Settlement in those trying circumstances.

That is why, in this background, the Sub-Committee set up by AIBEA for formulating the demands for the 12th BP Settlement unanimously recommended that the role and duties of clerks should be revised suitably as per present day needs and more particularly keeping in mind the importance of retaining the cadre and to re-engineer the role with a view of re-balance the manpower structure in the Banks besides arresting the adverse clerk : officer ratio. This recommendation was unanimously accepted by the Central Committee of AIBEA at its meeting held at Indore in September, 2022.

It is in this background that the issue was discussed in the 12th BP negotiations and the duties have been re-cast. Because the list of duties is somewhat exhaustive, it is creating an impression that the duties have been multiplied manifold. It is more a codification than any major modification in the duties. The attempt is to make it the least ambiguous so that any friction at the Branch-level can be avoided.

The present clerk/SWO-A were not being paid any Special Pay now. In this Settlement, all such SWO-A (there are about 1 lac SWO-A today in the Banks) have been made eligible for the Special pay of **Rs. 1970 + DA thereon which will attract HRA and all superannuation benefits. This is payable from the day an employee joins the Bank.**

The powers of CSA/ Sr. CSA /Spl. CSA have been revised and a separate circular is being issue to explain the changes that have been incorporated in the Settlement.

We should dispel all the doubts in the minds of our members so that they do not fall a prey to the malafide propaganda by the professional critics who want to weaken the unity of employees.

Educate the ignorants. Eliminate the ill-motivated. Eradicate the mischief mongers.

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**

Duties of Customer Service Associate (CSA) : (from 1-4-2024) :

Special Pay Rs. 1970 per month + DA is payable from date of joining the Bank.

- Attending to customers across the counters for all routine clerical work other than supervisory work except specifically provided herein.
- Receipt of cheques, Drafts, Dividend Warrants, Pay Orders / Bankers Cheques and other similar instruments other than Bills and giving acknowledgements for the same in the counterfoil.
- Receiving and acknowledging inward thapals / letters / courier / speed post etc.
- Ensuring proper contents in the covers and envelopes including thapals, Registered Post / Courier / Speed Post etc., before despatch of the same.
- Data entry in system of details of Account opening forms including Aadhar based documents after the documents are approved and verified by a supervisory staff.
- Updating and uploading in the system, KYC documents which are verified and approved by a supervisory staff.
- Following up and guiding the customers for completing the KYC, e-KYC / Re-KYC / c-KYC
- Generation of CIBIL Reports.
- Generation of Statements of accounts in hard copy / soft copy and sending by post / mail / hand delivery as the case may be, at the request of the customers / a supervisory staff.
- Printing of Passbook including printing of Barcode / Branch, Customer details page, Transactions at the request of the customers / a supervisory staff, whenever required.
- Preparation and/or generation of Certificate of Balance from the system at the request of the customer for authentication/approval by a supervisory staff.
- Registering Standing Instructions of customers in the system for authentication by a supervisory staff.
- Registering Stop Payment Instructions of the customers in the system for authentication by a supervisory staff.
- Registering/entering (PPS) Positive Pay System letters in the system as are received from the account holders for further approval by a supervisory staff.
- Delivery of cheque books to customers after entering the details in the prescribed register and obtaining the acknowledgement from the customer, subject to approval by a supervisory staff.
- Delivery of Debit Card to customers after entering the details in the prescribed register and obtaining the acknowledgement from the customer, subject to approval by a supervisory staff.
- Recounting of cash in cash department/currency chest.
- Scanning and capturing of specimen signatures of account holders for **authentication by a supervisory staff.**
- Assisting an officer in Loan Recovery Department by writing letters to borrowers on overdue instalments, overdue notices, default advices, contacting borrowers for reminder, etc. either by sending mail or by contacting through phone.
- Generating or preparing intimation letters to the customers about due date of maturity of Deposits and seeking renewal of Deposits.

- Entry of Locker operations either in the manual register or in the system and **assisting a supervisory staff** for operation of Locker by the customers. (other than key holding)
- Generating or preparing intimation letters to customers for payment of Locker Renewal Fee.
- Follow-up with customer for recovery of locker fee overdues, by mail or on phone and sending letter in the prescribed format, in this regard.
- Feeding/uploading details of credit proposals, loan applications/ documents **after authentication by a supervisory staff.**
- Working in “May I Help You” counters.
- Working in Audit Departments to assist Internal Auditors in preparation of audit reports, related correspondence, etc.
- In dedicated and exclusive cash counters, there shall be no limit for accepting / paying cash from / to the customers.
- In other counters, receipt of cash and authorization of the cash received upto Rs. 50,000.
- Cash receipts for issuance of pre-signed DDs, etc. independently upto and including Rs. 50,000.
- Passing cash cheques and other like instruments independently upto and including Rs. 50,000.
- Passing clearing/transfer vouchers/other similar instruments independently upto and including Rs. 1,00,000.
- Passing clearing and transfer vouchers and other similar instruments of Rs. 1,00,000 and above but upto Rs. 2,00,000 jointly with another Customer Service Associate/ upto Rs.2,50,000/- with Senior CSA (Cash) / upto Rs.4,00,000/- with Special CSA.
- Customer Service Associate may be utilized in Administrative offices / departments to work and assist officers in routine correspondence, follow up, generation of statistical data, returns and statements, working as Assistants to Executives, etc.
- To work in inward/outward clearing department/exclusive departments / specialized branches like Service Branch, Cheque Processing Centres etc., relating to this work and assigned duties like scanning of cheques, uploading, etc.

