



# 11<sup>th</sup> Bipartite Settlement

---

BETWEEN  
INDIAN BANKS' ASSOCIATION  
&  
NATIONAL CONFEDERATION OF BANK EMPLOYEES  
AND  
STATE BANK OF INDIA  
&  
ALL INDIA STATE BANK OF INDIA STAFF FEDERATION





## FOREWORD

The 11<sup>th</sup> Bipartite Settlement and the Supplementary Settlement agreed at Bank level on Wage Revision and other Service Conditions are brought out in this booklet for easy reference by our members.

Many hurdles were crossed and ultimately a unique 11<sup>th</sup> Bipartite Settlement was agreed and signed after prolonged negotiations for a period of more than two and a half years. The mandatory norms relating to higher provisioning towards superannuation costs, once again, came in the way of eleventh bipartite wage negotiations and this time also it was consciously decided by the negotiating team and Indian Banks' Association to exclude superannuation cost from the wage pact.

An increase of Rs.3385.05 Crs. i.e., 15% of the total payslip components' expenses for the Financial Year 2016-17 was agreed by IBA and the bipartite settlement was signed on the 11<sup>th</sup> November 2020.

Despite the restrictions due to the increased burden on account of higher provisioning towards superannuation cost, the loading on Basic Pay was improved from 2% to 2.5% compared to the previous settlement. Even though the Merger of Dearness Allowance at 6352 points CPI improved the revised rate of D.A. to a little extent, the achievement of 16.40% of Special Allowance would meet the effects of inflation to a greater extent.

The applicability of Dearness Allowance on the Transport Allowance, Professional Qualification Pay to Subordinate cadre employees, Additional Sick Leave of 3 months, Uniform House Rent Allowance at all Centres, Additional Annual Encashment of Privilege Leave and Performance

Linked Incentive to all employees are the first in the history of bipartite achievements.

Reduction in periodicity of all Stagnation Increments to Two years in respect of Clerical employees is the unique achievement in the 11<sup>th</sup> Bipartite Settlement. The reduction in periodicity of stagnation increment and the introduction of additional stagnation increment i.e., 9<sup>th</sup> stagnation increment would result in increased salary as well as pensionary benefits to majority of the members.

Improvements in Leave Rules, Leave Fare Concession Facility, and amendments in Disciplinary Action Procedures are some of the other highlights of the agreement, which would benefit majority of the members.

In addition to the improvements in wages and service conditions agreed at industry level, many improvements under Career Progression Scheme were agreed at bank level through a supplementary agreement, which would result in perennial benefits to all members.

The struggles, sacrifices and the unstinted faith on the leadership by the entire membership has ultimately resulted in the successful conclusion of 11th Bipartite Settlement, that too at a very crucial period when the entire world was under the dreaded Covid-19 pandemic situation.

We wholeheartedly thank our members for their total faith on the leadership in achieving this unique Bipartite Settlement.

  
(SANJEEV K BANDLISH)  
GENERAL SECRETARY

PLACE :: CHANDIGARH

DATE :: 17.08.2021

# MEMORANDUM OF SETTLEMENT

dated

11<sup>th</sup> November, 2020

## 11<sup>th</sup> BIPARTITE SETTLEMENT ON WAGE REVISION AND OTHER SERVICE CONDITIONS

BETWEEN  
INDIAN BANKS' ASSOCIATION  
(Representing Managements of 29 Banks)  
AND  
NATIONAL CONFEDERATION OF BANK EMPLOYEES







MEMORANDUM OF SETTLEMENT dated 11<sup>th</sup> November, 2020 between the Managements of 29 Banks as represented by the Indian Banks' Association (37 Banks as on 1<sup>st</sup> November, 2017 and 29 Banks as on date of this Settlement on account of merger of Banks during the period) and their workmen as represented by the All India Bank Employees' Association, National Confederation of Bank Employees, National Organisation of Bank Workers and Indian National Bank Employees' Federation.

[Under Section 2(p) and Section 18(1) of the Industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules, 1957]

Names of the Parties	29 Banks which are listed in Schedule-I to this Memorandum of Settlement and their workmen
Representing the Employers (Member Banks)	<ol style="list-style-type: none"><li>1. Shri Raj Kiran Rai G</li><li>2. Shri Pallav Mohapatra</li><li>3. Shri A. K. Goel</li><li>4. Shri Shyam Srinivasan</li><li>5. Shri Rakesh Sharma</li><li>6. Shri Alok Kumar Choudhary</li><li>7. Shri Sunil Mehta</li><li>8. Shri Gopal Murli Bhagat</li><li>9. Shri S. K. Kakkar</li></ol> Duly authorized on behalf of the Indian Banks' Association
Representing the Workmen	<p>All India Bank Employees' Association</p> <ol style="list-style-type: none"><li>1. Shri Rajen Nagar</li><li>2. Shri C.H. Venkatachalam</li><li>3. Shri B. S. Rambabu</li><li>4. Shri J. P. Sharma</li><li>5. Shri M. M. Rai</li><li>6. Shri Nandakumar Chavan</li><li>7. Shri Mohd. Nazir Qureshi</li><li>8. Shri Lalita Joshi</li><li>9. Shri Sushil K. Gautam</li><li>10. Shri Janak Raval</li><li>11. Shri Partha Chanda</li><li>12. Shri Ajay Manjrekar</li><li>13. Shri K. S. Krishna</li><li>14. Shri D. R. Tuljapurkar</li><li>15. Shri Anirudh Kumar</li><li>16. Shri S. D. Srinivasan</li><li>17. Shri C. S. Venugopal</li><li>18. Shri Rajesh Bansal</li><li>19. Shri C. D. Josson</li></ol>



	<p><b>National Confederation of Bank Employees</b></p> <ol style="list-style-type: none"> <li>1. Shri S. C. Balaji</li> <li>2. Shri Sanjeev Kumar Bandlish</li> <li>3. Shri Milind N. Nadkarni</li> <li>4. Shri Arun Bhagoliwal</li> <li>5. Shri K. K. Singh</li> <li>6. Shri Parveen Kumar Chhabra</li> <li>7. Shri K. N. N. Prasad</li> <li>8. Shri Y. K. Arora</li> <li>9. Shri R. K. Sharma</li> <li>10. Shri Rajesh Kumar Tripathi</li> <li>11. Shri Pradip Kumar Baishya</li> <li>12. Shri Jagdish D. Shringarpure</li> <li>13. Shri K. N. Anzil</li> <li>14. Shri A. Raghavan</li> <li>15. Shri Rakesh Pandey</li> <li>16. Shri R. Mukunthan</li> <li>17. Shri Sanjay Kumar Singh</li> <li>18. Shri G. Kripakaran</li> <li>19. Shri Ashish Kumar Sharma</li> </ol>
	<p><b>National Organisation of Bank Workers</b></p> <ol style="list-style-type: none"> <li>1. Shri K. Vinod Kumar</li> <li>2. Shri Manmohan Gupta</li> <li>3. Shri Upendra Kumar</li> <li>4. Shri Archana P. Sowany</li> <li>5. Shri Kishor Bapat</li> <li>6. Shri Vinod Lamba</li> <li>7. Shri Gautam Kulkarni</li> </ol>
	<p><b>Indian National Bank Employees' Federation</b></p> <ol style="list-style-type: none"> <li>1. Shri Om Prakash Sharma</li> <li>2. Shri Narendra Tehri</li> <li>3. Shri Siddharth Menon</li> <li>4. Shri Bhupinder Singh Gill</li> <li>5. Shri Vijay Kumar</li> <li>6. Shri Narsimha Murthy M.K.</li> <li>7. Shri Anand Shankar Pandey</li> <li>8. Shri Daniel Sequeira</li> </ol>

## SHORT RECITAL OF THE CASE

- The Indian Banks' Association (IBA) on behalf of its member banks named in the Schedule I hereto, (other than IDBI Bank) signed a settlement dated 25<sup>th</sup> May, 2015 with the All India Bank Employees' Association (AIBEA), National Confederation of Bank Employees (NCBE), Bank Employees' Federation of India (BEFI), National Organisation of Bank Workers (NOBW) and Indian National Bank Employees' Federation (INBEF) representing the workmen employees of the Banks mentioned in the said Schedule I, inter alia regarding various terms and conditions of their service. The Settlement dated 25<sup>th</sup> May, 2015 was operational for a period of 5 years from 1<sup>st</sup> November 2012.
- The AIBEA, NCBE, BEFI, NOBW and INBEF (hereafter jointly called the Unions) submitted their Charter of Demands dated 5<sup>th</sup> June, 2017 for revision in wages and other service conditions of workmen to IBA and requested for negotiations on the same, with a view to arrive at an amicable settlement.
- Simultaneously, IBA also raised with the Unions, issues on behalf of the managements of banks concerned, to be discussed and settled with a view to improving efficiency of operations in banks.
- The parties agreed that the total quantum of wage revision increase (Pay slip component) shall be **Rs. 3385 crores** being **15%** of the Pay slip component of Establishment Expenses of Public Sector Banks which are parties to this settlement for the financial year ending March 2017. It was further agreed that the new salary of pay would be constructed, after merging Dearness Allowance corresponding to 6352 points. All other issues of the Management and Workmen Unions discussed during the process of negotiations would be settled to the mutual satisfaction. The parties signed and exchanged minutes in this regard on 22<sup>nd</sup> July, 2020 at Mumbai.
- The parties negotiated the aforesaid demands and issues and have reached an agreement as set out hereinunder in full satisfaction of their demands.
- The agreement reached as aforesaid shall amend, modify and supersede the relevant provisions of the Awards and Settlements wherever referred to in this Settlement.

**NOW, IT IS HEREBY AGREED AND DECLARED** by and between the parties hereto as under:-





# TERMS OF THE SETTLEMENT

## GENERAL

1. In respect of 29 Banks listed in Schedule 1 to this Memorandum of Settlement, except the State Bank of India, Indian Overseas Bank and Bank of Baroda, the provisions of the Sastry Award in Reference No. S.R.O. 35 dated 5<sup>th</sup> January 1952, notified on 26<sup>th</sup> March 1953 as finally modified and enacted by the Industrial Disputes (Banking Companies) Decision Act, 1955, the Industrial Disputes (Banking Companies) Decision Amendment Act, 1957 and the provisions of the Award of the National Industrial Tribunal presided over by Mr. Justice K T Desai in Reference No.1 of 1960 which Award inter alia modified certain provisions of the Sastry Award (hereinafter referred to as the Awards) as modified by the settlements dated 19<sup>th</sup> October, 1966, 12<sup>th</sup> October, 1970, 23<sup>rd</sup> July, 1971, 8<sup>th</sup> November, 1973, 1<sup>st</sup> August, 1979, 31<sup>st</sup> October, 1979, 21<sup>st</sup> April, 1980, 8<sup>th</sup> September, 1983, 17<sup>th</sup> September, 1984, 5<sup>th</sup> January, 1987, 10<sup>th</sup> April, 1989, 29<sup>th</sup> June, 1990, 16<sup>th</sup> July, 1991, 29<sup>th</sup> October, 1993, 14<sup>th</sup> February, 1995, 14<sup>th</sup> December, 1996, 28<sup>th</sup> November, 1997, 27<sup>th</sup> March 2000, 10<sup>th</sup> April 2002, 2<sup>nd</sup> June 2005, 27<sup>th</sup> April 2010 and 25<sup>th</sup> May, 2015 shall continue to govern the service conditions except to the extent the same are modified by this settlement.
2. (i) In respect of State Bank of India, the provisions of the Awards as modified by the Settlements dated 31<sup>st</sup> March, 1967, 24<sup>th</sup> February, 1970, 15<sup>th</sup> September, 1970, 1<sup>st</sup> August, 1979, 31<sup>st</sup> October, 1979, 21<sup>st</sup> April, 1980, 8<sup>th</sup> September, 1983, 17<sup>th</sup> September, 1984, 5<sup>th</sup> January, 1987, 10<sup>th</sup> April, 1989, 29<sup>th</sup> June, 1990, 16<sup>th</sup> July, 1991, 29<sup>th</sup> October, 1993, 14<sup>th</sup> February, 1995, 14<sup>th</sup> December, 1996, 28<sup>th</sup> November, 1997, 15<sup>th</sup> September, 1998, 27<sup>th</sup> March 2000, 10<sup>th</sup> April 2002, 22<sup>nd</sup> July 2003, 2<sup>nd</sup> June 2005, 27<sup>th</sup> April 2010 and 25<sup>th</sup> May, 2015 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.
- (ii) In respect of Bank of Baroda, the provisions of the Awards as further modified by the Settlements dated 23<sup>rd</sup> December, 1966, 19<sup>th</sup> December, 1970, 1<sup>st</sup> August, 1979, 31<sup>st</sup> October, 1979, 21<sup>st</sup> April, 1980, 8<sup>th</sup> September, 1983, 17<sup>th</sup> September, 1984, 5<sup>th</sup> January, 1987, 10<sup>th</sup> April, 1989, 29<sup>th</sup> June, 1990, 16<sup>th</sup> July, 1991, 29<sup>th</sup> October, 1993, 14<sup>th</sup> February, 1995, 14<sup>th</sup> December, 1996, 28<sup>th</sup> November, 1997, 27<sup>th</sup> March 2000, 10<sup>th</sup>



