



# All India State Bank of India Staff Federation

Registered under the Trade Unions Act 1926 - Registration No. B-2333 (AFFILIATED TO NCBE)

Registered Office : C/o SBI, LHO, Hyderabad

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All letters to be addressed to the General Secretary

## **CIRCULAR NO.06** **TO ALL AFFILIATES:**

**Date: 15.07.2024**

Dear Comrades,

### **CONGRATULATIONS!** **XIITH BIPARTITE WAGE SETTLEMENT SBI ALLOWANCES AGREEMENT** **SIGNED**

As all of you are aware that 12<sup>th</sup> Bipartite Settlement has been signed between the UFBU and IBA on 8<sup>th</sup> March 2024 at Mumbai without raising any slogan, holding any demonstration and no strike has been observed but still we have achieved the best ever increase in the pay slip components. The Ad-hoc arrears have already been released along with the salary of March 2024.

2. All of you are eagerly waiting for the Bank's Circular on Wage Revision and internal settlement which was to be signed between the All India State Bank of India Staff federation and SBI Management as per the traditions. We are please to inform you that the All India State Bank of India Staff federation has signed the internal settlement after the conclusion of 12<sup>th</sup> Bipartite Settlement in two parts, one of which was signed on 15<sup>th</sup> May 2024 at Mumbai and second on 21<sup>st</sup> June 2024.

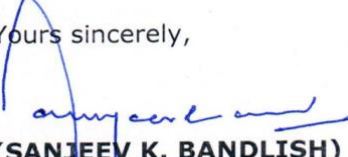
3. Please find enclosed herewith the copies of both the agreements entered between the AISBISF and the Bank.

4. So, comrades, all hurdles including a long wait is over and we are happy to inform you that you are going to get the **arrears along with the new salary in the month of July 2024.**

5. This is for the information of all affiliates and members.

With comradely greetings,

Yours sincerely,

  
(SANJEEV K. BANDLISH)  
GENERAL SECRETARY

**HIGHLIGHTS OF AGREEMENT SIGNED**  
**BETWEEN**  
**ALL INDIA STATE BANK OF INDIA STAFF**  
**FEDERATION**  
  
**&**  
**STATE BANK OF INDIA**  
  
**ON 15<sup>Th</sup> MAY 2024**  
  
**AT**  
  
**MUMBAI**

**ANNEXURE-1**

In modification of the provisions contained in **Annexure-I** to the Settlement dated **26<sup>th</sup> November, 2020**, on service conditions, the rates of Special Pay payable to the Workmen Employees stand revised as under for the period from **1<sup>st</sup> November 2022**.

**(Reference: Clause No. 9(iv) of the 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)**

<b>CLERICALSTAFF</b>		<b>(Amount in Rs.)</b>	
<b>SN</b>	<b>Posts carrying Special Pay</b>	<b>Special Pay (Ranking for DA, HRA and Superannuation Benefits)</b>	
	<b>A. <u>Positions:</u></b>	<b>Existing Up to 31.10.2022</b>	<b>Revised w.e.f. 01.11.2022</b>
1	Chief Associate	11000	14780
2	Special Associate	8000	10750
3	Special Agricultural Associate / Officiating Pay (Relief Officer) / Special Associate (Grahak Mitra-cum-Record Keeper) / Head Pharmacist / Head Control Room Operator / Head Plant Associate# / Head Armourer #	6050	8130
4	Senior Associate / Senior Agricultural Associate / Senior Associate (Grahak Mitra-cum-Record Keeper) Senior Pharmacist / Senior Pharmacist# / Senior Control Room Operator# / Senior Armourer #	3650	4910
5	Steward	1900	2560
6	Associate / Associate (Grahak Mitra-cum-Record Keeper)/ Armourer	2500	3360
7	Special Record Keeper cum cashier / Senior Plant Associate	2000	2690
8	Agricultural Associate / Pharmacist / Control Room Operator / Senior Record Keeper cum Cashier	1250	1680
9	All the existing Clerical staff who are not drawing any Special Pay	500	680

**Note:**

**# Aligned at par with Special Associates / Senior Associates**

**CLERICAL STAFF :**

(Amount in Rs.)