Note : Those who are required to work in night shifts/odd hours in specialized branches like Service Branch, Cheque Processing Centres etc., may be compensated by arrangement of conveyance, inconvenience allowance.

- Feeding Life Certificates of Pensioners in the system for **authentication by a supervisory staff.**
- Generating/preparing Clearing Return memos and forwarding the same to account holders.
- CSAs with required experience and certification, may be assigned to work as Telephone Operator.
- **Assisting** a supervisory staff in Loan department including dealing with Gold Loan/Jewel Loan including feeding of loan documents, etc. in the system (**other than authenticating quality of gold/jewel pledged**).
- Customer Service Associate may be utilized to work in Rural Development Department/Agri Loan Department to assist an officer in handling routine correspondence, generation of statistical data, inspection reports, etc.

Note: CSA may be utilized for assisting/to accompany an officer in recovery of loans outside the Branch/office subject to reimbursement of conveyance expenses and out of pocket expenses, and overtime wages, if any payable.

- Customer Service Associate may be utilized for acquisition of new business, marketing, guiding the customers about digital/other banking products/loan products within office hours and without any assigned targets.

Note :

- (a) Banks may utilise CSAs in exclusive marketing work/team/ department outside the Branch / Office by providing guidelines. Facilities like reimbursement of conveyance expenses (other than provided in clause 16)/petrol charges, out of pocket expenses, mobile phone bills upto a prescribed ceiling per month, lunch expenses, entertainment expenses, vehicle parking charges, etc. wherever required may be decided at each Bank level
- (b) Banks may evolve proper guidelines for selecting staff for this exclusive marketing work based on defined criteria, suitability, product knowledge, aptitude, special qualifications on marketing, etc.
- **Banks should evolve SOPs / guidelines for allocation of work to Customer Service Associates who are persons with benchmark disabilities.**
- Customer Service Associate may be sent on deputation to Bank's own training establishment/s or to any organization / Institution outside of the Bank.
- CSA may enter and feed the details of remittances under NEFT and RTGS **but authorization and responsibility thereof shall be of a supervisory staff.**
- **Assisting** the customers to activate net banking / mobile banking facility
- **Sensitising customers** about digital products, loan products, and available alternate delivery channels.
- Working in Advances / Credit Department and generating CERSAI from Cersai portal
- Feeding data in Cersai portal for further **verification & authorization by a supervisory staff.**
- In Forex Department, CSA may be asked to work as a maker in inward remittance, outward remittance, realisation of Export Bills, Letter of Credit lodgment for Import and Export Bills, View Swift credit entries and sending intimation of the same.
- To work in I.T. department to undertake duties that are done by RCC or at Helpdesk like running a patch programme, Maintaining records of Hardware etc. (employees with qualification of BCA, B.Tech, MCA, etc. may be entrusted with such duties).

The duties provided under this Settlement are subject to performance within the working hours.



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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CIRCULAR NO. 29/73/2024/15

14-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT Improvement in Halting Allowance/Diem Allowance

Under the 12th Bipartite Settlement, many service conditions, allowances, etc. have been improved upon. The improvement in Halting Allowance/Diem Allowance is as under:

	(A)		(B)		(C)	
Diem Allowance per day	Places with population of 12 lakhs and above and State of Goa		Places with population of 5 lakhs & above, State Capitals/ Capitals of UT not covered in column (A)		Other Places	
	11 th BPS	12 th BPS	11 th BPS	12 th BPS	11 th BPS	12 th BPS
Diem Allowance without production of Hotel Rent Receipt						
Clerical	Rs. 1050	Rs. 1500	Rs.900	Rs. 1350	Rs.675	Rs. 1000
Substaff	Rs. 750	Rs. 1100	Rs. 600	Rs. 900	Rs. 375	Rs. 600
An employee can also stay in a hotel and claim lodging expenses reimbursement by production of hotel rent receipt subject to the following ceilings						
Clerical	Rs. 2500	Rs. 3000	Rs.2000	Rs. 1250	Rs.1500	Rs. 2000
+ for food	Rs. 263	Rs. 525	Rs. 225	Rs. 473	Rs. 169	Rs. 350
Substaff	Rs. 1250	Rs. 1500	Rs. 1000	Rs. 1250	Rs. 750	Rs.1000
+ for food	Rs. 188	Rs. 385	Rs. 150	Rs. 315	Rs. 94	Rs. 210

New Clause: Diem Allowance within the station : In centres / stations with population of 12 lacs and above, halting/Diem allowance of Rs. 1500 per day for Clerks and Rs. 1100 per day for Substaff shall be payable to an employee upon deputation to another office / branch, within the same municipal limits / urban agglomeration, if the distance of such deputation is **20 km and more** from the parent branch / office.

Units and members are requested to take note of the above new provisions which will be effective from 1-4-2024.