- April 2002, 2<sup>nd</sup> June 2005, 27<sup>th</sup> April 2010 and 25<sup>th</sup> May, 2015 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.
- (iii) In respect of Indian Overseas Bank, the provisions of the Awards as further modified by the Settlements dated 14<sup>th</sup> December, 1966, 17<sup>th</sup> December, 1970, 29<sup>th</sup> July, 1972, 23<sup>rd</sup> March, 1973, 1<sup>st</sup> August, 1979, 31<sup>st</sup> October, 1979, 21<sup>st</sup> April, 1980, 8<sup>th</sup> September, 1983, 17<sup>th</sup> September, 1984, 5<sup>th</sup> January, 1987, 10<sup>th</sup> April, 1989, 29<sup>th</sup> June, 1990, 16<sup>th</sup> July, 1991, 29<sup>th</sup> October, 1993, 14<sup>th</sup> February, 1995, 14<sup>th</sup> December, 1996, 28<sup>th</sup> November, 1997, 27<sup>th</sup> March 2000, 10<sup>th</sup> April 2002, 2<sup>nd</sup> June 2005, 27<sup>th</sup> April 2010 and 25<sup>th</sup> May, 2015 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.
  - (iv) In respect of State Bank of India, Bank of Baroda and Indian Overseas Bank, Settlements referred to in Clauses 2(i), (ii) and (iii) above refer to settlements entered into between State Bank of India, Bank of Baroda and Indian Overseas Bank with the All India State Bank of India Staff Federation, All India Bank of Baroda Employees' Federation and the All India Overseas Bank Employees' Union, respectively, representing the workmen of those banks (hereinafter referred to as the said separate settlements).
  - (v) In respect of IDBI Bank, who were hitherto governed by their internal settlements, have now given the mandate to the Indian Banks' Association to be covered by the industry-level settlement and hence shall be governed by the terms of this Settlement.
  3. (i) The provisions of the said Awards, the First Bipartite Settlement dated 19<sup>th</sup> October, 1966 and/or other subsequent settlement(s) including the above-mentioned separate settlements hereinafter collectively referred to as said settlements shall stand modified or superseded to the extent and in the manner detailed hereunder.
  - (ii) Provisions in the aforesaid Awards/Settlements which have not been amended/ modified or superseded by this Settlement shall continue to remain in force.



#### 4. Scales of Pay

In modification of Clause 4 of Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 1<sup>st</sup> November 2017 the scales of pay shall be as under: -

##### *Clerical Staff*

17900	1000	20900	1230	24590	1490	30550	1730
	3		3		4		7
42660	3270	45930	1990	47920	(20 years)		
	1		1				

##### *Subordinate Staff*

14500	500	16500	615	19575	740	22535	870
	4		5		4		3
25145	1000	28145	(20 years)				
	3						

##### **Note:**

- Fitment in the new scales of pay shall be on a stage-to-stage basis.
- There shall be no change in the dates of annual increments because of the fitment.
- In the case of Ex-servicemen category employees who have joined the Banks on and after 1<sup>st</sup> November, 2017 up to the date of this Settlement, the fixation/fitment in the pay scales already given/eligible to be given under the Settlement dated 25<sup>th</sup> May, 2015 shall be refixed as per the provisions of this settlement.
- All employees belonging to sub-ordinate cadre shall be eligible for one extra increment for passing JAIB and two increments for passing CAIB examination w.e.f 1.11.2017

#### 5. Stagnation Increments

In partial modification of Clause 5 of Bipartite Settlement dated 25<sup>th</sup> May 2015, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for nine stagnation increments w.e.f. 1<sup>st</sup> November 2017 at the rate and frequency as stated herein under:

The clerical and subordinate staff including permanent part-time employees on scale wages on reaching the maximum in their respective scales of pay, shall draw nine stagnation increments at the rate of Rs. 1990/- and Rs.1000/- respectively (pro rata in respect of permanent part-time employees) each due under this settlement, and at frequencies of 2 years, from the dates of reaching the maximum of their scales as aforesaid.

Provided further that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of eight stagnation increments shall be eligible for the ninth stagnation increment from 1<sup>st</sup> November, 2017 or two years after receiving the eighth stagnation increment, whichever is later.

Provided further that the Stagnation increment/s received by the employees who are/were in service of the banks as on 1<sup>st</sup> November, 2017 as per periodicity hereinbefore would be readjusted from the date of reaching their maximum by also considering the Graduation/JAIB/CAIB Qualifications acquired thereafter, if any and employee shall be notionally eligible for stagnation increments w.e.f. 1.11.2017 in terms of this settlement as per the revised periodicity which will qualify for superannuation benefits. However, monetary benefit on account of such revised and readjusted stagnation increment/s shall be payable from 1<sup>st</sup> November, 2020 or the actual date of entitlement whichever is later.

#### 6. Definition of 'Pay'

In reiteration of Clause 6 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, 'Pay' shall be defined as under:

'Pay' components	Eligible for
Basic Pay	Dearness Allowance
Stagnation increments	HRA
Special Pay	Provident Fund
Graduation Pay/	Gratuity
Professional Qualification Pay	Pension
Officiating Pay	New Pension Scheme

**Note:**

The increment component of Fixed Personal Pay as given in column 2 of Schedule III shall rank for superannuation benefits.

'Pay' components	Eligible for
Basic Pay Stagnation increments Special Pay Graduation Pay/PQP Officiating Pay Special Allowance Transport Allowance	Dearness Allowance

## 7. Dearness Allowance

In substitution of Clause 7 of Bipartite Settlement dated 25<sup>th</sup> May 2015 with effect from 1<sup>st</sup> November 2017, the Dearness Allowance shall be payable as per the following rates: -

### Clerical and Subordinate Staff

0.07 % of 'pay' per slab of four points.

**Note:**

Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 6352 points in the quarterly average of the All India Average Working-Class Consumer Price Index (General) Base 1960=100.

(a) It is clarified that there shall be no ceiling on Dearness Allowance.

(b) Dearness Allowance shall be calculated and paid on the following components:

- Basic Pay including Stagnation increments,
- Special Pay,
- Graduation Pay/ Professional Qualification Pay,
- Special Allowance,
- Transport Allowance and
- Officiating Pay,

if any, payable under this settlement in respect of both clerical and subordinate staff.

(c) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.

## 8. House Rent Allowance

In substitution of Clause 9 of the Bipartite Settlement dated 25<sup>th</sup> May 2015 with effect from 1<sup>st</sup> November 2017, the House Rent Allowance payable to subordinate and clerical staff shall be as under:

Area	Rate as percentage of 'Pay' [No Minimum/ No Maximum]
At all centres	10.25 %

**Note:**

- (1) 'Pay' means as defined in Clause 6 of the Settlement hereinabove
- (2) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.2 % of the first stage of the Scales of Pay.
- (3) All other existing provisions relating to House Rent Allowance shall remain unchanged.

Provided further that when a workman employee is transferred out of the station other than on account of request, he/she may, in lieu of HRA as above, claim reimbursement of house rent upto 150% of HRA otherwise payable and subject to production of rent receipt.

## 9. Special Allowance

In modification of Clause 9 of the Bi-partite Settlement dated 25.05.2015, with effect from 1.11.2017, workmen employees shall be paid Special Allowance as under:

- **16.40 %** of the Basic pay with applicable DA thereon.

Note: The Special Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., pension including contribution to NPS, PF & Gratuity.

## 10. Transport Allowance

In partial modification of Clause 10 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, with effect from 1<sup>st</sup> November, 2017, Transport Allowance shall be paid as under;

All Clerical and Subordinate Staff	Rs. 600 per month with applicable DA thereon
------------------------------------	--





Note :

- (i) The Transport Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., pension including contribution to NPS, PF & Gratuity.
- (ii) This provision by itself will not preclude the payment of any existing allowance of this nature paid as a result of Government guidelines/bank level settlements.

## 11. Special Pay

In modification of Clause 11 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, with effect from 1<sup>st</sup> November 2017:

- (i) The Special Pay payable to the clerical staff and subordinate staff in banks other than State Bank of India, shall be as mentioned under Part-A in **Schedule II** to this Settlement.
- (ii) In all other aspects, the general rules and provisions contained in Chapter V of the Bipartite Settlement dated 19<sup>th</sup> October 1966 relating to special pay carrying posts, as modified from time-to-time, shall continue to apply.
- (iii) With effect from 1<sup>st</sup> November 2017, Graduation Pay and Professional Qualification Pay payable to the clerical staff in banks shall be as mentioned in Part B of Schedule II to this Settlement. It would be worked out separately in SBI as applicable for special pay mentioned at para (i) above,
- (iv) The Special Pay, Graduation Pay and Professional Qualification Pay as mentioned in Part B of Schedule II shall rank for superannuation benefits.
- (v) The rates of special pay and the duties of special pay carrying posts for workmen staff in SBI may be reviewed and settled at the bank level.
- (vi) In reiteration of sub-clause (xv) of Clause 11 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, a member of the non-subordinate cadre acquiring a Graduate/National Diploma in Commerce or JAIIB/CAIIB (either or both parts) qualification/s



at a time when he/she does not have the requisite number of increments in the scale to be earned as advance increments shall in the first instance be released increments for such qualification(s) acquired to the extent available in the scale and in lieu of the remaining increment(s) not available for being so released as advance increments be granted / released the first installment of Graduation Pay or PQP, as the case may be. Release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

- (vii) Provided that in the case of an employee acquiring such qualifications after reaching the maximum of the scale of pay, he shall be granted from the date of acquiring such qualification the first installment of Graduation Pay or PQP, as the case may be and the release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided further that in case where the non-subordinate employee as on the date of this Settlement, has already acquired JAIIB (Part-I) or CAIIB (Part-II)/ Graduation after reaching maximum of the scale of Pay (in case of JAIIB/CAIIB/ Graduation) or after reaching 19<sup>th</sup> stage of scale of Pay (in case of CAIIB/Graduation), and has not earned increment(s), otherwise entitled on account of acquiring such qualification, when there were no increments to provide in the scale of pay of those employees, the stagnation increment in such cases may be advanced by one year or two years as the case may be.

## 12. Hill and Fuel Allowance

In partial modification of Clause 12 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, the Hill and Fuel Allowance shall be payable at the following rates with effect from 1<sup>st</sup> November 2017:



a.	At places situated at a height of 3000 meters and above	8% of pay (Max. Rs.2250/-p.m.)
b.	At places situated at a height of and over 1500 meters but below 3000 meters	4% of pay (Max. Rs.900/-p.m.)
c.	At places situated at a height of over 1000 meters but less than 1500 meters and Mercara Town	3 % of pay (Max. Rs. 750/-p.m.)

**Note:** All other existing provisions shall remain unchanged. SBI may revise the ceiling amounts.

### 13. Fixed Personal Pay (other than State Bank of India)

In partial modification of Clause XIV of Bipartite Settlement dated 29<sup>th</sup> October 1993, Clause 13 of Bipartite Settlement dated 27<sup>th</sup> March 2000, Clause 13 of the Bipartite Settlement dated 2<sup>nd</sup> June 2005, Clause 13 of Bipartite Settlement dated 27<sup>th</sup> April 2010, and Clause 13 of Bipartite Settlement dated 25<sup>th</sup> May, 2015, the Fixed Personal Pay shall be revised with effect from 1<sup>st</sup> November 2017 as per Schedule III.

**Note:** Only employees who were in the service of the bank on or before 1<sup>st</sup> November 1993 will be eligible for FPP, one year after reaching the maximum scale of pay, they are placed in. Those who joined the Banks on or after 2<sup>nd</sup> November, 1993 are not eligible for FPP.

### 14. Payment of Overtime Allowance

The overtime allowance paid to the employees for the overtime work performed before the date of this settlement shall not be recalculated on account of this Settlement.

### 15. Pension (including State Bank of India)

With effect from 1<sup>st</sup> November 2017, the Pay as defined under Clause 6 of this Settlement and drawn by the employees who are members of the Pension Fund shall be taken into consideration for the purpose of calculation of pension as per the Pension Fund Rules/ Regulations in force.