Sl. No.	B. <u>Positions frozen:</u>	Existing Up to 31.10.2022	Revised w.e.f. 01.11.2022
1	Special Stenographer/ Head Draughtsman #	6050	8130
2	Head Assistant (Accounts)	3700	4970
3	Senior Stenographer / Senior Draughtsman #	3650	4910
4	Head Telephone Operator / Head Telecom Assistant / Spl. Hindi Translator / Head Nurse / Head A.C. Plant Operator / Head S.T. Plant Operator / Head Electrician (Electrical Supervisor) / Head Sewage Fitter/ Head Plant Associates	3450	4640
5	Computer Operator / Stenographer / Senior Hindi Translator / Senior Telecom Assistant / Senior Telephone Operator / Senior Electrician (Electrical Supervisor)/ Senior Sewage Fitter / Senior Nurse/ Senior AC Plant Operator / Senior ST Plant Operator / Draughtsman / Inspection Assistant	2000	2690
6	Datanet Operator / Dy. Head Cashier / Teller / Head Asst. (Cash) / Telex Operator / Bradma  Machine Operator (I) / Data Entry Operator / Deputy Head Assistant (Cash) / Cashier Operating Electronic Cash Register / Bradma Machine Operator (II) / DIR Assistant / Audit Clerk / Hindi Translator / Mill Checking Assistant/ Telephone Operator /Computer Operator 'A' (e-SBS / e-SBIN)	1250	1680

**# Aligned at par with Special / Senior Stenographer**

**Note:** The positions listed under 'B' above were frozen and will be abolished on existing incumbents, if any, moving over to higher positions or retiring from the Bank's service etc., and until their retirement / movement, they will continue to draw revised special pay as listed. Their retirement or movement to higher positions will not result in creation of new vacancies. Their services will be utilised as stated below:

(a) The posts of Godown-Keeper and Bill Collectors will be abolished when the

present incumbents retire from the Bank's service or move on to higher In-cadre or Out-of-cadre positions. The services of existing Godown Keepers and Bill Collectors will be utilized as Record Keepers / Cashiers.

- (b) If an employee already working in a Special Pay carrying post acts in a position carrying a higher Special Pay, he will draw only the latter Special Pay including attendant benefits on pro-rata basis to the officiating position even if he/she officiates in a higher position within the cadre or out of cadre, even for a single day.
- (c) Parties agree to review and enlarge the duties of Special Pay carrying positions as per emerging needs of the Bank.

<b>SUBORDINATE STAFF</b>		<b>(Amount in Rs.)</b>	
<b>Sl. No.</b>	<b>Posts carrying Special Pay</b>	<b>Special Pay (Ranking for DA, HRA and Superannuation Benefits)</b>	
	<b>C. <u>Positions:</u></b>	<b>Existing up to 31.10.2022</b>	<b>Revised w.e.f. 01.11.2022</b>
1	Senior Head Armed Guard / Senior Head Messenger	4000	5380
2	Senior Head Watchman / Senior Head Ward Boy / Senior Head General Attendant	3700	4970
3	Head Armed Guard / Officiating Pay (Record Keeper / Godown Keeper / Cashier / Bill Collector	1900	2560
4	Head Messenger	1750	2360
5	Head Watchman / Head General Attendant / Head Ward Boy	1450	1950
6	Armed Guard / Ward Boy	1000	1350
7	Watchman	200	270
8	Messengerial staff who are entrusted the role of Printing / Updating Passbook (on pro-rata for the number of days which the services of Messengers are / were utilized for printing of Pass Books)	1050	1420

**General Attendant & sub – staff category is merged in Messenger as per MOS dated 27.02.2024, now they are getting the Special pay as per their new designation in Messenger.**