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**



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CIRCULAR NO. 29/74/2024/16

14-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT CHANGE OF DESIGNATION OF STAFF

Under the 12th Bipartite Settlement, with effect from 1-4-2024, designations of various categories of employees have been revised as under:

Existing Designation	REVISED FROM 1-4-2024
Clerk / SWO -A and SWO- B	Customer Service Associate (CSA)
Head Cashier	Senior Customer Service Associate (Cash)
Special Assistant	Special Customer Service Associate
Substaff / Peon	Office Assistant
Bill Collector / Daftary	Senior Office Assistant
Head Peon	Special Office Assistant
Armed Guard	Armed Guard/Security Guard
Driver	Driver
Electrician/AC Plant helper	Office Assistant (Tech)
Sweeper/Safaikarmachari	Housekeeper (HK)
Part time sweeper	Part time Housekeeper / PTHK

Note : All the existing Clerks/ Clerk-cum-cashiers/ SWO-A (**about 1 lac employees**) who do not have any Special Pay now, will be elevated and designated as CSA and will be paid Special Pay of **Rs. 1970 + DA** (with eligibility for PF/ Pension/ NPS/ Gratuity/ HRA).

Similarly, all the Bill Collectors as on date will be elevated as Daftary with Special Pay of **Rs. 1145 + DA**. (with eligibility for PF/ Pension/ NPS/ Gratuity/ HRA).

Important : It has been specifically provided in the Settlement that irrespective of the duties, powers and emoluments, all the employees will be regarded as '**workmen**' under the provisions of the Industrial Disputes Act.

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**



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CIRCULAR NO. 29/75/2024/17

14-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT IMPROVEMENT IN LEAVE RULES

Under the 12th Bipartite Settlement, various improvements have been made in the leave rules as under:

1. When leave is applied by an employee and the same is declined by the Manager, the valid reason for such decline of leave will be informed to the employee so that the employee can take up the matter with higher authorities or with the Union.
2. 2 days of Casual leave may be availed for half a day on 4 occasions in a year out of which 2 occasions would be in the morning and 2 occasions in the afternoon.
Note: Casual Leave under this category can be availed after applying 24 hours in advance.
3. A single male parent can avail sick leave for the sickness of his child of 8 years and below by production of medical certificate about child's sickness.
4. Employees can avail sick leave for the sickness of their Special Child of 15 years and below for a maximum period of 10 days in a calendar year by production of medical certificate about child's sickness.
5. Women employees shall be allowed to take one day Sick Leave per month without production of any medical certificate.
6. In case of employees of the age of 58 years and above, if wife or husband falls sick and hospitalized in another centre than the place of work, he/she need not avail privilege leave and they will be granted sick leave (maximum of 30 days in a calendar year). This will help the employee to conserve his/her privilege leave which can be encashed at the time of retirement.
7. Employees shall be granted sick leave at the rate of one month for each year of service subject to a maximum of 720 days. (24 years x 30 days). (now it is 540 days for 18 years, then another 90 days after 24 years and another 90 days after 30 years, i.e. 720 days in 33 years)
8. In case of delivery of more than two children in one single delivery, Maternity Leave shall be granted upto 12 months continuously.
9. Maternity Leave shall be granted to a female employee for a maximum period of 9 months, for legally adopting a child who is below one year of age.

10. Maternity Leave will be granted for In vitro fertility (IVF) treatment subject to production of medical certificate, within the overall limit of 12 months.
11. Special maternity leave upto 60 days shall be granted in case of still born or death of the infant within 28 days of birth.
12. Employees shall be granted Bereavement Leave on the demise of the family members (spouse, children, parents and parent-in-law) and number of days of such leave shall be decided by each Bank at their level.
13. For calculating privilege leave, casual leave and mandatory leave will not be excluded.
14. Principal Office bearers of All India Workmen Unions/Associations (AIBEA, NCBE, etc) shall be granted Special Leave upto 25 days in a calendar year.
15. Advance notice of 10 days for availing privilege leave will be waived for office bearers and Executive Committee members of a registered trade union.
16. Employees who are Defence Representatives in departmental enquiry proceedings will be granted one day special leave for the purpose of preparing the defence submissions of an employee. Such special leave shall be granted for a maximum of ten occasions in a year.
17. **Leave Encashment** : Accumulated privilege leave can be encashed upto **255 days** (now 240 days) at the time of retirement or upon unfortunate death of an employee while in service.

Introduction of Leave Bank Scheme:

Looking to the contingencies where some of the employees get affected with very major ailments like cancer, cerebral stroke, paralysis, major organ transplantation, end stage liver disease, kidney failure, etc., or on account of major accidents, where the hospitalization, treatment and convalescence is prolonged and where in such cases, employees are absent from office on medical grounds for prolonged periods and have exhausted all the leave to their credit and hence are under compulsion to seek grant of extraordinary leave without pay, it has been agreed to evolve a staff welfare scheme under which provision would be made for voluntary encashment of Privilege Leave by the employees and the monetized value of such leave would be pooled under a Leave Bank system in each Bank out of which, special leave would be sanctioned to the employees affected by such contingencies. A Scheme would be formulated within 90 days.

We are sure that all these improvements would be of immense benefit to the employees.

With greetings,

Yours Comradely,



C.H. VENKATACHALAM
GENERAL SECRETARY



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CIRCULAR NO. 29/76/2024/18

16-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

- **Increase in Conveyance Allowance to Deaf, Dump, Visually, Intellectually and Orthopaedically handicapped employees.**
- **Allowance increased to Rs. 600 per month w.e.f. 15-3-2024**

At present, as per Government guidelines, Conveyance Allowance of Rs. 400 per month is being paid to Deaf, Dump, Visually, Intellectually and Orthopaedically handicapped employees. During the last Bipartite Settlement, the demand for increase in the allowance was discussed and IBA agreed to take up the matter with the Dept, of Financial Services, Ministry of Finance, Govt. of India. According the IBA had recommended to the Govt. to enhance this allowance from Rs. 400 to Rs. 600 in May, 2021.