**Note:**

- (1) **Option not to claim incremental commutation on revised basic pension**  
Employees in service of the Banks as on 1<sup>st</sup> November 2017 and who have retired thereafter but before the date of this Settlement and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.
- (2) **Calculation of Pension for employees retired between 1-11-2017 and 31-8-2018.**

The pension payable to employees is based on the average of the emoluments drawn in the last ten months preceding the retirement of the employee in terms of Regulations 2 and 38 of the Pension Regulations. For the purpose of payment of pension, the Pay of the employees retiring on or after 1<sup>st</sup> November, 2017 will be taken on the basis of the Pay as is provided under this Settlement. However, in the case of employees who have retired from the services of the Banks, on or after 1<sup>st</sup> November, 2017 but before 31<sup>st</sup> August, 2018, since the period of preceding ten months will constitute Pay both under this Settlement as well as pertaining to Settlement dated 25<sup>th</sup> May, 2015, in such cases, the following procedure will be adopted for determining Pension payable to them.

- (i) For the period of ten months falling on and from 1<sup>st</sup> November, 2017, the actual Pay drawn by the employee under this Settlement; and
- (ii) For the period falling prior to 1<sup>st</sup> November, 2017, the actual Pay drawn by the employee plus Dearness Allowance at the rate of 47.8 percent thereon will be notionally reckoned as Pay for the purpose.

### 16. Dearness Relief on Pension

With effect from 1<sup>st</sup> November, 2017, in respect of employees who retired or died while in service on or after 1<sup>st</sup> November, 2017, Dearness Relief shall be payable at 0.07 % per slab on the Basic Pension or Family Pension or Invalid Pension or compassionate allowance as the case may be. Dearness Relief in the above manner shall be paid half yearly for every rise or fall of 4 points over 6352 points in the quarterly average of the All India Consumer Price Index for industrial workers in the series 1960=100.





## 17. Provident Fund

It is reiterated that -

- The employees who are presently covered under the Pension Scheme shall continue to contribute 10% of the Pay towards Provident Fund, but there shall be no matching contribution.
- Employees of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.
- Employees who are presently covered under Contributory Provident Fund Scheme and have not opted for Pension Scheme under the Settlement dated 27<sup>th</sup> April 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.
- Banks may decide and fix at their level a higher percentage of contribution to PF.

## 18. New Pension Scheme:

- In partial modification of Clause 15 (d) of Bipartite Settlement dated 27<sup>th</sup> April, 2010, in the case of all employees who have joined the Bank on and from 1<sup>st</sup> April, 2010 and who are governed and covered by the New Pension Scheme/ Defined Contributory Pension Scheme, while the employee will continue to contribute 10% of Pay plus Dearness Allowance, the bank (including SBI) will make a contribution of 14% of Pay and Dearness Allowance from the date of settlement subject to approval of Government.
- The service charges by the Service Provider/Fund Manager of NPS will be borne by the bank (including SBI) from the FY 2021.

## 19. Family Pension

Subject to approval by the Government, It is agreed that family pension shall be payable at the uniform rate of 30 percent of the Pay of the deceased employee and that there shall be no ceiling on family pension. It is agreed that these provisions, when approved by the Government shall apply to SBI also.

## 20. Medical Aid

In partial modification of Clause 17 of the Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 1<sup>st</sup> November 2017, the reimbursement of

medical expenses under medical aid scheme shall be restricted to an amount of Rs.2355 /- per annum.

For the calendar year 2017, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2017.

## 21. Definition of 'Family'

In partial modification of Clause 18 of the Bipartite Settlement dated 25<sup>th</sup> May, 2015, for the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean -

- the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brothers/ sisters with 40% or more disability, widowed daughters and dependent divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters, as also parents wholly dependent on the employee.  
  
Provided that in the case of physically and mentally challenged children, they shall be construed as dependents even after their marriage including spouse and children subject to fulfilling the income criteria.
- The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding Rs.12,000/- p.m. If the income of one of the parents exceeds Rs.12,000/- p.m. or the aggregate income of both the parents exceeds Rs.12,000/- p.m., both the parents shall not be considered as wholly dependent on the employee.
- A married female employee may include her natural / legal parents or parents-in-law under the definition of family, but not both, provided that the parents/parents-in-law are wholly dependent on her.

**Note:** For the purpose of medical expenses reimbursement scheme, for all employees, Leave Fare Concession etc. any two of either of the dependent parents/ parents-in-law shall be covered.

## 22. Leave Fare Concession

- In partial modification of Paragraph 19 of Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from the date







of this Settlement, leave fare concession payable will be the actual return railway fare or steamer fare incurred by the workman and members of his family subject to the following:

- a) For availment of leave fare concession under a 2 year block for visit to any place within India, the maximum permissible distance shall be 2600 kms. (one way) for the subordinate staff and 2200 kms. (one way) for non-subordinate staff.
- b) For availment of leave fare concession under a 4 year block for visit to any place in India, the maximum permissible distance shall be 5200 kms. (one way) for subordinate staff and 4400 kms. (one way) for non-subordinate staff.

- (ii) In partial modification of clause 19 of the Bipartite settlement dated 25<sup>th</sup> May, 2015, the class of fare to which the workman and the members of his family would be entitled, shall be as follows:

**Subordinate Staff:**

AC III Tier for the journey by mail/express train.

By Steamer – II Class Cabin

**Non-subordinate Staff:**

AC II Tier for the journey by mail/express train.

By Steamer – I Class Cabin

**Note:** The above entitlement shall also be applicable for travel on duty.

Provided however, in the case of non-subordinate staff, they will be reimbursed the fare for travel by Rajdhani/Shatabdi trains if the travel has been actually undertaken by such trains.

Provided further that where the non-subordinate employee and / or dependent members of his family undertake travel by air either to his place of domicile or to any other place for rest and recuperation within India, he shall be entitled to be reimbursed the actual air fare so incurred or the II AC class fare by train by a direct route in case of travel to place of domicile or to the extent of the maximum admissible distance in case of travel to any other place for rest and recuperation, during the two year/four year block respectively, whichever is less.

Provided further that in addition to train fare, charges incurred on

account of local sight-seeing during availment of LFC may also be reimbursed subject to total claim not exceeding the amount equivalent to eligible train fare as per respective entitlement.



**Note:** GST Charges levied on Train Fare shall be over and above the entitlement. In view of prevailing dynamic fare system, the cost of train tickets charged on the date of booking will be reimbursed.

For employees working in North East States, LFC will begin from Guwahati and the eligible train fare from their place of work to Guwahati will be additionally paid. Similarly, eligible fare for Andaman & Nicobar islands to Chennai/Kolkata, Lakshadweep to Kochi, far-flung area branches in Himachal Pradesh, Uttarakhand, Sikkim, Jammu & Kashmir or any other areas which are not directly connected by train shall be additionally reimbursed under LFC in addition to normal entitlement for the employees working in these areas to the nearest major Railway Station.

An employee and/or members of his family, when availing leave fare concession may undertake travel by any mode of surface transport between places and the employee will be eligible to claim in respect of such journey his actual expenditure or the notional train fare by the entitled class for the admissible and entitled distance, whichever is less, within his overall entitlement.

For the purpose of this sub-clause, travel by any approved mode of surface transport would mean such travel undertaken through any public transport or transport (including taxi) operated by agencies / tour operators approved by appropriate Government authorities or motorcar owned by the employee/spouse.

- (iii) By exercising an option anytime during a block of 2 years or 4 years, as the case may be, an employee can either undertake travel availing of leave fare concession and claim reimbursement upto his entitlement or to encash the facility for the concerned block. The option so exercised shall be irrevocable for the block concerned. On opting to encash the facility, he will be entitled to receive a lump sum equivalent to notional train fare for the admissible distance (depending on a 2 year or 4 year block) by the entitled class, subject to deduction of admissible tax at source. Leave Fare Concession for travel to place of domicile is not encashable. The facility of encashing of Leave Fare Concession may be allowed to employees without the requirement of availing





leave for this purpose. An employee opting to encash his LFC shall prefer the claim for himself and his family members only once during the block / term in which such encashment is availed of. The facility of encashment of privilege leave while availing of Leave Fare Concession is also available while encashing the facility of LFC.

- (iv) Provisions under Clause 10.13 (iii) of Bipartite Settlement dated 19<sup>th</sup> October, 1966 regarding restrictions on entitlement to LFC where both husband and wife are working in the same Bank shall stand deleted. Accordingly, henceforth LFC can be availed independently where both husband and wife are working in the same bank.
- (v) All employees will be given an opportunity to exercise an option within 90 days from the date of this Settlement to avail LFC under two years/four years block as the case may be. If no option is exercised within the stipulated period, the earlier option will continue to be operative.
- (vi) Dolly/Pony charges as per Government Rates shall be reimbursed within the overall entitlement.

### 23. Hospitalisation (Except SBI)

In reiteration of Clause 20 of the Bipartite Settlement dated 25<sup>th</sup> May, 2015, the reimbursement of hospitalisation expenses shall continue to be as per the Medical Insurance Scheme detailed in Schedule IV to that Settlement except to the extent as modified hereunder:

The clause "In the event of any claim becoming admissible under this scheme, the Bank will reimburse the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such employee" is amended as under:-

"In the event of any claim becoming admissible under this scheme, the Bank will reimburse the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such employee, may be decided by bank independently"

#### **Addition in Domiciliary Scheme coverage:**

The following treatments/ diseases have also been included under Domiciliary treatment coverage w.e.f. 1/10/2019.



- Type 1 Diabetes
- Rheumatoid Arthritis
- Psoriasis/Psoriatic Arthritis
- System lupus Erythematosus
- Inflammatory Bowel Diseases
- Additions Diseases
- Sjogren's Diseases
- Hashimoyos Thyroiditis
- Auto immune vacuities
- Pernicious Anemia
- Celiac disease
- Auto immune myositis

### 24. Compensation on Transfer

In supersession of Clause 21 of Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 1/11/2020, compensation on transfer, shall be as under:-

An employee on transfer shall be paid the cost actually incurred for transporting his personal effects, as under:

#### **By Train:**

	Non-Sub-staff	Sub-staff
a. For married persons	3500 kg.	2500 kg.
b. For unmarried persons	2500 kg.	1500 kg.

**By Road:** An employee on transfer from one station to another can transport his/her personal effects by rail/road upto the stipulated weights by an IBA approved Transport Operator.

### 25. Compensation for losses due to breakage or damage to goods on Transfer

In modification of Clause 22 of Bipartite Settlement dated 25<sup>th</sup> May 2015, with effect from 1/11/2020, compensation on transfer, shall be as under:-

- Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum of:
 

Clerical Staff	:	Rs.1,650/-
Subordinate Staff	:	Rs.1,100/-
- Where no receipts/statement of loss are produced, a lumpsum payment of:
 

Clerical Staff	:	Rs.1,100/-
Subordinate Staff	:	Rs. 825/-





## 26. Halting Allowance

In modification of Clause 23 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, with effect from 1/11/2020, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

	(A)	(B)	(C)
	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. 1050/- per diem	Rs. 900/- per diem	Rs. 675/- per diem
Subordinate Staff	Rs. 750/- per diem	Rs. 600/- per diem	Rs. 375/- per diem

Provided that an employee can also claim lodging expenses reimbursement by production of hotel rent receipt subject to ceilings prescribed hereunder:

	(A)	(B)	(C)
	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. 2500/- per day	Rs. 2000/- per day	Rs. 1500/- per day
Subordinate Staff	Rs. 1250/- per day	Rs. 1000/- per day	Rs. 750/- per day

**Note:**

In respect of State Bank of India, the above lodging rates will be decided at bank level.

Provided further that in such cases of reimbursement of hotel rent, boarding charges at 25% of the halting allowance shall be payable.



## 27. Washing Allowance

In supersession of Clause 24 of Bipartite Settlement dated 25<sup>th</sup> May 2015, with effect from 1<sup>st</sup> November 2017, washing allowance shall be payable at Rs. 200/- p.m., where the washing of livery is not arranged by the bank.

## 28. Cycle Allowance

In supersession of Clause 25 of Bipartite Settlement dated 25<sup>th</sup> May 2015, w.e.f. 1<sup>st</sup> November 2017, 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. 150/- p.m. at all centers.

Cycle allowance would not be paid to workman member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

## 29. Split Duty Allowance

In partial modification of Clause 26 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, w.e.f. 1<sup>st</sup> November 2017, Split Duty Allowance shall be payable at all centers at Rs 200/- per month.

## 30. Project Area Compensatory Allowance

In partial modification of Clause 27 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, w.e.f. 1/11/2017, workmen in project areas shall be paid project area compensatory allowance as under:

Project Area Group 'A'	Project Area Group 'B'
Clerical Staff – Rs. 290/- p.m. Sub-Staff – Rs. 230/- p.m.	Clerical Staff - Rs. 230/- p.m. Sub-Staff - Rs. 200/- p.m.