**SUBORDINATE STAFF:*****(Amount in Rs.)***

<b>Sl. No.</b>	<b>D. Positions frozen:</b>	<b>Existing Up to 31.10.2022</b>	<b>Revised w.e.f. 01.11.2022</b>
1	Senior Head Driver	4100	5510
2	Senior Driver	3900	5240
3	Senior Head Electrician / Senior Head Sanitary Fitter / Senior Head A.C. Plant Attendant / Senior Head S.T. Plant Attendant	3750	5040
4	Senior Head Bearer / Senior Head Cook / Senior Head Sweeper / Senior Head Mali / Driver / Senior Head Liftman / Senior Head Fireman	3700	4970
5	Senior Electrician / Senior Sanitary Fitter / Senior A.C. Plant Attendant / Senior S.T. Plant Attendant	3550	4770
6	Electrician / Sanitary Fitter / A.C. Plant Attendant / S.T. Plant Attendant	3350	4500
7	Head Bearer / Head Mali / Head Sweeper / Head Cook / Head Fireman / Head Liftman	1450	1950
8	Senior Cook / Senior Bearer/ Senior Liftman / Pump Attendant / Telephone Lineman	1000	1350
9	Copying Machine Operator / Godown Watchman / Liftman / Plumber / Cook / Machine Man	150	210

**Note:** The positions listed under 'D' above were frozen and will be abolished on existing incumbents, if any, moving over to higher positions or retiring from the Bank's service etc. and until their retirement / movement, they will continue to draw the Special Pay as listed. Their retirement or movement to higher positions will not result in creation of new vacancies. Their services will be utilized as stated below.

**(a)** Copying Machine Operators, Godown Watchmen and Note Stitching Machine Operators will be abolished on the incumbents moving over to

higher positions or retiring from the Bank's service. There will be no creation of fresh vacancies in these positions on higher appointment, retirement, or death of present incumbents. The Head Messengers will perform the duties of Copying Machine Operators, Duplicating Machine Operators, Note Stitching Machine Operators, Duftaries and Sorters, wherever required. The post of General Attendant (Farrash / Sweeper) shall be frozen consequent upon Clause 3 of settlement dated 29<sup>th</sup> August 2009, signed in respect of Career Progression and Outsourcing.

- (b)** (i) In terms of the Scheme for Career Progression within-the-cadre for Workmen staff contained in the settlement dated 22nd July 2003, as a general rule, every member of the Subordinate Staff drawing a lower Special Pay will be eligible for a special pay of Rs. 1,950/-, other than the Head Messengers, on completion of 8 years of full-time service and the term 'Head' prefixed to their designation.
- (ii) Similarly, on completion of 16 years of full-time service, they will be eligible for a Special Pay of Rs. 4,970/-, other than the Senior Head Messengers, with the term 'Senior Head' prefixed to their designation. This would be done once every year on the 1st June in accordance with the laid down procedure for Career Progression Scheme.
- (c)** Parties agree to review and enlarge the duties of Special Pay carrying positions as per emerging needs.

In modification of the provisions contained in **Annexure-2** to the Settlement dated **26<sup>th</sup> November, 2020**, the rates of **Special Pay for Graduation** and **Professional Qualification** payable to the **Clerical Cadre & Subordinate Cadre staff** stand revised as \_\_\_\_\_ under, \_\_\_\_\_ with \_\_\_\_\_ effect \_\_\_\_\_ from **1<sup>st</sup> November 2022**.

**(Reference: Clause No. 10 and Clause 40 of the 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)**

**(Amount in Rs.)**

<b>Graduation and Professional Qualification Pay to be paid after reaching maximum in the scale of Pay</b>	<b>Existing w.e.f. 01.11.2017 (Rs.)</b>	<b>Revised w.e.f. 01.11.2022 (Rs.)</b>
<b>A. Graduation:</b>		
(a) On completion of 1 year after reaching maximum in the Scale of Pay	700	940
(b) On completion of 2 years	1400	1880
<b>B. Professional Qualification:</b>		
(i) Part I of CAIIB /JAIIB after 1 year	700	940
(ii) Part II of CAIIB:		
(a) After 1 year	700	940
(b) After 2 years	1400	1880
(c) After 3 years	2100	2820
<b>C. Graduation &amp; Professional Qualification:</b>		
<b>(i) Graduation and/or NDC and have passed JAIIB or Part-I CAIIB</b>		
(a) After 1 year	700	940
(b) After 2 years	1400	1880
(c) After 3 years	2100	2820
<b>(ii) Graduation and / or NDC and have passed JAIIB or both parts of CAIIB</b>		
(a) After 1 year	700	940
(b) After 2 years	1400	1880
(c) After 3 years	2100	2820
(d) After 4 years	2800	3760
(e) After 5 years	3500	4700