The issue was discussed during the recent negotiations with the Workmen Unions for the 12th BPS and we urged upon the IBA to remind the Government and expedite their approval. We are now glad that the Government has approved the same vide their communication to the IBA dt. 15-3-2024 and in turn IBA has issued their communication to all the Banks yesterday vide their Circular No. 911 dated 15-3-2024.

Hence **with effect from 15-3-2024**, Conveyance Allowance payable to Deaf, Dump, Visually, Intellectually and Orthopaedically handicapped employees be revised and increased to **Rs. 600 per month**.

This Conveyance Allowance payable to these concerned employees with disabilities will be **in addition** to the Transport Allowance of Rs. 850 + DA payable to the employees as per 12th BPS.

With greetings,

Yours Comradely,

C.H. VENKATACHALAM
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CIRCULAR NO. 29/77/2024/19

17-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT
PQP/GRADUATION PAY/STAGNATION INCREMENT
DUE TO PASSING GRADUATION/JAIIB/CAIIB

As per existing provisions, those who are Graduates will be granted 2 additional increments in the scale of pay. Hence Graduates, on joining the Bank, will be fixed in Stage 3 instead of Stage 1. Similarly, those who pass JAIIB examination will be granted 1 additional increment and those who pass CAIIB examination will be granted another 2 increments. This provision has been continued in the 12th Bipartite Settlement also.

Those who have drawn such additional increments for Graduation/JAIIB/CAIIB, after reaching the 20th stage in the payscales are eligible to be paid Graduation Pay/PQP-Professional Qualification Pay.

In the 12th BP Settlement PQP has been provided for substaff also.

This GP/PQP has been revised as under as per 12th BPS (w.e.f. 1-11-2022) :

PQP/Graduation Pay shall be counted for superannuation benefits ie. PF, Gratuity, Pension and NPS. DA and HRA is payable on GP/PQP.

After reaching 20 th stage	Clerical PQP/GP		Substaff PQP	
	11 th BPS	12 th BPS	11 th BPS	12 th BPS
After 1 year	625	820	--	820
After 2 years	1215	1640	--	1640
After 3 years	1835	2460	--	2460
After 4 years	2455	3280		
After 5 years	3045	4100		

Illustration :

1) A clerk with Graduation and JAIIB/CAIIB and Reaching 20th stage in January, 2024:

PQP 1 – 820 – in Jan. 2025

PQP 2 – 1640 – in Jan. 2026 + 1st stagnation increment

PQP 3 – 2460 – in Jan. 2027

PQP 4 – 3280 – in Jan. 2028 + 2nd stagnation increment

PQP 5 – 4100 – in Jan. 2029

3rd to 11th stag. incr. in Jan. 2030, 32, 34, 36, 38, 40, 42, 44, 46.

2) A clerk with Graduation and JAIIB, reached 19th stage on Jan. 2024, and passes CAIIB in Feb, 2024:

PQP 1 – 820 – in Feb, 2024 + 20th stage increment

PQP 2 – 1640 – in Feb, 2025 + 1st stagnation increment

PQP 3 – 2460 – in Feb, 2026

PQP 4 – 3280 – in Feb, 2027 + 2nd stagnation increment

PQP 5 – 4100 – in Feb, 2028

In Feb. 2029 + 3rd stagnation increment

4th to 11th Stg. Increment in Feb. 2031, 33, 35, 37, 39, 41, 43, 45

3) A clerk with Graduation & JAIIB, reached 20th stage in Jan. 2024 and passes CAIIB in Feb. 2024:

PQP 1 – 820 – in Feb. 2024 + 1st stagnation increment

PQP 2 – 1640 – in Feb. 2025

PQP 3 – 2460 – in Feb. 2026 + 2nd stagnation increment

PQP 4 – 3280 – in Feb. 2027

PQP 5 – 4100 – in Feb. 2028 + 3rd stagnation increment

4th to 11th stg. Increment in Feb. 2030, 32, 34, 36, 38, 40, 42, 44.

For Substaff : For those who pass JAIIB/CAIIB when they are in 19th staff or 20th stage or after reaching the 20th stage, similar rule apply for PQP 1,2,3 and stagnation increment from 1st to 11th.

The above are only some illustrations. We should ensure that managements grants PQP/Stagnation increments on respective due dates.

With greetings,

Yours Comradely,



**C.H. VENKATACHALAM
GENERAL SECRETARY**



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CIRCULAR NO. 29/78/2024/20

17-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT

Govt. clears the proposal to extend opportunity for resignees to opt for pension scheme

During negotiations for the wage revision, UFBU had taken up and IBA agreed and MoU was signed between IBA and UFBU on 9-11-2023 to extend an option to the resigned employees/officers to join the pension scheme. This was duly recommended by IBA to the Government and we are happy to inform our unions that the Government has given its approval for the same.

IBA will now finalise the details and advise the Banks to extend the offer to the eligible resigned employees/ officers. This is a very significant achievement of UFBU because this is not available to resigned employees in Central/State Govt., RBI, LIC, GIC, etc).