**Note:**

In addition to the areas/places identified and defined as Project Areas, Branches opened and located within Special Economic Zone, Export Promotion Zone, etc. shall be treated as Project Areas for the purpose of payment of project area compensatory allowance as above.





31.

**Project Area centres:**

In partial modification of clause 8.1 Settlement dated 19<sup>th</sup> October, 1966, clause II/8 of settlement dated 8<sup>th</sup> November, 1973 and clause 2 of Minutes of Discussions dated 15<sup>th</sup>/16<sup>th</sup> April, 1980, the following places shall be termed as Project Areas for the purpose of the provisions under this Settlement.

**Project Area Centres - Group A**

1. Bheemarayangudi (Gulbarga District, Karnataka)
2. Bhilai
3. Bokaro
4. Burnpur (West Bengal)
5. Dapchari (Thane District, Maharashtra)
6. Durg (Madhya Pradesh)
7. Durgapur
8. Heavy Electricals, Kailasapuram (Tiruchirapalli)
9. Jamshedpur
10. Pong Dam (Punjab)
11. Rajghat (Madhya Pradesh)
12. Ramagundam (Andhra Pradesh)
13. Reasi (Jammu & Kashmir)
14. Rourkela
15. Sundarnagar (Mandi district, Himachal Pradesh)
16. Tirthapuri (Aurangabad District, Maharashtra)
17. Visakhapatnam (Andhra Pradesh)

**Project Area Centres - Group B**

1. Agali Attapady Irrigation Project
2. Almatti Dam Site (Karnataka)
3. Ambikanagar (Karnataka)
4. Ankleshwar (Gujarat)
5. Balimela (Koraput District, Orissa)
6. Bhadravati (Chandrapur District, Maharashtra)
7. Bhopal Heavy Electricals (Madhya Pradesh)
8. Cambay (Gujarat)
9. Chakranagar (Shimoga District)
10. Chas
11. Chattargarh (Rajasthan - Rajasthan Canal)
12. Dandeli (Karnataka)
13. Deola (Chankapur Project, Nasik)
14. Dharoi Village (Ahmedabad Circle)
15. Donimalai (Karnataka)
16. Dhurva



17. Farakka Barrage
18. Gajuvaka
19. Ganeshgudi (Giant Kali Project, SupaDam)
20. Gunupur (Koraput District, Orissa)
21. Haldia (West Bengal)
22. Hatia
23. Idikki
24. Jagdalpur
25. Jeypore (Koraput District, Orissa)
26. Jog Falls (Karnataka)
27. Jyotipuram (Salai Hydro Electric Project, Jammu & Kashmir)
28. Kalpakkam (Tamilnadu)
29. Kanker (Bastar District)
30. Kashipur (Koraput District, Orissa)
31. Kasimpur (Aligarh, Uttar Pradesh)
32. Kargal (Mysore)
33. Khetri
34. Koraput (Koraput District, Orissa)
35. Kotpad (Koraput District, Orissa)
36. Kudremukh Iron Ore Project (Malleswara)
37. Kulamavu
38. Mach hakund (Koraput District, Orissa)
39. Mahi (Rajasthan - Dam Project)
40. Malthon (West Bengal)
41. Malkangiri (Koraput District, Orissa)
42. Mandi (Himachal Pradesh)
43. Munsar (Pench Electric Project, Maharashtra)
44. Nagarjunsagar
45. Nangal Township
46. Narora Atomic Power Project
47. Nawarngpur (Koraput District, Orissa)
48. Neyveli
49. Pandoh
50. Pochampadu (Andhra Pradesh)
51. Pophali (Maharashtra)
52. Ramchandrapuram
53. Ranchi (Bihar)
54. Rawat Bhata
55. Rayaguda (Koraput District, Orissa)
56. Sileru (Andhra Pradesh)
57. Supa (Karnataka)
58. Srisilam (Andhra Pradesh)



59. Sunabeda (Koraput District, Orissa)
60. Surangani (Himachal Pradesh)
61. Talwara
62. Umarkote (Koraput District, Orissa)
63. Wadigodri (Jayakwad Project, Aurangabad)
64. Obra (Uttar Pradesh)
65. Renukoot (Uttar Pradesh)

**Note:** It is understood that as and when Central Government or any State Government may declare any other Centre as Project Area, the same would be treated accordingly. Similarly, if any Centre is treated as non-project area by them, those Centres would stand deleted from the above list.

### 32. Reimbursement of expenses on Road Travel

In substitution of Clause 29 of Bipartite Settlement dated 25<sup>th</sup> May, 2015, w.e.f. 1<sup>st</sup> November, 2020, where an employee has to travel on duty / LFC between two places, he shall be reimbursed actual road mileage cost or at Rs. 8/- per k.m., whichever is less.

### 33. Privilege Leave (as per Schedule IV)

### 34. Maternity Leave (as per Schedule IV)

### 35. Paternity Leave (as per Schedule IV)

### 36. Sick Leave (as per Schedule IV)

### 37. Special Casual Leave (as per Schedule IV)

### 38. Extraordinary Leave (as per Schedule IV)

### 39. Annual encashment of Privilege Leave (as per Schedule V)

### 40. Performance Linked Incentive Scheme (as per Schedule V)

### 41. Deployment:

In partial modification of Clause 32, sub clause (x) of Schedule VI, of Settlement dated 2<sup>nd</sup> June, 2005, a workman in the non-subordinate cadre so long as he serves in the deployed centre shall draw a lump sum amount of Rs. 600/- p.m. (not ranking for any other kind of benefit). These shall cease on the employees' repatriation to the original centre.

### 42. Voluntary Cessation:

In partial modification of Clause 33 of Settlement dated 2<sup>nd</sup> June,

2005, employees who have ceased to be in service of the Bank under voluntary cessation shall be eligible for PF, Gratuity, Pension, and Leave encashment benefits, if otherwise eligible.

With effect from 1<sup>st</sup> November, 2020 employees who cease to be in service under voluntary cessation, may be given an opportunity to represent to the management and the management may consider the same on merits.

### 43. Hours of work and weekly off:

In partial modification of Clause 14.2 of Settlement dated 19<sup>th</sup> October, 1966, the hours of work of full-time workmen employees exclusive of lunch recess period shall be as specified below:

Category of employee	Hours of work per day from Monday to Saturday
(a) Employees other than members of the subordinate staff	6 ½ hours
(b) Members of the subordinate staff other than Drivers and Watch and Ward staff	7 hours
(c) Watch and Ward staff	8 hours
(d) Drivers	7 ½ hours

**Note:** As provided in Clause 14.5 of Settlement dated 19<sup>th</sup> October, 1966, the hours of work of a member of the watch and ward staff shall be 8 hours in a period of 24 hours PROVIDED that the hours of work of a Watchman-cum-Peon for the period during which he works as a peon, as also of a peon, for the period he is required to work as a Watchman or Armed Guard shall be the same i.e. 7 hours as laid down in Sub Clause (b) above.

Provided further that second and fourth Saturday of every month shall be public holidays for all the Banks in addition to all Sundays as provided in Clause 38 of Settlement dated 25<sup>th</sup> May, 2015.

### 44. Special provision for State Bank of India

- i) The provisions of Settlements dated 30<sup>th</sup> January, 1995 and 22<sup>nd</sup> July, 2003 relating to Special Compensatory Allowance (SCA) as prevailing in the Bank shall be continued unchanged.
- ii) The disposal of the balancing cost of pension in respect of State Bank of India arising out of this Settlement shall be decided by the bank with the concurrence of Government of India.







45.

### Disciplinary Action and procedure thereof:

In partial modification of Bipartite Settlement dated 10<sup>th</sup> April, 2002, the following modifications shall be incorporated therein and shall be effective from 1<sup>st</sup> November, 2020:

a) Clause 5 (j), from the date of this Settlement, shall read as under:

- doing any act of gross negligence or negligence involving or likely to involve the bank in serious loss.

b) New clause 7 (q) shall be added as under:

- doing any act prejudicial to the interest of the bank.

c) Clause 12 (d) – the following shall be added:

- If the representative defending the employee is an employee of the same bank at an outstation branch situated outside the State, on a case to case basis as may be decided by the Bank, he shall be relieved on special leave (on full pay and allowances) to represent the employee and shall be paid one return fare.

d) Clause 6(e) shall read as under:

- be brought down to a lower stage in the scale of pay upto a maximum of 2 stages and for a maximum period of two years.

**Note:** This punishment shall be non-cumulative and annual increment(s)/ Stagnation Increment (s) falling during the period of punishment shall be released on the respective due date (s)

e) Clause 6(i) i.e. the punishment of 'be fined' shall be deleted.

f) Clause 6(f) shall read as under:

- have his increment/s stopped with or without cumulative effect.

**Note:** Specific period of rigour shall be mentioned.

g) The following shall be added as Clause 7 (r) :

- Misconducts covered under Clause 7 (a) to (q) shall not be made out as 'gross misconduct' under Clause 5.

h) An employee placed under suspension pending disciplinary action shall be given an opportunity to represent to the management to reconsider the order of suspension.

i) An employee who has been awarded the punishment of dismissal, compulsory discharge or removal from service by the Disciplinary Authority and subsequently where the punishment is confirmed by the Appellate Authority, shall be given an opportunity to seek reconsideration by an authority higher than the Appellate Authority.



j) If multiple charges as per procedural lapses are made out, then the punishment given in such cases shall be one.

k) Disciplinary authority shall have the discretion to decide whether the punishment will affect the superannuation benefits of the employee or not, in case where the punishment is affecting the superannuation benefits.

### 46. Implementation

The various provisions of this Settlement shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating there from shall be given effect to within a period of 90 days from the date of this Settlement.

		With effect from
1	Scales of Pay: Basic Pay as per Clause 4	1 <sup>st</sup> November 2017
2	a) 9 <sup>th</sup> Stagnation Increment and b) Preponement due to change in periodicity i) Notional benefit ii) Monetary benefit	1 <sup>st</sup> November 2017 1 <sup>st</sup> November 2020
3	Professional Qualification Pay/ Graduation Pay	1 <sup>st</sup> November 2017
4	Special Pay as per Schedule II Part A	1 <sup>st</sup> November 2017
5	Dearness Allowance, House Rent Allowance, Fixed Personal Pay, Special Allowance, Transport Allowance, Annual Medical Aid, Hill & Fuel Allowance.	1 <sup>st</sup> November 2017
6	a) Provident Fund & Pension, b) Family Pension & New pension Scheme	1 <sup>st</sup> November 2017 (Effective date as per Government approval)
7	a) Cycle Allowance, Split Duty Allowance, Project Area Compensatory Allowance, Washing Allowance. b) LFC, Halting Allowance, Compensation on Transfer, Compensation for losses due to breakage or damage to goods on transfer, Reimbursement of Expenses on Road Travel	1 <sup>st</sup> November 2017 1 <sup>st</sup> November 2020
8	Improvements in Leave benefits – Clause 33 to 38	1 <sup>st</sup> November 2020
9	Annual encashment of Privilege Leave	1 <sup>st</sup> November 2020
10	Performance Linked Incentive Scheme	From FY 2020-21
11	Deployment	1 <sup>st</sup> November 2020
12	Disciplinary action & procedure thereof	1 <sup>st</sup> November 2020





47.

**Date of Effect and Operation**

- i. This Settlement shall be binding on the parties for five years from 1<sup>st</sup> November 2017.
- ii. The terms and conditions hereof shall continue to govern and bind the parties even thereafter until the Settlement is terminated by either party giving to the other a statutory notice as prescribed in law for the time being in force.
- iii. The All India Bank Employees' Association, the National Confederation of Bank Employees, the National Organisation of Bank Workers and the Indian National Bank Employees Federation on behalf of the workmen agree that during the operation of this Settlement, the workmen will not for any reason whatsoever, raise any demand of any nature whatsoever on any of the banks in respect of matters, monetary or otherwise, covered by this Memorandum of Settlement.
- iv. Copies of the Memorandum of Settlement will be jointly forwarded by the parties to the authorities listed in Rule 58 of the Industrial Disputes (Central) Rules, 1957 so that terms and conditions thereof are binding on the parties as provided in law.

**48. Interpretation**

If there is any difference of opinion regarding interpretation of any of the provision of this Settlement the matter will be taken up only at the level of the Indian Banks' Association, the All India Bank Employees' Association, the National Confederation of Bank Employees, the National Organisation of Bank Workers and the Indian National Bank Employees Federation for discussion and settlement.