For those **Subordinate Staff** who hereafter reach or have already reached 20<sup>th</sup> stage of the scale and have got increments in consideration of passing JAIIB/CAIIB, Professional Qualification Pay shall be as under:

<b>1</b>	<b>Those who have passed JAIIB or Part I of CAIIB</b>	
	940	After they complete 1 year
<b>2</b>	<b>Those who have passed JAIIB &amp; CAIIB or Both Parts of CAIIB</b>	
	940	After they complete 1 year
	1880	After they complete 2 years
	2820	After they complete 3 years

**FIXED PERSONAL PAY (FPP) (Effective from 01.11.2022)**

**(Reference: Clause 11 and 40 of the 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)**

In modification of the provisions contained in **Annexure-3** to the Settlement dated **26<sup>th</sup> November, 2020** on Service Conditions of Workmen Staff, Fixed Personal Pay (FPP) shall be payable as under, **with effect from 1<sup>st</sup> November, 2022** to workmen employees who joined the Bank's service on or after 01.01.1980 and before 01.11.1993.

**(a)** The employees, who were given one stage higher fitment as per the provisions of Bipartite Settlement of 9<sup>th</sup> June 1989/30<sup>th</sup> January 1995 and who reach maximum in the scale hereafter will be paid a Fixed Personal Pay, as under from **01.11.2022**.

**(i) Clerical Staff**

(Existing Amount up to 31.10.2022 in Brackets below)

<b>Area of Posting</b>	<b>Increment component of FPP to be reckoned for superannuation benefits (Rs.) per month</b>	<b>Revised FPP payable where accommodation is provided by the Bank. (Rs.) per month</b>	<b>Revised FPP payable where accommodation is not provided by the Bank. (Rs.) per month</b>
<b>All Centres</b>	2680 (1990)	2880 (2045)	3155 (2265)

**(ii) Subordinate Staff**

(Existing Amount up to 31.10.2022 in Brackets below)

<b>Area of Posting</b>	<b>Increment component of FPP to be reckoned for superannuation benefits (Rs.) per month</b>	<b>Revised FPP payable where accommodation is provided by the Bank (Rs.) per month</b>	<b>Revised FPP payable where accommodation is not provided by the Bank (Rs.) per month</b>
<b>All Centres</b>	1345 (1000)	1445 (1030)	1585 (1140)

**OTHER ALLOWANCES PAYABLE TO WORKMEN EMPLOYEES**

***(Reference: Clause 40 of the 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)***

In modification of the provisions contained in **Annexure-4** to the Settlement dated **26<sup>th</sup> November, 2020** on Service Conditions for Workmen Staff, the "Other Allowances" (not ranking for Dearness Allowance, House Rent Allowance and Superannuation benefits) payable to following category of Workmen employees stand revised, with effect from 1st November 2022 or 1<sup>st</sup> April 2024 wherever mentioned, as under:

**(a) Other allowance payable to other allowance carrying posts****CLERICAL CADRE (i)**

***(Amount in Rs.)***

<b>Post</b>	<b>Existing Allowance w.e.f. 01.11.2017</b>	<b>Revised Allowance w.e.f. 01.11.2022</b>
Canteen Manager	3450	4640
Caretaker	2100	2830
Godown Allowance for Godown Keeper	700	940
Conveyance Charges to employees using bicycle for official duties where public transport is not available	500	680
Special Allowance payable to Chief Associate (For extended working hours at Branches/CCPC etc. other than Administrative Offices/Units)#	8700	11690

**# Exception can be made available to those, who have been vested with the Special Leave facility on account of being office bearer of Staff Union/Federation or who have been granted exception by CMC for working in Administrative Offices/Units as per administrative requirement. There shall be no overtime being paid to them for the extended working hours.**

**SUBORDINATE CADRE (ii)**

**(Amount in Rs.)**

<b>Post</b>	<b>Existing Allowance w.e.f. 01.11.2017</b>	<b>Revised Allowance w.e.f. 01.11.2022</b>
Driver attached to Senior Executive (additional)	1650	2220
Godown allowance for Godown Watchman	700	940

**(b)Mid-Academic Year Transfer Allowance (w.e.f. 01.04.2024)**

**(Amount in Rs.)**

<b>Both Clerical &amp; Subordinate Staff</b>	600	1200
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**(c)HILL & FUEL ALLOWANCE**