Who is eligible	Employees and officers who were in service of the Banks on or after 1-1-1986 and had joined the Banks before 1-4-2010 and who have resigned from the service of the Bank on or before 26-4-2010 and who were otherwise eligible to join the pension scheme while in service and In case of death after resignation, the surviving spouse or eligible family member can opt. (they will get family pension)
Eligibility	20 years service and above at the time of resignation
Amount to be paid to the Bank	They should agree to refund to the Bank the entire Bank's contribution to Provident Fund (along with accumulated interest thereon) received by them at the time of their resignation from the Bank. (No additional interest thereon)
Pension payable as per Pension Regulation	50% of Pay if completed 33 years service at the time of resignation. Other cases (20 to 32 years) : 50% of Pay x service / 33. Pension/Family pension payable prospectively. No facility of commutation

With greetings,

Yours Comradely,

C.H. VENKATACHALAM
GENERAL SECRETARY



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CIRCULAR NO. 29/79/2024/21

17-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT LEAVE FARE CONCESSION - LFC

The following modifications/improvements have been achieved under the 12th Bipartite Settlement.

1. Revised eligible distance w.e.f. 1-4-2024:

Eligible distance -one way	Once in 2 years	Once in 4 years
Substaff	2700 km	5400 km
Clerical	2350 km	4700 km

- Employees can also travel by special trains like Rajdhani, Shatabdi, Tejas, Vande Bharat, Amrit Bharat, etc. (except luxury trains) and train fare incurred by the employees for the eligible distance will be reimbursed by the Bank.
- Where an employee has applied for LFC/leave as per stipulated time and the same is sanctioned and when advance booking of train tickets is not possible, tickets purchased under Tatkal/Premium tatkal will be reimbursed.
- Where an employee has applied for LFC/leave in advance and has also booked the tickets and the LFC is declined or deferred by the management due to exigencies, the cancellation charges will be reimbursed by the Bank.
- While availing LFC, break-in journey shall be permitted upto two times in the overall journey and train fare actually incurred by the employee upto the entitled distance shall be reimbursed.
- LFC facility for an escort accompanying an employee with benchmark disabilities:

LFC facility shall be allowed for an escort who accompanies an employee with benchmark disabilities on the journey subject to following conditions:

- Prior Approval of the competent authority is obtained.
- The nature of Physical disability of the employee is such as to necessitate an escort for the journey.
- The employee with such benchmark disabilities does not have an adult family member as dependent to accompany him/her.
- The employee with such benchmark disabilities and the escort shall avail of the concession, if any, in the Rail/Bus fare as might be extended by Railways/State Roadways authorities in such cases.

- v. Any other person who is entitled to LFC as dependent does not accompany the employee with such benchmark disabilities on the journey.
7. All employees will be given an opportunity to exercise an option within 90 days from the date of the Settlement (i.e. before 8-6-2024) to change the existing option to avail LFC under two years or four years block. If no option is exercised within this period, the existing option will continue to be operative.

8. Reimbursement of LFC for travel by own car:

For the purpose of LFC, while travelling by own car, the employee will be reimbursed a maximum of **Rs.11/- per k.m.** plus toll fees if any, **per vehicle.**

9. Definition of 'Family :

'Family' of an employee shall mean:

- i. the employee's spouse,
- ii. wholly dependent unmarried children (including step children and legally adopted children)
- iii. wholly dependent physically and mentally challenged brothers / sisters with 40% or more disability,
- iv. widowed daughters and dependent divorced / separated daughters,
- v. sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters,
- vi. parents wholly dependent on the employee.
- vii. In the case of physically and mentally challenged children **irrespective of age**, they shall be construed as dependents **even after their marriage** subject to however fulfilling the income criteria for dependent.

10. Income criteria for dependents:

The term wholly dependent family member shall mean such member of the family having a **monthly income not exceeding Rs.18,000.**

If the monthly income of the parents exceeds Rs.18,000/- or the aggregate of monthly income of both the parents exceeds Rs.18,000/-, both the parents shall not be considered as wholly dependent on the employee.

11. Any 2 of Father/ Mother/ Father-in-law/ Mother-in-law can be included as Dependent :

For the purpose of Leave Fare Concession, any two of the dependent father, mother, father-in-law, mother-in-law shall be covered. The employee will have the choice to substitute either of the dependents or both once in a calendar year.

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**



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CIRCULAR NO. 29/80/2024/22

17-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT RESIDUAL ISSUES

While most of the issues and demands raised by us in the Charter of Demand could be resolved and incorporated in the 12th Bipartite Settlement, some issues could not be discussed and finalised since we wanted to complete the main Settlement within the agreed time limit. However IBA agreed that these issues could be discussed further as residual issues. Accordingly Minutes were signed on 8th March, 2024 as under:

Minutes of discussions held between Indian Banks' Association and AIBEA, NCBE, BEFI, NOBW and INBEF on 8th March, 2024.

Whereas a Settlement has been arrived at on 8th March, 2024 on the Charter of Demands submitted by the Unions, and

Whereas, some of the issues and demands raised by the Unions could not be taken up for discussions and resolved, and

It is hereby agreed between the parties that the following issues and demands raised in the Charter of Demands shall be discussed further to reach a mutually acceptable and amicable resolution of the same within a maximum period of six months from hereof.