Indian Banks' Association

*[Signature]*  
Raj K. Singhania  
*[Signature]*  
Pallavi Mohapatra

A. K. Goel

Shyam Srinivasan

*[Signature]*  
Rakesh Sharma

All India Bank Employees' Association

*[Signature]*  
Rajen Nagar  
Rajen Nagar

C. R. Venkatachalam

B. S. Ramababu

Nandakumar Chavan

*[Signature]*  
Mohd. Nazir Qureshi

*[Signature]*  
Dok Kumar Choudhary

Sunil Mehta

Gopal Murli Bhagat

*[Signature]*  
S. K. Kulkarni

National Confederation of Bank Employees

C. Balaji

Sanjeev Kumar Bandlish

*[Signature]*  
Mithun N. Nudkarni

Arun Bhagollu

K. K. Singh

Parveen Kumar Chhabra

K. N. M. Prasad

Y. K. Arora

R. K. Sharma

Rajesh Kumar Tripathi

Pradip Kumar Bhatia

*[Signature]*  
Jagdish D. Shringarpure

Lalita Joshi

Sushil H. Chaturam

Jasak Raval

Ajay Manjrekar

K. S. Krishna

Aniruddh Kumar

C. S. Venugopal

National Organisation of Bank Workers

K. Vinod Kumar

Manmohan Gupta

Upendra Kumar

Archana P. Sowany

Indian National Bank Employees' Federation

Om Prakash Sharma

Narendra Tehri

Siddharth Menon

*[Signature]*  
Bhupinder Singh Gill



*[Signature]*  
Dok Kumar Choudhary

Sunil Mehta

Gopal Murli Bhagat

*[Signature]*  
S. K. Kulkarni

National Confederation of Bank Employees

C. Balaji

Sanjeev Kumar Bandlish

*[Signature]*  
Mithun N. Nudkarni

Arun Bhagollu

K. K. Singh

Parveen Kumar Chhabra

K. N. M. Prasad

Y. K. Arora

R. K. Sharma

Rajesh Kumar Tripathi

Pradip Kumar Bhatia

*[Signature]*  
Jagdish D. Shringarpure

Lalita Joshi

Sushil H. Chaturam

Jasak Raval

Ajay Manjrekar

K. S. Krishna

Aniruddh Kumar

C. S. Venugopal

National Organisation of Bank Workers

K. Vinod Kumar

Manmohan Gupta

Upendra Kumar

Archana P. Sowany

Indian National Bank Employees' Federation

Om Prakash Sharma

Narendra Tehri

Siddharth Menon

*[Signature]*  
Bhupinder Singh Gill





WITNESSES

Eunice D'Souza *Eunice D'Souza*  
 Uttam Sharma *Uttam Sharma*  
 Saurabh Mathur *Saurabh Mathur*  
 Mukti Sawant *Mukti Sawant*  
 D. R. Tuljapurkar *D. R. Tuljapurkar*  
 Partha Chanda *Partha Chanda*  
 S. D. Srinivasan *S. D. Srinivasan*  
 Rajesh Bansal *Rajesh Bansal*  
 C. D. Josson *C. D. Josson*  
 K. N. Anzil *K. N. Anzil*  
 A. Raghavan *A. Raghavan*  
 Rakesh Pandey *Rakesh Pandey*  
 R. Mukanthan *R. Mukanthan*  
 Sanjay Kumar Singh *Sanjay Kumar Singh*  
 G. Kripakaran *G. Kripakaran*  
 Ashish Kumar Sharma *Ashish Kumar Sharma*  
 Kishor Bapat *Kishor Bapat*  
 Vinod Lamba *Vinod Lamba*  
 Goutam Kulkarni *Goutam Kulkarni*  
 Vijay Kumar *Vijay Kumar*  
 Narasimha Murthy M.K. *Narasimha Murthy M.K.*  
 Anand Shankar Pandey *Anand Shankar Pandey*

Dated: 11<sup>th</sup> November, 2020

CCTO: 1. Assistant Labour Commissioner (Central)  
 2. Regional Labour Commissioner (Central)  
 3. Chief Labour Commissioner (Central), New Delhi  
 4. The Secretary to the Government of India, Ministry of Labour,  
 New Delhi.

11<sup>th</sup> BIPARTITE SETTLEMENT

SCHEDULE - I



## LIST OF BANKS TO BIPARTITE SETTLEMENT

1. Bank of Baroda
2. Bank of India
3. Bank of Maharashtra
4. Canara Bank
5. Central Bank of India
6. Indian Bank
7. Indian Overseas Bank
8. Punjab & Sind Bank
9. Punjab National Bank
10. UCO Bank
11. Union Bank of India
12. State Bank of India
13. IDBI Bank
14. The Dhanlaxmi Bank Ltd.
15. The Federal Bank Ltd.
16. The Jammu & Kashmir Bank Ltd.
17. Kotak Mahindra Bank Ltd.
18. The Karnataka Bank Ltd.
19. The Karur Vysya Bank Ltd.
20. The Nainital Bank Ltd.
21. Ratnakar Bank Ltd.
22. The South Indian Bank Ltd.
23. Bank of America
24. The Bank of Tokyo-Mitsubishi UFJ, Ltd.
25. BNP Paribas
26. Citibank, N.A.
27. The Hongkong & Shanghai Banking Corporation Ltd.
28. Sonali Bank
29. Standard Chartered Bank

11<sup>th</sup> BIPARTITE SETTLEMENT



Note: The following Banks which existed as on 1-11-2017 and had given mandate to be covered by this Settlement have since been merged and amalgamated as under and are accordingly covered by this Settlement:

Sl. No.	Name of the Bank	Merged & amalgamated with
1.	Dena Bank	Bank of Baroda w.e.f. 1-4-2019
2.	Vijaya Bank	Bank of Baroda w.e.f. 1-4-2019
3.	Allahabad Bank	Indian Bank w.e.f. 1-4-2020
4.	Andhra Bank	Union Bank of India w.e.f. 1-4-2020
5.	Corporation Bank	Union Bank of India w.e.f. 1-4-2020
6.	Syndicate Bank	Canara Bank w.e.f. 1-4-2020
7.	Oriental Bank of Commerce	Punjab National Bank w.e.f. 1-4-2020
8.	United Bank of India	Punjab National Bank w.e.f. 1-4-2020

#### SCHEDULE - II

#### PART A SPECIAL PAY

For Clerical Staff (w.e.f. 1.11.2017)

Sl. No.	Post	Special Pay (Rs.)
1.	Single Window Operator 'B'	1250
2.	Head Cashier - II	1940
3.	Special Assistant	2920

For Subordinate Staff (w.e.f. 1.11.2017)

Sl. No.	Post	Special Pay (Rs.)
1.	Armed Guard	590
2.	Bill Collector	590
3.	Daftary	850
4.	Head Peon	1120
5.	Electrician	3090
6.	AC Plant Operator	3090
7.	Driver	3590
8.	Head Messenger in IOB	2470

#### SCHEDULE - II



#### PART B

#### GRADUATION PAY/ PROFESSIONAL QUALIFICATION PAY

For those workmen who hereafter reach or have already reached 20<sup>th</sup> stage of the scale and have got increments in consideration of educational qualification(s), Graduation Pay/ Professional Qualification Pay shall be payable as under:

- Those who are graduates and/or NDC -  
Rs. 625 /- p.m. after they complete 1 year  
Rs. 1215 /- p.m. after they complete 2 years
- Those who have passed JAIIB or Part I of CAIB/CAIIB -  
Rs. 625 /- p.m. after they complete 1 year
- Those who have passed JAIIB and CAIIB or Both Parts of CAIB/CAIIB -  
Rs. 625 /- p.m. after they complete 1 year  
Rs. 1215 /- p.m. after they complete 2 years  
Rs. 1835 /- p.m. after they complete 3 years
- Those who are graduates/NDC and have passed JAIIB or Part I of CAIB/CAIIB -  
Rs. 625 /- p.m. after they complete 1 year  
Rs. 1215 /- p.m. after they complete 2 years  
Rs. 1835 /- p.m. after they complete 3 years
- Those who are graduates/NDC and have passed JAIIB or Both Parts of CAIB/CAIIB -  
Rs. 625 /- p.m. after they complete 1 year  
Rs. 1215 /- p.m. after they complete 2 years  
Rs. 1835 /- p.m. after they complete 3 years  
Rs. 2455 /- p.m. after they complete 4 years  
Rs. 3045 /- p.m. after they complete 5 years.

Note: Refer to Clause 11 of this Settlement

#### SCHEDULE - III

#### FIXED PERSONAL PAY

Area of Posting (At all Centres)	Total FPP payable where bank's accommodation is not provided	Total FPP payable where bank's accommodation is provided	Increment Component of FPP
(1)	(2)	(3)	(4)
CLERICAL STAFF	2262	2043	1990
SUBORDINATE STAFF	1140	1030	1000





## LEAVE RULES

**33. Privilege Leave**

Privilege Leave other than for the purpose of availing the Leave Fare Concession should be applied not less than 10 days before the proposed date of commencement of such leave.

Privilege Leave taken on sick grounds when there is no credit in the sick leave account of the employee, will not be counted as an occasion of availing Privilege leave.

Privilege Leave accruing to an employee shall be allowed to be accumulated beyond 240 days up to a maximum of 270 days. However, encashment of privilege leave shall be restricted up to a maximum of 240 days.

**34. Maternity Leave**

Clause 30 of Bipartite Settlement dated 27<sup>th</sup> April 2010 shall be substituted by the following:

- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee generally for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.

**Note:** (i) in case of delivery of twins, the period of Maternity Leave shall be 8 months.

(ii) Maternity Leave may be availed combining with any other kind of leave except casual leave.

- (b) In case of miscarriage/MTP/abortion, maternity leave may be granted as a rule upto 6 weeks on the basis of medical certificate/advice of a competent medical practitioner, i.e. a qualified gynaecologist. In special/exceptional cases involving medical complications, associated with miscarriage/MTP/abortion, maternity leave may be granted beyond 6 weeks if advised by a competent medical practitioner (qualified gynecologist) but upto 6 months only on any one occasion, within the overall limit of 12 months during the entire period of service.

- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.



**Note:** In the case of employees who have availed and exhausted Maternity Leave of 12 months, leave of 15 days shall be sanctioned over and above the same, subject to production of Medical Certificate.

- (d) Leave may also be granted once during service to a childless female employee for legally adopting a child who is below one year of age, for a maximum period of nine months, subject to the following terms and conditions:-

- i. Leave will be granted for adoption of only one child.
- ii. The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.
- iii. The permanent part-time employees are also eligible for grant of leave for adoption of a child.
- iv. The leave shall also be available to biological mother in cases where the child is born through surrogacy.
- v. The leave shall be availed within overall entitlement of 12 months during the entire period of service.

- (e) Within the overall period of 12 months, leave may also be granted in case of hospitalisation on account of the following gynecological ailments/treatments upto a maximum of 30 days.

- i. AUB (Abnormal uterine bleeding)
- ii. Ovarian Tumor
- iii. Tubectomy/Tubectomy reversal
- iv. Post-Partum Depression (PPD)
- v. Post-Partum Hemorrhage (PPH)
- vi. Acute Pelvic Inflammatory Disease (Acute PID)
- vii. Dysfunction Uterine Bleeding; Dysfunction (DUB)

**35. Paternity Leave**

With effect from the 1<sup>st</sup> June 2015, male employees with upto two surviving children shall be eligible for 15 days Paternity Leave during his wife's confinement. This leave may be combined with



any other kind of leave except Casual Leave. The leave may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

**Note:** Paternity Leave as above shall be allowed to employees with upto two surviving children for legally adopting a child who is below one year of age.

### 36. Sick Leave

a) In partial modification of Clause IX of Bipartite Settlement dated 17<sup>th</sup> September, 1984 and Clause 6 of Bipartite Settlement dated 28<sup>th</sup> November, 1997, an employee upon completion of 30 years of service, shall be eligible for further additional sick leave of 3 months at the rate of one month for each year of service in excess of 30 years, subject to a maximum of 720 days in entire service.

b) In partial modification of Clause IX (4) of Bipartite Settlement dated 17<sup>th</sup> September, 1984, women employees can avail sick leave for the sickness of their children of 8 years and below subject to production of medical certificate.

### 36. Special Casual Leave

a) With effect from the 1/11/2020, Special Casual Leave may be granted to an employee on occasions when the branch where the employee is working or the place where the employee is residing is affected by curfew, riots, prohibitory orders, natural calamities, floods, etc.

b) With effect from 01/11/2020, 4 days Special Casual leave shall be granted to all physically/orthopedically handicapped employees each year.

### 38. Extraordinary Leave:

In partial modification of Clause 13.34 of Settlement dated 19<sup>th</sup> October 1966, (in case of State Bank of India, Clause 7.34 of Agreement dated 31<sup>st</sup> March 1967) and Clause 36 of Settlement dated 25<sup>th</sup> May, 2015, in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion (upto 4 months in extreme medical circumstances) and upto a maximum of 24 months during the entire period of an employees' service.