**(Reference: Clause No. 22 of the 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)**

The Hill & Fuel Allowance shall be payable at the following rates **(w.e.f. 01.11.2022)**

<b>PARTICULARS</b>	<b>EXISTING *</b>	<b>PROPOSED</b>
a. At places situated at a height of 3000 metres and above	8% of Pay	8% of Pay
b. At places situated at a height of and over 1500 metres but below 3000 metres	4% of Pay	4% of Pay
c. At places situated at a height of and over 1000 metres but less than 1500 metres and Mercara Town	3% of Pay	3% of Pay

**\*(Note: The upper limit has been removed in SBI vide e-Circular No. CDO/P&HRD-IR/50/2019-20 dated 25.10.2019 with the approval given by ECCB on 25.10.2019).**

**(d)Discomfort Allowance payable on Redeployment / Transfer to outside Centre**

In modification of the provisions contained in the Annexure-4 of the Settlement dated 26.11.2020, the Discomfort Allowance payable on Redeployment / Transfer to outside centre will be revised as under with effect from 01.04.2024.

<b>Category of Staff</b>	<b>Existing (Rs. p.m.)</b>	<b>Revised (Rs. p.m)</b>
Clerical	2300	3500
Subordinate	1400	2100

**(e)Lodging Allowance: (In case of deputation) (w.e.f. the date of publication of revised circular)**

**(Reference: Clause No. 18(b) of the 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)**

Provided that an employee can also claim lodging expenses reimbursement, for the days spent on duty outside the headquarters, by production of hotel rent receipt subject to ceilings prescribed hereunder:

	(A)	(B)	(C)
Category of Staff	Places with population of 12 lakhs and above and States of Goa	Places with population of 5 lakhs and above, State Capitals / Capitals of Union Territories not covered in column (A)	Other Places
Clerical Staff	Rs. 3100/- per day	Rs. 2600/- per day	Rs. 2100/- per day
Subordinate Staff	Rs. 1550/- per day	Rs. 1300/- per day	Rs. 1050/- per day

- (i) Where free lodging is provided by the Bank at the place of deputation, 3/4th of the Halting Allowance will be paid as per the eligibility at the Centre.
- (ii) Where free boarding & lodging are provided by the Bank at the place of deputation, 35% of the Halting Allowance will be paid as per the eligibility at the Centre.
- (iii) With regard to the entitlement of Halting Allowance to the employee, in Centres/Stations with population of 12 lacs and above, Halting Allowance as provided in Clause-18(a) of Industry level settlement 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 of 15 kms, and more from the parent branch/office.

**(f)DEPUTATION ALLOWANCE:**

**(Reference:As contained in Clause 21 of 12th Bipartite Settlement dated 08.03.2024)**

Deputation Allowance shall be at the following rates **(w.e.f. 01.04.2024)**

A workman employee deputed to serve outside the bank to an organization in a different place other than the present place of posting	7.75% of Pay with a maximum of Rs. 3750/- per month
A workman employee deputed to another organization at the same place or to the training establishment not owned by the bank	4% of Pay with a maximum of Rs.1875/- per month

**(g)Key Allowance (w.e.f. 01.04.2024)**

Key Allowance @ Rs. 1500/- (flat) p.m. will be paid to employees who hold charge of cash keys at branches on pro-rata basis for actual number of days the keys are held.

**(h)Definition of 'Pay'**– As contained in Clause (7) of 12<sup>th</sup> Bipartite Settlement dated 08.03.2024.

**(i)Officiating Pay**

*(As contained in Clause 12 of 12<sup>th</sup> Bipartite Settlement dated 08.03.2024.)*

If an employee already working in a Special Pay carrying post acts in a position carrying a higher Special Pay, he will draw only the latter Special Pay including attendant benefits on pro-rata basis to the officiating position even if he/she officiates in a higher position within the cadre or out of cadre, even for a single day.

**(j)Cycle Allowance**

***(Reference: Clause 20 of 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)***

With effect from 01.11.2022, cycle allowance is payable to the members of the subordinate staff who are required to use a cycle on regular assignment for outdoor duties at Rs. 300/- p.m. at all centres.