1	Improvement in PLI Scheme
2	Updation of Pension for past retirees Provision to be made in the Pension Regulations to provide for periodical updation of pension along with wage revision settlement/s.
3	Improvements in Pension Scheme
4	Payment of Gratuity at one month Pay for each year of service without any restrictions.
5	Option to join the DA linked Defined Benefit Pension Scheme for employees covered by the Defined Contributory Pension Scheme
6	Extending Ex-gratia to pensioners of private Banks
7	Introduction of Leave Bank - finalization of the Scheme
8	Premium of medical Insurance Policy to be borne by Banks

9	Improvement in Group Medical Insurance Policy
10	Adequate recruitments in Banks
11	DA scheme for all pensioners to be at the uniform Index of 8088 points
12	Modifications in provisions on Disciplinary Action and Procedure
13	Inclusion of Special Allowance for superannuation benefits
14	Allocation of funds to Staff Welfare Fund based on Operating profits of Banks
15	Transport allowance to be paid to Physically challenged/differently-abled employees as applicable to Government employees.
16	North East Incentive on the lines of RBI/LIC
17	All contract/temporary employees to be regularized as permanent employees
18	Modifications in Compassionate Appointment Scheme

Dated 8th March, 2024

Indian Banks' Association

Sd.. M V Rao
Sd.. Shanti Lal Jain
Sd.. Rakesh Sharma
Sd.. Rajneesh Karnatak
Sd.. Binod Kumar Mishra
Sd.. Sunil Mehta
Sd.. Gopal Murli Bhagat
Sd.. Brajeshwar Sharma

All India Bank Employees' Association

Sd.. Rajen Nagar
Sd.. C H Venkatachalam

National Confederation of Bank Employees

Sd.. R. Balaji
Sd.. Sanjeev K Bandlish

Bank Employees Federation of India

Sd.. Debasish Basu Choudhary

National Organisation of Bank Workers

Sd.. Manmohan Das

Indian National Bank Employees Federation

Sd.. O.P. Sharma

With greetings,

Yours Comradely,

C.H. VENKATACHALAM
GENERAL SECRETARY



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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CIRCULAR NO. 29/81/2024/23

18-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT
PAY COMPONENTS
OFFICIATING PAY
OVERTIME ALLOWANCE

I – Pay components:

Under our Bipartite Settlement, there are different Pay components and some of the Pay components are eligible to be counted for superannuation benefit, DA, HRA, etc and some of the Pay components are eligible to be taken for superannuation benefits, DA, etc. We give below the various Pay components for easy reference.

Eligible for superannuation benefits i.e, 1) PF, 2) Gratuity, 3) Pension, and 4) Defined Contributory Pension (NPS)	
1.	Basic Pay
2.	Stagnation increments
3.	Special Pay
4.	Graduation Pay / Professional Qualification Pay
5.	Officiating Pay
6.	Increment component of Fixed Personal Pay
Eligible for Dearness Allowance	
1.	Basic Pay
2.	Stagnation increments
3.	Special Pay
4.	Graduation Pay/PQP
5.	Officiating Pay
6.	Special Allowance
7.	Transport Allowance
Eligible for House Rent Allowance	
1.	Basic Pay
2.	Stagnation increments
3.	Special Pay
4.	Graduation Pay / PQP
8.	Officiating Pay

II - Officiating Pay

As per 12th BP Settlement, a workman employee officiating in the post of Clerk / Officer in Junior Management Grade in Scale I, either for a continuous period of 4 days or more OR for an aggregate of **4 days in a calendar month**, shall be paid **Officiating Pay of 15% of the Basic Pay of the person officiating** and the same shall be payable pro-rata for each day of such officiating plus applicable allowances.

Illustration:

a) *A substaff with the Basic Pay of Rs. 30,270 is asked to officiate in the place of a clerk/Customer Service Associate for more than 4 days in a month:*

Officiating Pay = $31,440 \times 15\% = 4716$ divided by 30 = Rs.157 per day

- **Rs. 157 + DA + HRA will be the officiating Pay per day**
- Deduction for PF at 10% of 157/-
- Deduction for NPS at 10 % of 157 + DA

b) *A Clerk /CSA /Sr.CSA /Spl.CSA with a Basic Pay of Rs.64,480 is asked to officiate in the place of an Officer in Scale I.*

Officiating Pay = $64480 \times 15\% = 9672$ divided by 30 = Rs.322 per day

- **Rs. 322 + DA + HRA will be the Officiating Pay per day**
- Deduction for PF at 10% of 322/-
- Deduction for NPS at 10 % of 322 + DA

III - Payment of Overtime Allowance

(As amended/improved under 12th BPS) : For the purpose of calculating the amount of overtime allowance, "emoluments" to be taken will be the total of **Basic Pay including Stagnation increment, Special Pay, PQP, Special Allowance, Transport Allowance and DA thereon, HRA and FPP.**

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**



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CIRCULAR NO. 29/82/2024/24

18-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT - SPECIAL PAY

Under the 12th Bipartite Settlement, Special Pay amount payable has been revised as under:

For Clerical Staff

Sl. No.	Post	Atpresent	Special Pay (Rs.) w.e.f. 1-11-2022	Special Pay (Rs.) w.e.f. 1-4-2024
1	SWO-A / Customer Service Associate	-----	-----	1970
2	SWO-B / Customer Service Associate	1250	1680	1970
3	Head Cashier / Sr. CSA (Cash)	1940	2605	3050
4	Spl. Asst / Special CSA	2920	3925	4600

For Subordinate Staff (w.e.f. 1-11-2022)

Sl. No.	Post	Atpresent	Special Pay
1	Armed Guard/Security Guard	590	795
2	Senior Office Assistant (earlier Bill Collector)	590	1145
3	Senior Office Assistant (earlier Daftary)	850	1145
4	Special Office Assistant (earlier Head Peon)	1120	1505
5	Office Assistant (Tech) – (earlier Electrician)	3090	4150
6	Office Assistant (Tech) – (earlier AC Plant Operator)	3090	4150
7	Driver	3590	4825