**Note:** The employees will not be losing any seniority on account of availing extraordinary leave on Medical grounds.

## NEW INTRODUCTION

### 1. Annual encashment of Privilege Leave:

It has been agreed that from the calendar year 2020, Privilege Leave encashment shall be permitted at the rate of 5 days for each calendar year at the time of any festival of the employee's choice. Employees who have completed 55 years of age and above shall be entitled to encash at the rate 7 days for each calendar year, in addition to existing provisions.

### 2. Performance Linked Incentive Scheme:

The wages settled during wage revision at industry level are paid by all Banks uniformly, irrespective of the size of the Banks and their financial strength. In today's challenging environment, where there is stiff competition among Banks, a genuine need is felt to allow Banks to pay their employees something extra by way of encouragement as per the profitability and financial soundness of the respective Banks. In order to inculcate a sense of competition and also to reward the performance, the concept of Productivity Linked Pay was discussed and after discussions between the parties, it is agreed to introduce Performance Linked Incentive Scheme in Public Sector Banks which will be based on Operating Profit/Net Profit of the individual bank (optional for private and foreign banks). The PLI shall be payable to all employees annually over and above the normal salary payable. The PLI matrix shall decide the amount payable to the employees (number of days of pay = Basic + DA) depending on the annual performance of the Bank. All the employees shall get the minimum number of days of pay as incentive depending on where in the matrix the Bank's performance fits in, broadly as per Matrix as under:

Sl. No.	YoY Growth in Operating Profit	No. of days for which Salary (Basic + DA) shall be paid
1	< 5%	Nil
2	5% to 10%	5 days
3	> 10% to 15%	10 days*
4	> 15%	15 days*

\*3<sup>rd</sup> and 4<sup>th</sup> slabs are payable only if the Bank has Net Profit. If a Bank has growth in Operating Profit of 5% & more, but there is no Net Profit, then minimum 2<sup>nd</sup> slab of 5 days will be payable.

(The PLI will be applicable from FY-2020-21)



**CORRIGENDUM TO  
11<sup>th</sup> BIPARTITE SETTLEMENT**

**dated**

**10<sup>th</sup> December, 2020**

---

**SETTLEMENT  
ON SPECIAL AREA ALLOWANCE**

---

**BETWEEN  
INDIAN BANKS' ASSOCIATION  
AND  
NATIONAL CONFEDERATION OF BANK EMPLOYEES**



**CORRIGENDUM to MEMORANDUM OF SETTLEMENT** dated 11<sup>th</sup> November, 2020 between the Managements of 29 Banks as represented by the Indian Banks' Association and their workmen as represented by the All India Bank Employees' Association, National Confederation of Bank Employees, National Organisation of Bank Workers and Indian National Bank Employees' Federation.



*[Under Section 2(p) and Section 18(1) of the Industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules, 1957]*

<b>Names of the Parties</b>	<b>29 Banks which are listed in Schedule-I to the Memorandum of Settlement dated 11<sup>th</sup> November, 2020 and their workmen</b>
Representing the Employers (Member Banks)	1. Shri Rajkiran Rai G 2. Shri Rakesh Sharma 3. Shri Alok Kumar Choudhary 4. Shri Sunil Mehta 5. Shri Gopal Murli Bhagat 6. Shri S.K. Kakkar Duly authorised on behalf of the Indian Banks' Association
Representing the Workmen	Shri C.H. Venkatachalam All India Bank Employees' Association
	Shri Sanjeev Kumar Bandlish National Confederation of Bank Employees
	Shri Upendra Kumar National Organisation of Bank Workers
	Shri Om Prakash Sharma Indian National Bank Employees' Federation

### **SHORT RECITAL OF THE CASE**

Whereas the Indian Banks' Association (IBA) on behalf of its member banks named in the Schedule I signed a settlement dated 11<sup>th</sup> November, 2020 with the All India Bank Employees' Association (AIBEA), National Confederation of Bank Employees (NCBE), National Organisation of Bank Workers (NOBW) and Indian National Bank Employees' Federation (INBEF) representing the workmen employees of the Banks mentioned in the said Schedule I, inter alla regarding various terms and conditions of their service,





- (A) Whereas, the issue of revision in rates of Special Area Allowances was discussed and agreed to be revised with effect from 1<sup>st</sup> November, 2017,
- (B) Whereas, it is now hereby agreed by and between the parties that in modification of Clause 29 of Settlement dated 27<sup>th</sup> April, 2010 and Clause 28 of Settlement dated 25<sup>th</sup> May, 2015, the revised rates of Special Area Allowance shall be in terms of and as per Schedule VI appended herein and the revised rates shall be effective from 1<sup>st</sup> November, 2017,
- (C) Whereas, it is further agreed that this Settlement shall be treated as Corrigendum to the Settlement dated 11<sup>th</sup> November, 2020.

Signed this day, 10<sup>th</sup> December, 2020

<p>Sd...</p> <p>Rajkiran Rai, G. Rakesh Sharma Alok Kumar Choudhary Sunil Mehta Gopal Murali Bhagat S K Kakkar</p> <p><b>Indian Banks' Association</b></p>	<p>Sd.. C H Venkatachalam</p> <p><b>All India Bank Employees' Association</b></p>
	<p>Sd.. Sanjeev Kumar Bandlish</p> <p><b>National Confederation of Bank Employees</b></p>
	<p>Sd.. Ramnath R. Kini</p> <p><b>National Organisation of Bank Workers</b></p>
	<p>Sd.. Ishwar Puthran</p> <p><b>Indian National Bank Employees' Federation</b></p>

CC TO: 1. Assistant Labour Commissioner (Central)  
2. Regional Labour Commissioner (Central)  
3. Chief Labour Commissioner (Central), New Delhi  
4. The Secretary to the Government of India, Ministry of Labour, New Delhi.

11<sup>th</sup> BIPARTITE



## Special Area Allowance

Sl.No	Area	Allowances (Rs)	
		Pay Below Rs. 36,001	Pay above Rs. 36,001
(1)	(2)	(3)	(4)
1.	<b>Mizoram</b> a) Chimpitupui District and areas beyond 25 kms. from Lunglei Town in Lunglei District.	4000	5200
	b) Entire Lunglei District excluding areas beyond 25 kms from Lunglei town.	3200	4200
	c) Entire Aizawl District	2400	3000
2.	<b>Nagaland</b>	3200	4200
3.	<b>Andaman &amp; Nicobar Islands</b> a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	4000	5200
	b) South Andaman (including Port Blair)	3200	4200
4.	<b>Sikkim</b>	4000	5200
5.	<b>Lakshadweep Islands</b>	4000	5200
6.	<b>Assam</b>	640	800
7.	<b>Meghalaya</b>	640	800
8.	<b>Tripura</b> a) Difficult areas of Tripura	3200	4200
	b) Throughout Tripura except difficult areas.	2400	3000
9.	<b>Manipur</b>	2400	3000

11<sup>th</sup> BIPARTITE SETTLEMENT

10.	<b>Arunachal Pradesh</b> a) Difficult areas of Arunachal Pradesh	4000	5200
	b) Throughout Arunachal Pradesh other than difficult areas	3200	4200
11.	<b>Jammu &amp; Kashmir</b> 1) <b>Kathua District:</b> Niabat Bani, Lohi, Malhar and Machhodi	4000	5200
	2) <b>Udhampur District:</b> a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2(b).	4000	5200
	b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre	3200	4200
	3) <b>Doda District:</b> Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	4000	5200
	4) <b>Leh District :</b> All places in the District	4000	5200
	5) <b>Barmulla District</b> a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua	4000	5200
	b) Matchill	3200	4200
	6) <b>Poonch and Rajouri District :</b> Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts	2400	3000

7)	Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border allowance from time-to-time by the State Government for their own staff	2400	3000
12.	<b>Himachal Pradesh</b> (1) <b>Chamba District</b> (a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata	4000	5200
	(b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	3200	4200
	(c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper).	2400	3000
	(2) <b>Kinnaur District:</b> a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi, Pooh Sub-Division, excluding the Panchayat Areas specified above.	4000	5200
	b) Entire District other than Areas included in (a) above	3200	4200



(3) Kullu District: a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	4000	5200
b) Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand).	2400	3000
(4) Lahaul and Spiti District : Entire area of Lahaul and Spiti	4000	5200
(5) Shimla District : a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi- Branda.	4000	5200
b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan	3200	4200
c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu).	2400	3000
(6) Kangra District: a) Areas of Bara Bhargal and Chhota Bhargal	3200	4200

b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiar, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub- Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar. Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town - H.P. Krishi Vishwavidyalaya Campus, Cattle Development Office/ Jersey Farm, Banuri, Sericulture Office/Indo- German Agriculture Workshop/ HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.	2400	3000
(7) Mandi District: Chhuvar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil- of Bagraa, Chatri, Chhotdhar, Garagushain, Gattoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharampur Block- Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil - Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil - Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.	2400	3000



	<b>(8) Sirmaur District:</b> Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bheneri (Paonta Tehsil), Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgiri Tract	2400	3000
	<b>(9) Solan District:</b> Mangal Panchayat.	2400	3000
	(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.	640	800
13.	<b>Uttar Pradesh:</b> Areas under Chamoli, Pithoragarh and Uttar Kashi Districts	4000	5200
14.	<b>Uttarakhand:</b> Areas under Chamoli, Pithoragarh, Uttarkashi, Rudraprayag and Champavat Districts	4000	5200
15.	<b>West Bengal South 24 Parganas District</b> Sunderban Areas (south of Dampier Hodge's line), namely, Bhagatush Khali (Rampura), Kumirmari (Bagna), Jhinga Khali, Sajnakhali, Gosaba, Amlamathi (Bidya), Canning, Kultali, Piyali, Nalgaraha, Raidighi, Bhanchi, Pathar Pratima, Bhagabatpur, Saptamukhi, Namkhana, Sikarpur, Kakdwip, Sagar, Mousini, Kalinagar, Haroa, Hingalganj, Basanti, Kuemari, Kultola, Ghushighata (Kulti)	1000	1000

# MEMORANDUM OF SETTLEMENT

dated

26<sup>th</sup> November, 2020

## ON SERVICE CONDITIONS FOR WORKMEN STAFF

BETWEEN  
STATE BANK OF INDIA  
AND  
ALL INDIA STATE BANK OF INDIA STAFF FEDERATION







# Memorandum of Settlement Dated 26<sup>th</sup> November 2020 between State Bank of India and All India State Bank of India Staff Federation on service conditions for workmen staff

(Under Section 2(p) and section 18(1) of the Industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules, 1957)

## Names of the Parties:

- (i) State Bank of India.
- (ii) Workmen employed in State Bank of India represented by All India State Bank of India Staff Federation.

## Representing State Bank of India:

- (i) Chief General Manager (HR)
- (ii) Deputy General Manager (IR)

## Representing the workmen:

- (i) General Secretary, All India State Bank of India Staff Federation.
- (ii) Sr.Vice Presidents, All India State Bank of India Staff Federation.
- (iii) Vice President, All India State Bank of India Staff Federation.

This Settlement made at Mumbai on the **26<sup>th</sup> November 2020** between State Bank of India, incorporated under the State Bank of India Act, 1955 (hereinafter called the Bank) having its Corporate Office at State Bank Bhavan, Madame Cama Road, Mumbai 400 021 of the ONE PART and the All India State Bank of India Staff Federation, being a Federation of the State Bank of India Employees' Associations and/or Unions, registered under the Indian Trade Unions Act, 1926, and having its Registered Office at State Bank Building, Bank Street, Hyderabad and representing the workmen staff of the Bank (hereinafter called the Federation) of the OTHER PART.

Whereas the Indian Banks' Association, on behalf of member Banks and the All India Unions of workmen employees in banks, including the National Confederation of Bank Employees (NCBE), to which the Federation is affiliated, have agreed on wage revision and other service conditions, in modification of the earlier Bipartite Settlements, and entered into a Memorandum of Settlement (hereinafter called the 11<sup>th</sup> Bipartite Settlement) on the 11<sup>th</sup> November 2020.

Whereas the Bank, as a member of the Indian Banks' Association, is a party to the said Settlement and the Federation, being an affiliate of the National Confederation of Bank Employees, are bound by the provisions thereof. Whereas in terms of Clause **11(v)** of the aforesaid **11<sup>th</sup> Bipartite Settlement dated 11<sup>th</sup> November 2020**, the rates of Special Pay and the duties of Special





Pay carrying posts for workmen staff in State Bank of India may be reviewed and settled at the Bank level.

Whereas after detailed deliberations between Bank and Federation on the said issues, an understanding has been reached between them which are set out in.