**(k)Payment of Overtime Allowance**

***(Reference: Clause 24 of 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)***

In partial modification of Clause 10.17(b) of Settlement dated 11.11.1966 for the purpose of calculating the amount of overtime work, the expression "emoluments" shall mean aggregate of Basic Pay including Stagnation increment, Special Pay, PQP, Officiating Pay (if any), Dearness Allowance, Special Allowance, Transport Allowance, HRA, FPP, Special Compensatory Allowance, Special Balancing Allowance and Special Allowance (Chief Associate), etc.

**(l)Bereavement Leave**

***(Reference: Clause 26 (vii) of 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)***

Employees shall be granted Bereavement Leave on the demise of the family members i.e., Spouse, Children, Parents, Parents-in-law for maximum 7 days. The intervening holidays will form part of the leave and bereavement leave should be availed within a maximum period of 15 days of the demise. The Leave may be sufficed or prefixed to a Holidays, it can be in combination with Privilege Leave or Sick Leave.

**(m)Definition of 'Family'**

***(Reference: Clause 29 of 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)***

It has been decided to discuss and settle the provisions of definition of Family separately at the earliest.

**(n)Pension – Calculation of Basic Pension**

***(Reference: Clause 33(2) of 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)***

The instructions as provided in SBI Employees Pension Fund Rules/Regulations will be applicable.

**(o) Option for resigned employees to join Pension Scheme**

***(Reference: Clause 37 of 12<sup>th</sup> Bipartite Settlement dated 08.03.2024)***

Not applicable for State Bank of India.

**(p)Paternity Leave**

In terms of Clause 32 of 10<sup>th</sup> Bipartite Settlement dated 25.05.2015, male employees with less than two surviving children shall be eligible for 15 days Paternity Leave during his wife's confinement. In terms of Clause 35 of Schedule IV of 11<sup>th</sup> Bipartite Settlement dated 11.11.2020, Paternity Leave shall be allowed to employees with up to two surviving children for legally adopting a child who is below one year of age. This leave may be combined with any other kind of leave except Casual Leave. The leave may be availed up to 15 days before or up to 6 months from the date of delivery of the child. Further, if a male employee applies for paternity leave during probation period, he may be granted leave for a period not exceeding 15 days on loss of pay, by extending the period of probation. The wages for such period may be paid to him only after he is confirmed in the Bank's service treating the leave then as paternity leave.

**HIGHLIGHTS OF AGGREEMENT SINGNED**  
**BETWEEN**  
**ALL INDIA STATE BANK OF INDIA STAFF**  
**FEDERATION**  
**&**  
**STATE BANK OF INDIA**  
**ON 21<sup>st</sup> JUNE 2024**  
**AT**  
**MUMBAI**



**ANNEXURE-1**

In modification of the provisions contained in **Annexure-I** to the Settlement dated **15<sup>th</sup> May 2024**, on service conditions, the rates of Special Pay payable to the Workmen Employees stand revised as under for the period from **1<sup>st</sup> November 2022**.

<b>CLERICAL STAFF</b>		(Amount in Rs.)	
<b>SN</b>	<b>Posts carrying Special Pay</b>	<b>Special Pay (Ranking for DA, HRA and Superannuation Benefits)</b>	
	<b>A. Positions:</b>	<b>Existing Up to 31.10.2022</b>	<b>Revised Special Pay w.e.f. 01.11.2022</b>
1	Chief Associate	11000	17000
2	Special Associate	8000	12500
3	Special Agricultural Associate / Officiating Pay (Relief Officer) / Special Associate (Grahak Mitra-cum-Record Keeper)  Head Pharmacist / Head Control Room Operator / Head Armourer	6050	9500
4	Senior Associate / Senior Agricultural Associate / Senior Associate (Grahak Mitra-cum-Record Keeper)/ Senior Pharmacist / Senior Control Room Operator/ Senior Armourer	3650	6200
5	Steward	1900	2560
6	Associate / Associate (Grahak Mitra-cum-Record Keeper)/ Armourer/ Agricultural Associate	2500	4300
7	Special Record Keeper cum cashier	2000	3440
8	Jr. Agricultural Associate / Pharmacist / Control Room Operator / Senior Record Keeper cum Cashier	1250	2430
9	All the existing Clerical staff who are not drawing any Special Pay	500	1200