- All the existing SWO-A will be designated as CSA from 1-4-2024 and get the Special Pay of Rs. 1970 from 1-4-2024. For SWO-A, no Special Pay is payable from 1-11-2022 to 31-3-2024.
- Existing SWO-B will be paid Rs. 1680 from 1-11-2022 to 31-3-2024 and Rs. 1970 from 1-4-2024.
- Existing Bill Collectors will be paid Rs. 1145 from 1-11-2022
- Redesignation of posts will be from 1-4-2024

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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CIRCULAR NO. 29/83/2024/25

19-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT DEARNESS ALLOWANCE

In the various wage components under our Bipartite Settlements, next to Basic Pay, Dearness Allowance is a very important component. While Basic Pay pegs our basic wage at the highest possible level of price index, further erosion in the wage is compensated by our price index-linked DA scheme.

That is why in every Bipartite Settlement, we are pegging our basic pay to a higher index level. In the 1st and 2nd BPS, Basic Pay was linked to 100 points of Consumer Price Index (1960=100) series. In subsequent settlements, our Basic Pay scales have been pegged at higher Index points i.e. at 200, 332, 600, 1148, 1684, 2288, 2684, 4440, 6352 points and now at 8088 points.

In the 12th BP Settlement, the pay scales have been pegged at 8088 points thus increasing the pay scales to higher level. In addition, the DA scheme has been revised from 1960=100 series to 2016=100 series.

By actual conversion of 11th BPS DA scheme at 0.07% per slab, the revised DA rate would have been 0.55% per slab under 1960=100 Index which on further conversion would have been 0.90% per point under 2016=100 Index. But through negotiation, the new DA scheme is now at 1.00% per point under 2016=100 series.

Under the 12th BPS, DA will increase with every variation in quarterly average Index over 123.03 points under 2016=100 Index. Even for an increase of 0.01 points in the average Index, the DA rate will go up.

This improvement in DA scheme will benefit the employees as well as pensioners from 1-11-2022. This improvement in DA rates resulting in additional compensation is one of the significant achievements under the 12th BPS.

The issue of bringing the basic pension of all earlier pensioners to uniform DA scheme linked to 8088 points is under discussion and we hope to clinch the same at the earliest.

The existing DA rates from November, 2022 as per 11th BPS and the revised rates under 12th BPS is furnished overleaf for ready reference.

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**

PTO...

DA RATES - 11TH BPS AND 12TH BPS FROM NOV. 2022

	11 TH BPS			12 TH BPS		
FROM	AVG. INDEX 1960=100	SLABS OVER 6352	DA RATE @ 0.07 %	AVG INDEX 2016=100	POINTS OVER 123.03	DA RATE @ 1%
NOV. 22	8576	556	38.92	130.46	7.43	7.43
FEB. 23	8704	588	41.16	132.43	9.40	9.40
MAY 23	8736	596	41.72	132.93	9.90	9.90
AUG 23	8880	632	44.24	135.10	12.07	12.07
NOV. 23	9124	693	48.51	138.80	15.77	15.77
FEB. 24	9124	693	48.51	138.76	15.73	15.73

DA RATES ON PENSION

	11 TH BPS			12 TH BPS		
FROM	AVG. INDEX 1960=100	SLABS OVER 6352	DA RATE @ 0.07 %	AVG INDEX 2016=100	POINTS OVER 123.03	DA RATE @ 1%
NOV. 22 TO JAN. 23	8456	526	36.82	128.63	5.60	5.60
FEB. 23 TO JULY 23	8704	588	41.16	132.43	9.40	9.40
AUG 23 TO JAN. 24	8880	632	44.24	135.10	12.07	12.07
FEB. 24 TO JULY 24	9124	693	48.51	138.76	15.73	15.73



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CIRCULAR NO. 29/84/2024/26

19-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT DEFINITION OF FAMILY

In continuation of earlier Bipartite Settlements,

- 1) for the purpose of availing LFC and**
- 2) for reimbursement hospitalization expenses/coverage under the Medical Insurance Policy,**

FAMILY of an employee shall include the following family members:

- i. Employee's spouse,
- ii. Wholly dependent unmarried children (including step children and legally adopted children)
- iii. wholly dependent physically and mentally challenged brothers / sisters with 40% or more disability,
- iv. widowed daughters and dependent divorced / separated daughters,
- v. sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters,
- vi. parents wholly dependent on the employee.

In the case of physically and mentally challenged children irrespective of age, they shall be construed as dependents **even after their marriage** subject to however fulfilling the income criteria for dependent.

Dependent's income criteria: Wholly dependent family member shall mean such member of the family having a monthly income not exceeding **Rs.18,000/-** (It was Rs. 12,000 under 11th BPS).

If the monthly income of the parents exceeds Rs.18,000/- or the aggregate of monthly income of both the parents exceeds Rs.18,000/-, both the parents shall not be considered as wholly dependent on the employee.