Annexure 1: Special Pay for workmen staff in State Bank of India effective from **01.11.2017 (and 01.12.2020, wherever mentioned)**

Annexure 2: Special Pay for Graduation and Professional Qualification, payable to Clerical Staff w.e.f. **01.11.2017**

Annexure 3: Fixed Personal Pay (FPP), effective from **01.11.2017**

Annexure 4: Other allowances payable to a few designated categories of workmen employees w.e.f. **01.11.2017 (and 01.12.2020, wherever mentioned)**

Annexure 5: Enhanced Duties & Responsibilities and Passing Powers w.e.f. **01.12.2020**

**NOW THESE PRESENTS WITNESSETH AND IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS :**

Notwithstanding anything contained in any of the provisions of the Awards/ Settlements including the Settlement dated the **4<sup>th</sup> June 2015** arrived at between the parties hereto and in supersession of the provisions thereunder dealt with, to the extent to which they stand superseded or modified, in **Annexures 1, 2, 3 and 4** of this Settlement, the provisions hereof shall be binding on the parties, unless stated otherwise, with effect from the dates mentioned therein and will be given effect to as from those dates. **Annexure 5 is for additional duties.**

It is agreed by both the parties that this Settlement shall become effective subject to approval by the Board of Directors of the Bank, with or without modifications / suggestions by mutual consent of the parties.

Parties further agree that unless otherwise provided, this Settlement shall remain in force and shall be binding on the parties till currency of the **11<sup>th</sup> Bipartite Settlement dated 11<sup>th</sup> November 2020** entered into by IBA and the Workmen Federations. The terms and conditions hereof shall continue to govern and bind the parties even thereafter unless the Settlement is terminated by either party giving to the other party statutory notice as prescribed or applicable.

Further, it has been decided to discuss and settle improvements in Career Progression Scheme, other provisions and Hospitalisation Scheme & Improved Medical Aid (Specified Serious Diseases) Scheme separately at the earliest.



The Federation shall extend its fullest cooperation in implementation of the terms and conditions of the Settlement at Branches / Offices of the Bank and also fully cooperate and collaborate in improvement of Productivity, Customer Service, and operational effectiveness of the Bank and in implementation of all the provisions hereof.

If any doubt / difficulty arises regarding implementation of any of the provisions of the Settlement, the matter will be clarified by the Corporate Centre after discussions with the Staff Federation. Pending clarification, the provision of the Settlement will be implemented.

Copies of the Memorandum of Settlement will be jointly forwarded by the parties to the authorities listed in Rule 58 of the I.D. (Central) Rules, 1957 so that terms and conditions thereof are binding on the parties as provided in law. This Settlement shall be deemed to have settled all issues raised before the Chief Labour Commissioner, New Delhi or any other forum including disputes raised or proceedings pending before any of the authorities under I.D. Act, 1957 relating to matters dealt in this settlement to the satisfaction of all concerned.

In witness whereof, the parties hereto have executed these presents at Mumbai on the **26<sup>th</sup> November 2020.**

**Signed and delivered on  
Behalf of State Bank of India by**

(Chief General Manager (HR))

(Dy. General Manager (IR))

In the presence of:

(General Manager (REHBU)  
Liaison Officer SC/ST Cell)

(Asst. General Manager (IR))

**Signed and delivered on behalf of  
by All India State Bank of India  
Staff Federation by**

(General Secretary)

(Sr. Vice-President)

(Sr. Vice-President)

(Sr. Vice-President)

(Sr. Vice-President)

(Sr. Vice-President)

(Vice-President)





In modification of the provisions contained in **Annexure-1** to the Settlement dated **4<sup>th</sup> June 2015** on service conditions, the rates of Special Pay payable to Workmen Employees stand revised as under for the period from **1<sup>st</sup> November 2017** and onwards.

(Reference : Clause No. 11 (v) of the 11<sup>th</sup> Bipartite Settlement dated 11.11.2020)

1. CLERICAL STAFF (Amt. in Rs.)				
Sl. No.	Posts carrying Special Pay	Special Pay (Ranking for DA, HRA and Superannuation Benefits)		
	<b>A. Positions:</b>	Existing Upto 31.10.2017	Revised w.e.f. 01.11.2017	Revised w.e.f. 01.12.2020
1	Chief Associate	3970	7550	11000
2	Special Associate	3970	6050	8000
3	Special Agricultural Associate / Officiating Pay (Relief Officer) / Special Associate (Grahak Mitra-cum-Record Keeper) \$	3970	6050	
	Head Pharmacist # / Head Control Room Operator #	2260	6050	
4	Senior Associate / Senior Agricultural Associate / Senior Associate (Grahak Mitra-cum-Record Keeper) \$	2410	3650	
	Senior Pharmacist # / Senior Control Room Operator #	1310	3650	
5	Head Armourer / Head Plant Associate	2260	3450	
6	Associate / Associate (Grahak Mitra-cum-Record Keeper) \$	1640	2500	

ANNEXURE-1

7	Special Record Keeper cum cashier / Senior Plant Associate / Senior Armourer	1310	2000	
8	Agricultural Associate / Pharmacist / Control Room Operator / Senior Record Keeper cum Cashier	820	1250	
9	All the existing Clerical staff who are not drawing any Special Pay	330	500	

**Note :** # Aligned at par with Special Associates / Senior Associates / Associates  
\$ Newly Created Positions in Career Progression of Grahak Mitra-cum-Record Keeper

CLERICAL STAFF : (Amt. in Rs.)			
Sl. No.	<b>B. Positions frozen:</b>	Existing upto 31.10.2017	Revised w.e.f. 01.11.2017
1	Special Stenographer #	2850	6050
2	Head Assistant (Accounts)	2410	3700
3	Head Draughtsman / 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	2260	3450
4	Senior Stenographer #	1740	3650
5	Senior Draughtsman	1740	2650
6	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	1310	2000





7	Steward	1230	1900
8	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)	820	1250

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

**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 utilized as stated below:

- The posts of Godown-Keepers 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.
- When an employee working in a post carrying Special Pay officiates as Relief Officer in JM Grade Scale I, he will be paid only the Officiating Pay, which is higher than the Special Pay during the period of such officiating. Similarly, if an employee already working in a Special Pay carrying post acts in a position carrying a attendant benefits on pro-rata basis.
- Parties agree to review and enlarge the duties of Special Pay carrying positions as per emerging needs of the Bank.
- In addition to the existing duties in respect of all the workmen staff, they will also perform all the additional duties as provided in

**Annexure-5 to this Memorandum of Settlement**



2. SUBORDINATE STAFF		Amt. in Rs.)		
		Special Pay		
		(Ranking for DA, HRA and Superannuation Benefits)	Revised w.e.f. 01.11.2017	Revised w.e.f. 01.12.2020
Sl. No.	Posts carrying Special Pay	Existing Upto 31.10.2017		
	<b>A. Positions :</b>			
1	Senior Head Armed Guard	2620	4000	4000
2	Senior Head Messenger	2420	3700	
3	Senior Head Watchman / Senior Head Ward Boy / Senior Head General Attendant	2420	3700	
4	Head Armed Guard / Officiating Pay (Record Keeper / Godown Keeper / Cashier / Bill Collector)	1230	1900	1750
5	Head Messenger	950	1450	
6	Head Watchman / Head General Attendant / Head Ward Boy	950	1450	
7	Armed Guard / Ward Boy	630	1000	
8	Watchman	100	200	
9	Messenger staff who are entrusted the role of Printing / Updating Pass Book (on pro-rata for the number of days which the services of Messengers are / were utilized for printing of Pass Books)	670	1050	



# SUBORDINATE STAFF

(Amt. in Rs.)

Sl. No.	B. Positions frozen:	Existing Upto 31.10.2017	Revised w.e.f. 01.11.2017
1	Senior Head Driver	2680	4100
2	Senior Driver	2570	3900
3	Senior Head Electrician / Senior Head Sanitary Fitter / Senior Head A.C. Plant Attendant / Senior Head S.T. Plant Attendant	2460	3750
4	Senior Head Bearer / Senior Head Cook / Senior Head Sweeper / Senior Head Mali / Driver / Senior Head Liftman / Senior Head Fireman	2420	3700
5	Senior Electrician / Senior Sanitary Fitter / Senior A.C. Plant Attendant / Senior S.T. Plant Attendant	2340	3550
6	Electrician / Sanitary Fitter / A.C. Plant Attendant / S.T. Plant Attendant	2190	3350
7	Head Bearer / Head Mali / Head Sweeper / Head Cook / Head Fireman / Head Liftman	950	1450

(Amt. in Rs.)

Sl. No.	B. Positions frozen:	Existing Upto 31.10.2017	Revised w.e.f. 01.11.2017
8	Senior Cook / Senior Bearer / Senior Liftman / Pump Attendant / Telephone Lineman	630	1000
9	Compositor	2060	3150
10	Pressman	1200	1850
11	Impositor-cum-Distributor	360	550
12	Duplicating Machine Operator / Senior General Attendant (Cash Hammal / Farrash / Sweeper) / Fireman	100	200
13	Copying Machine Operator / Godown Watchman / Liftman / Plumber / Cook / Machine Man	90	150

**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 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) The posts of Compositors will be abolished on the incumbents moving over to higher positions or retiring from Bank's service. The services of such Compositors who have not completed 23 years of service, will be utilized as Head Messengers. The posts of Pressmen, Duftaries, Sorters, Impositor-cum-Distributors, Duplicating Machine Operators, 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 22<sup>nd</sup> 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. 1,450/- (Revised) on completion of 15 years of full-time service and the term 'Head' prefixed to their designation.
- (ii) Similarly, on completion of 23 years of full-time service, they will be eligible for a Special Pay of Rs. 3,700/- (Revised) with the term 'Senior Head' prefixed to their designation. This would be done once every year on the 1<sup>st</sup> 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 of the Bank.

#### ANNEXURE - 2

In modification of the provisions contained in **Annexure-2** to the Settlement dated 4<sup>th</sup> June 2015, the rates of Special Pay for Graduation and Professional Qualification payable to the **Clerical Cadre staff** stand revised as under, with effect from the **1<sup>st</sup> November 2017**.

(Reference : Clause No.11 (iii) of the 11<sup>th</sup> Bipartite Settlement dated 11.11.2020)

Special Pay for Graduation and Professional Qualification payable after reaching maximum in the scale of Pay	Existing Upto 31.10.2017 Rs.	Revised w.e.f. 01.11.2017 Rs.
<b>A. Graduation :</b>		
(a) On completion of 1 year after reaching maximum in the Scale of Pay	450	700
(b) On completion of 2 years	900	1400
<b>B. Professional Qualification :</b>		
(i) Part I of CAIIB /JAIIB after 1 year	450	700
(ii) Part II of CAIIB:		
(a) After 1 year	450	700
(b) After 2 years	900	1400
(c) After 3 years	1350	2100



#### C. Graduation & Professional Qualification :

(i) Graduation and/or NDC and have passed JAIIB or Part-I of CAIIB		
(a) After 1 year	450	700
(b) After 2 years	900	1400
(c) After 3 years	1350	2100
(ii) Graduation and / or NDC and have passed JAIIB or both parts of CAIIB		
(a) After 1 year	450	700
(b) After 2 years	900	1400
(c) After 3 years	1350	2100
(d) After 4 years	1800	2800
(e) After 5 years	2250	3500

#### ANNEXURE-3

##### 1. FIXED PERSONAL PAY (FPP) (Effective from 01.11.2017)

(Reference : Schedule III of the 11<sup>th</sup> Bipartite Settlement dated 11.11.2020)

In modification of the provisions contained in **Annexure - 3** to the Settlement dated 4<sup>th</sup> June 2015 on Service Conditions for Workmen Staff, Fixed Personal Pay (FPP) shall be payable as under, with effect from the 1<sup>st</sup> November 2017 to workmen employees who joined the Bank's service before 01.01.1980 and have drawn additional increment(s) in terms of Bipartite Settlement dated 17<sup>th</sup> September 1984.

##### Clerical Staff :

- (i) One year after reaching maximum of the scale - Rs. 95/- per month  
(ii) Two years after reaching the maximum - Rs. 190/- per month  
(iii) Three years after reaching the maximum in the scale as under.