<b>CLERICAL STAFF</b>		(Amount in Rs.)	
<b>Sl. No.</b>	<b>B. Positions frozen:</b>	<b>Existing Up to 31.10.2022</b>	<b>Revised Special Pay w.e.f. 01.11.2022</b>
1	Special Stenographer/ Head Draughtsman	6050	9500
2	Head Assistant (Accounts)	3700	6200
3	Senior Stenographer / Senior Draughtsman	3650	6200
4	Head Telephone Operator / Head Telecom Assistant / Spl. Hindi Translator / Head Nurse / Head A.C. Plant Operator / Head S.T. Plant Operator/ Head Electrician (Electrical Supervisor) / Head Sewage Fitter/ Head Plant Associate/ Head Associate Lift\$	3450	5590
5.	Computer Operator / Stenographer / Senior Hindi Translator / Senior Telecom Assistant / Senior Telephone Operator / Senior Electrician (Electrical Supervisor)  / Senior Sewage Fitter / Senior Nurse  / Senior AC Plant Operator / Senior ST Plant Operator / Draughtsman / Inspection Assistant/ Senior Plant Associate/ Senior Associate (Lift)\$	2000	3630
6.	Datanet Operator / Dy. Head Cashier / Teller / Head Asst. (Cash) / Telex Operator / Bradma  Machine Operator (I) / Data Entry Operator / Deputy Head Assistant (Cash) / Cashier Operating Electronic Cash Register / Bradma Machine Operator (II) / DIR Assistant / Audit Clerk / Hindi Translator / Mill Checking Assistant  / Telephone Operator /Computer Operator 'A' (e-SBS / e-SBIN)/ Associate (Lift)\$	1250	2200

# Aligned at par with Special / Senior Stenographer. Note: The positions listed under 'B' above were frozen and will be abolished on existing incumbents, if any, moving over to higher positions or retiring from the Bank's service etc., and until their retirement / movement, they will continue to draw revised special pay as listed. Their retirement or movement to higher positions will not result in creation of new vacancies.

\$ Associate (Lift)/ Sr. Associate (Lift)/ Head Associate (Lift) will get their new Special Pay from 01.06.2024.

**SUBORDINATE STAFF:****(Amount in Rs.)**

Sl. No.	Posts carrying Special Pay	Special Pay (Ranking for DA, HRA and Superannuation Benefits)	
	A. Positions:	Existing up to 31.10.2022	Revised Special Pay w.e.f. 01.11.2022
1	Senior Head Armed Guard / Senior Head Messenger	4000	6030
2	Senior Head Watchman / Senior Head Ward Boy/Senior Head General Attendant	3700	5790
3	Head Armed Guard / Officiating Pay (Record Keeper / Godown Keeper	1900	2960
4	Head Messenger	1750	2860
5	Head Watchman/ Head General Attendant/ Head Ward Boy	1450	2450
6	Armed Guard / Ward Boy	1000	1600
7	Watchman	200	530
8	Messengerial staff who are entrusted the role of Printing / Updating Passbook (on pro-rata for the number of days which the services of Messengers are / were utilized for printing of Pass Books)	1050	1670

Positions of General Attendant & sub – staff category which have been merged in Messenger as per MOS dated 27.02.2024, will get their revised Special pay from 01.06.2024, as per their new designation in Messenger category.

**SUBORDINATE STAFF:****(Amount in Rs.)**

Sl. No.	B. Positions frozen:	Existing Up to 31.10.2022	Revised Special Pay w.e.f. 01.11.2022
1	Senior Head Driver	4100	6260
2	Senior Driver	3900	5990
3	Senior Head Electrician / Senior Head Sanitary Fitter / Senior Head A.C. Plant Attendant / Senior Head S.T. Plant Attendant	3750	5790
4	Senior Head Bearer / Senior Head Cook / Senior Head Sweeper / Senior Head Mali / Driver / Senior Head Liftman / Senior Head Fireman	3700	5790
5	Senior Electrician / Senior Sanitary Fitter / Senior A.C. Plant Attendant / Senior S.T. Plant Attendant	3550	5520
6	Electrician / Sanitary Fitter / A.C. Plant Attendant / S.T. Plant Attendant	3350	5000
7	Head Bearer / Head Mali / Head Sweeper / Head Cook / Head Fireman / Head Liftman	1450	2450
8	Senior Cook / Senior Bearer/ Senior Liftman / Pump Attendant / Telephone Lineman	1000	1850
9	Copying Machine Operator / Godown Watchman / Liftman / Plumber / Cook / Machine Man	150	460