Note:

For the purpose of medical expenses reimbursement scheme, and Leave Fare Concession, for all employees, any two of the dependent father, mother, father-in-law, mother-in-law shall be covered. **The employee will have the choice to substitute either of the dependents or both once in a calendar year.**

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**



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CIRCULAR NO. 29/85/2024/27

21-3-2024

TO ALL OUR UNIONS AND MEMBERS

Dear Comrades,

12TH BIPARTITE SETTLEMENT

- **BANKS ARE GETTING READY TO IMPLEMENT THE NEW PAY SCALES AND DISBURSE THE ARREARS TO EMPLOYEES.**

After the 12th Bipartite Settlement was signed on 8-3-2024, Indian Banks' Association has forwarded the copy of the Settlement to all the 25 Banks which are party to the Settlement with the advice to proceed with the implementation of the new pay scales and allowances as well as disburse the arrears w.e.f. 1-11-2022 accruing on account of the Settlement.

For the officers also, the Government has approved the implementation of the Joint Note on an adhoc basis pending amendment to the Officers Service Regulations.

Accordingly, Bank managements are taking steps to implement the revised payscales and allowances and pay the arrears also before this month end. We also learn that management are making efforts to pay the Ex-gratia amount for the pensioners while crediting the pension for the month of March, 2024 along with the arrears of ex-gratia from November, 2022.

We hope that all the Banks will be able to complete the process in time and implement the new pay scales as scheduled.

We have already uploaded the arrears calculation formula in our website, facebook page, etc. and all our members can ascertain the gross and net arrears that they will get. In our Website one can enter and access the formula with the Login ID : I love AIBEA and Password AIBEA right path.

This time our Settlement was reached in record time of less than six months and without the need for strikes, etc. The settlement has also ensured higher wages and various improvements in service conditions. We are happy that the Settlement will also be implemented shortly.

We convey our greetings and express our happiness about the initiative taken by the IBA and Bank managements for the speedy implementation of the 12th Bipartite Settlement.

With greetings,

Yours Comradely,

C.H. VENKATACHALAM
GENERAL SECRETARY

Encl: Gross salary and Gross increase in salary for March, 2024

ALL INDIA BANK EMPLOYEES' ASSOCIATION

CLERK	11 th BPS Basic Pay	Gross salary 11 th BPS	12 th BPS Basic Pay	Gross salary 12 th BPS	GROSS INCREASE MARCH, 24
1	17900	33669	24,050	38,658	4,989
2	18900	35500	25,390	40,757	5,257
3	19900	37331	26,730	42,856	5,525
4	20900	39162	28,070	44,955	5,793
5	22130	41415	29,720	47,540	6,125
6	23360	43667	31,370	50,124	6,457
7	24590	45919	33,020	52,709	6,790
8	26080	48648	35,020	55,842	7,194
9	27570	51376	37,020	58,975	7,599
10	29060	54105	39,020	62,108	8,003
11	30550	56833	41,020	65,241	8,408
12	32280	60000	43,360	68,906	8,906
13	34010	63169	45,700	72,572	9,403
14	35740	66337	48,040	76,238	9,901
15	37470	69504	50,380	79,903	10,399
16	39200	72673	52,720	83,569	10,896
17	40930	75840	55,060	87,234	11,394
18	42660	79008	57,400	90,900	11,892
19	45930	84997	61,800	97,793	12,796
20	47920	88640	64,480	101,990	13,350
21	49910	92284	67,160	106,189	13,905
22	51900	95928	69,840	110,387	14,459
23	53890	99572	72,520	114,585	15,013
24	55880	103216	75,200	118,783	15,567
25	57870	106860	77,880	122,981	16,121
26	59860	110504	80,560	127,180	16,676
27	61850	114148	83,240	131,378	17,230
28	63840	117792	85,920	135,576	17,784
29	65830	121436.09	88,600	139,774.23	18,338
30	65830	121436.09	91,280	143,972.41	22,536
31	65830	121436.09	93,960	148,170.59	26,734

- Includes BP, Spl. Allowance, HRA, Transport Allowance and DA
- Excluding Spl. Pay, PQP, FPP

SUBSTAFF	11 th BPS Basic Pay	Gross salary	12 th BPS Basic Pay	Gross salary	GROSS INCREASE MARCH, 24
1	14500	27443	19500	31530	4,087
2	15000	28359	20165	32572	4,213
3	15500	292734	20830	33614	4,340
4	16000	30189	21495	34655	4,466
5	16500	31105	22160	35697	4,592
6	17115	32231	22990	36997	4,766
7	17730	33357	23820	38297	4,940
8	18345	34483	24650	39597	5,114
9	18960	35610	25480	40898	5,288
10	19575	36735	26310	42197	5,462
11	20315	38091	27300	43749	5,658
12	21055	39446	28290	45299	5,853
13	21795	40801	29280	46850	6,049
14	22535	42156	30270	48401	6,245
15	23405	43749	31440	50234	6,485
16	24275	45342	32610	52066	6,724
17	25145	46935	33780	53899	6,964
18	26145	48766	35125	56006	7,240
19	27145	50597	36470	58113	7516
20	28145	52429	37815	60220	7,791
21	29145	54260	39160	62327	8,067
22	30145	56091	40505	64434	8343
23	31145	57922	41850	66541	8,619
24	32145	59754	43195	68648	8,894
25	33145	61585	44540	70755	9,170
26	34145	63416	45885	72862	9,446
27	35145	65247	47230	74969	9,722
28	36145	67078	48575	77075	9,997
29	37145	68909	49920	79182	10,273
30	37145	68909	51265	81290	12,380
31	37145	68909	52610	83396	14,487

- Includes BP, Spl. Allowance, HRA, Transport Allowance and DA
- Excluding Spl. Pay, PQP, FPP