**I. In addition to the existing duties in respect of all the workmen staff, they will also perform all the corresponding duties as provided in the 12<sup>th</sup> Bipartite Settlement dated 08.03.2024 and Memorandum of Settlement dated 15.05.2024, including:**

- a) Generation of CIBIL Reports.
- b) Generating CERSAI from Cersai portal
- c) Feeding data in Cersai portal for further verification & authorization by a supervisory staff.
- d) Entry of Locker operations either in the manual register or in the system.
- e) Generating or preparing intimation letters to customers for payment of Locker Renewal Fee.
- f) Follow-up with customer for recovery of locker fee over dues, by mail or on phone and sending letter in the prescribed format.
- g) Any other duties within the cadre as assigned from time to time as per Bank's requirement.
- h) Award Staff positioned as Cash-in Charge is responsible for replenishment of Cash in Onsite/Offsite ATM/CDM/Recycler jointly with Joint Custodian/ ATM in-charge. As per requirement, the Bank may increase or decrease the number of Onsite & Offsite ATMs / ADWMs under this arrangement with the Joint Custodians at the branch.

**II. Revision in passing Powers as per designation as under:**

Designation	Existing		Revised	
	CASH	TRANSFER	CASH	TRANSFER
Junior Associate	15,000	20,000	25,000	50,000
Associate	35,000	70,000	70,000	2,00,000
Senior Associate	50,000	1,00,000	1,00,000	2,50,000
Special Associate	2,00,000	6,00,000	2,50,000	8,00,000
Chief Associate	4,00,000	10,00,000	5,00,000	12,00,000

**i.** With reference to the Clause 25 (iii) of 12<sup>th</sup> BPS dated 08.03.2024, it is agreed by both the parties that the Rs. 3000/- will be given once in 2 years to all Award Staff for periodical Health Checkup from the date of issuance of e-Circular.

**ii.** Effective from the date of issuance of e-Circular, ceiling of Dental treatment payable to Clerical Staff subject to sub ceiling defined under, has been mutually agreed:

For Metro Centre/ State Capital : Rs. 20000/- per year  
For Other Centers : Rs.14000/- per year

<b>Award Staff</b>	<b>Root Canal Lump sum Treatment Ceiling(annual) for one tooth</b>	<b>Cap Price for one tooth</b>	<b>Total Cost</b>	<b>Consultation Fee (per treatment plan)</b>	<b>Maximum permitted amount in a year</b>
Metro/Major A	3,500	3,000	6,500	600	20,000
Others	2,500	2,000	4,500	400	14,000

**iii.** It is agreed by both the parties that the Workmen are now provided the Physician Consultation Charges up to Rs. 2000/- per Year from the date of issuance of e-Circular. These changes are subject to yearly review.

**iv.** In addition to 42 specified diseases for domiciliary treatment, the following diseases will also be covered under domiciliary treatment for reimbursement of medical expenses to the extent of ceiling as per Standardization of charges advised time to time by the Bank will be covered for reimbursement of expenses under Improved Medical Scheme of the Bank:-

Kidney Stone /Gall Bladder Stone, Eczema, Cervical, L-4, L-5 Slip Disc, Varicose Veins, Urinary Tract Infection, Fibroids, PCOD, Avascular Necrosis, Vitiligo, Sciatica, Skin Diseases, Ear Infection / ENT problems, Jaundice, Typhoid.

**v.** In addition to existing test, workman and his dependent family members will be covered for reimbursement of expenses incurred for undernoted test only when the Bank's doctor prescribes it to confirm any underlying conditions. The following test will also be included in the list of pathological tests recommended by the Bank's doctor to be done at empanelled lab:-

1. Mammography
2. Sonography (During Pregnancy)
3. Vitamin B-12 Test
4. Vitamin D-3 Test
5. Laryngitis Test
6. C.T. Scan