(Existing Amount upto 31.10.2017 in Brackets below)

Area of Posting	Increment component of FPP to be reckoned for superannuation benefits (Rs.) per month	Revised FPP payable where accommodation is provided by the Bank (Rs.) per month	Revised FPP payable where accommodation is not provided by the Bank (Rs.) per month
All Centres	1990 (1310)	2235 (1640)	2455 (1775)





- (i) One year after reaching maximum of the Scale - Rs. 30/- per month.  
(ii) Two years after reaching the maximum in the scale as under.  
(Existing Amount upto 31.10.2017 in Brackets below)

Area of Posting	Increment component of FPP to be reckoned for superannuation benefits (Rs.) per month	Revised FPP payable where accommodation is provided by the Bank (Rs.) per month	Revised FPP payable where accommodation is not provided by the Bank (Rs.) per month
All Centres	1000 (655)	1060 (760)	1170 (820)

## 2. FIXED PERSONAL PAY (FPP) (EFFECTIVE FROM 01.11.2017 IN RESEPECT OF THOSE WHO HAVE JOINED ON OR AFTER 01.01.1980 AND BEFORE 01.11.1993.

In modification of the provisions contained in **Annexure - 3** to the Settlement dated 4<sup>th</sup> June 2015 on Service Conditions for Workmen Staff, Fixed Personal Pay shall be payable as under, with effect from 1<sup>st</sup> November 2017, to the 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 01.11.2017.

### (I) Clerical Staff:

(Existing Amount upto 31.10.2017 in Brackets below)

Area of Posting	Increment component of FPP (to be reckoned for superannuation benefits) Rs.	Total FPP payable where accommodation is provided by Bank Rs.	Total FPP payable where accommodation is not provided by Bank Rs.
All Centres	1990 (1310)	2045 (1450)	2265 (1585)

### (II) Subordinate Staff

(Existing Amount upto 31.10.2017 in Brackets below)

Area of Posting	Increment component of FPP (to be reckoned for superannuation benefits) Rs.	Total FPP payable where accommodation is provided by Bank Rs.	Total FPP payable where accommodation is not provided by Bank Rs.
All Centres	1000 (655)	1030 (730)	1140 (790)



## OTHER ALLOWANCES PAYABLE TO WORKMEN EMPLOYEES

In modification of the provisions contained in **Annexure - 4** to the Settlement dated 4<sup>th</sup> June 2015 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 1<sup>st</sup> November 2017, as under.

### (a) CLERICAL CADRE :

Post	Existing Allowance Upto 31.10.2017 Rs.	Revised Allowance w.e.f. 01.11.2017 Rs.
Canteen Manager	2270	3450
Caretaker	1370	2100
Godown Allowance for Godown Keeper	450	700
Conveyance Charges to employees using bicycle for official duties where public transport is not available	310	500
Special Allowance payable to Chief Associate	5720	8700

### (b) SUBORDINATE CADRE :

(Amt. in Rs.)

Driver attached to Senior Executive (additional)	1060	1650
Godown allowance for Godown Watchman	440	700

### (c) BOTH CLERICAL AND SUBORDINATE STAFF:

(Amt. in Rs.)

(i) Mid-Academic Year Transfer Allowance	300	600
--	-----	-----

### (ii) Hill & Fuel Allowance:

(Reference : Clause No. 12 of the 11<sup>th</sup> Bipartite Settlement dated 11.11.2020)

The Hill & Fuel Allowance shall be payable at the following rates with effect from 1<sup>st</sup> November 2017.



PARTICULARS	EXISTING *	PROPOSED
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 supersession of instructions contained in the Memorandum of Settlement dated the 7<sup>th</sup> April 2016, the Discomfort Allowance payable on Redeployment / Transfer to outside centre will be revised as under with effect from 01.11.2020

Category of Staff	Existing (Rs. p.m.)	Revised (Rs. p.m.)
Clerical	1500/-	2300/-
Subordinate	900/-	1400/-

**Lodging Allowance : (In case of deputation)**

(Reference : Clause No. 26 of the 11<sup>th</sup> Bipartite Settlement dated 11.11.2020)  
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. 2500/- per day	Rs. 2000/- per day	Rs. 1500/- per day
Subordinate Staff	Rs. 1250 /- per day	Rs. 1000/- per day	Rs. 750/- per day

**Note :**

- Where free lodging is provided by the Bank at the place of deputation, 3/4<sup>th</sup> of the Halting Allowance will be paid as per the eligibility at the centre.
- Where free boarding & lodging are provided by the Bank at the place of deputation, 1/4<sup>th</sup> of the Halting Allowance will be paid as per the eligibility at the centre.

(e) **New Allowance : Key Allowance (w.e.f. 01.12.2020)**

Key Allowance @ Rs.1000/- (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.

**ANNEXURE - 5**

## ADDITIONAL DUTIES AND RESPONSIBILITIES

Both the parties agree that the following duties will be performed by:

### Clerical Employees

- Marketing & Tele-calling for Business Development / NPA recovery.
- Verification of LTI / RTI of illiterate customers by holders of cash key in cash balance branches.
- Assisting the Branch Manager in acquisition of new Business, Follow-up, Recovery, Achievement of Budgetary goals and enhancing profitability.
- Chief Associates & Special Associates will verify documents as per check list, in case of Sanction of 'P' Segment loans for public.
- Exercising Passing Powers as per designation as under:

Sl. No	Designation	Existing		Revised	
		Cash	Transfer	Cash	Transfer
1	Junior Associate	15,000	20,000	No Change	No Change
2	Associate	35,000	70,000	No Change	No Change
3	Senior Associate	50,000	1,00,000	No Change	No Change
4	Special Associate	1,00,000	4,00,000	2,00,000	6,00,000
5	Chief Associate	2,00,000	5,00,000	4,00,000	10,00,000

### Subordinate Employees

- Marketing & Tele-calling for Business Development / NPA recovery.



# IBA CLARIFICATIONS ON 9<sup>TH</sup> STAGNATION INCREMENT

## IBA CIRCULAR

HR & INDUSTRIAL RELATIONS

HR&IR/MBR/XIBPS/9991

June 5, 2021

Designated Officers of Member Banks which are parties to the 11<sup>th</sup> Bipartite Settlement/ Joint Note dated 11.11.2020

Dear Sir/ Madam,

### Stagnation Increment

Please refer to our letter No. CIR/HR&IR/XIBPS/9314 dated 12<sup>th</sup> November, 2020 with regard to Wage revision to Award Staff and Officers respectively in terms of Bipartite Settlement and Joint Note dated 11<sup>th</sup> November, 2020.

In this regard we have received a few queries from our member Banks regarding the benefit of improvement in stagnation increment. Please note that by the clarifications in this communication, no additional benefit over and above the provisions of bipartite/joint note mentioned above, are to be extended.

We quote below the relevant provisions in the Settlement/Joint Note.

### A. For Workmen/ XI BPS

#### Clause 5. Stagnation Increments

In partial modification of Clause 5 of Bipartite Settlement dated 25<sup>th</sup> May 2015, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for nine stagnation increments w.e.f. 1<sup>st</sup> November 2017 at the rate and frequency as stated herein under:

The clerical and subordinate staff including permanent part-time employees on scale wages on reaching the maximum in their respective scales of pay, shall draw nine stagnation increments at the rate of Rs. 1990/- and Rs.1000/- respectively (pro rata in respect of permanent part-time employees) each due under this settlement, and at frequencies of 2 years, from the dates of reaching the maximum of their scales as aforesaid.

Provided further that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of eight stagnation increments shall be eligible for the ninth stagnation increment from 1<sup>st</sup> November, 2017 or two years after receiving the eighth stagnation increment, whichever is later.

Provided further that the Stagnation increment/s received by the employees who are/were in service of the banks as on 1<sup>st</sup> November, 2017 as per periodicity hereinbefore would be readjusted from the date of reaching their maximum by also considering the Graduation/JAIB/CAIIB Qualifications acquired thereafter, if any and employee shall be notionally eligible for stagnation increments w.e.f. 1.11.2017 in terms of this settlement as per the revised periodicity which will qualify for superannuation benefits. However, monetary benefit on account of such revised and readjusted stagnation increment/s shall be payable from 1<sup>st</sup> November, 2020 or the actual date of entitlement whichever is later.

### 46 (2) Implementation

With effect from

- |  |                                |
|--|--------------------------------|
| a) 9 <sup>th</sup> Stagnation Increment                                | 1 <sup>st</sup> November, 2017 |
| b) Rescheduling of stagnation increment/s due to change in periodicity |                                |
| i) Notional benefit  | 1 <sup>st</sup> November, 2017 |
| ii) Monetary benefit   | 1 <sup>st</sup> November, 2020 |

Thus, in terms of the above, it will be observed and understood as under:

- From 1-11-2017, both clerical and subordinate staffs are eligible for 9 stagnation increments.
- Each Stagnation increment shall be Rs. 1990 and Rs. 1000 for clerical staff and subordinate staff respectively at a frequency of 2 years.
- Clerical / subordinate staff already in receipt of 8 stagnation increments shall be eligible for the 9<sup>th</sup> stagnation increment from 1<sup>st</sup> November, 2017 or two years after receiving the eighth stagnation increment, whichever is later.
- For all other employees who were in service as on 1-11-2017, stagnation increments already drawn as per old norms shall be reworked as per new norms. The benefit of such reworked stagnation increments shall be notional from 1- 112017 and monetary benefit shall be payable from 1-11-2020 or the actual date whichever is later. Though the benefits may accrue w.e.f. 1-11-2017, in no case monetary benefit will be extended in any manner for the period preceding 1- 112020.

All Member Banks are requested to be guided accordingly and implement the provisions as above.

### B. For Officers /Joint Note Clause 2.

#### Stagnation Increments

- Officers in JM Grade Scale I who have moved to scale of pay for MMG



Scale II in terms of Regulation 5 (b) after reaching maximum of the higher scale are presently eligible for four stagnation increments. With effect from 1<sup>st</sup> November, 2017, these officers will be eligible for five stagnation increments. The first four stagnation increments will be released after every two completed years of service, of which first two shall be Rs.1990/- each and next two shall be Rs. 2220/- each. The fifth stagnation increment of Rs.2220/- will be released two years after receipt of fourth stagnation increment or w.e.f. 1<sup>st</sup> November 2017, whichever is later.

- b) Officers in MMG Scale II who have moved to Scale of Pay for MMG Scale III in terms of Regulation 5 (b) after reaching maximum of higher scale are presently eligible for four stagnation increments. With effect from 1<sup>st</sup> November, 2017 these officers will be eligible for five stagnation increments. First four stagnation increments of Rs.2220/- will be released after every two completed years of service after reaching the maximum on the higher scale. The fifth stagnation increment of Rs.2220/- will be released two years after release of fourth stagnation increment or w.e.f. 1<sup>st</sup> November, 2017, whichever is later.
- c) Officers in substantive MMG Scale III i.e. those who are recruited in or promoted to MMG Scale III are presently eligible for five stagnation increments. These officers shall now be eligible for a total six stagnation increments. First four stagnation increments of Rs. 2220/- after every two completed years and next two increments of Rs. 2500/- each, two years after receipt of the fourth stagnation increment. The sixth stagnation increment of Rs. 2500/- will be released two years after release of fifth stagnation increment or w.e.f. 1<sup>st</sup> November 2017, whichever is later.
- d) Officers in SMG Scale IV are presently eligible for one stagnation increment of Rs. 2500/- two years after reaching maximum of scale. These officers will now be eligible for one additional stagnation increment of Rs. 2730/- after two years of receipt of first stagnation increment or w.e.f. 1.11.2017, whichever is later.
- e) Provided further that the Stagnation increment/s received by the Officers from Scale I to Scale IV who are/were in service of the banks as on 1<sup>st</sup> November, 2017 as per periodicity hereinbefore would be readjusted from three year periodicity to two year periodicity from the date of reaching their maximum and officer shall be notionally eligible for stagnation increments w.e.f. 1.11.2017 in terms of this Joint Note as per the revised periodicity which will qualify for superannuation benefits. However, monetary benefit on account of such revised and readjusted periodicity of stagnation increment/s shall be payable from

- 1<sup>st</sup> November, 2020 or the actual date of entitlement whichever is later.
- f) Officers in SMGS – V shall be eligible for one stagnation increment of Rs.2970/- two years after reaching the maximum of scale or w.e.f. 1.11.2020, whichever is later.

**Thus, in terms of the above, it will be observed and understood as under:**

- a. Officers in JM Grade Scale I and who have moved to Scale II under Reg. 5 (b) and who have received 4 stagnation increments shall receive the 5<sup>th</sup> stagnation increment at Rs. 2220, two years after receiving the 4<sup>th</sup> stagnation increment or w.e.f. 1-11-2017, whichever is later.
- b. Officers in MMG Scale II and who have moved to Scale III under Reg. 5 (b) and who have received 4 stagnation increments shall receive the 5<sup>th</sup> stagnation increment at Rs. 2220, two years after receiving the 4<sup>th</sup> stagnation increment or w.e.f. 1-11-2017, whichever is later.
- c. Officers in MMG Scale III and who have received 5 stagnation increments shall receive the 6<sup>th</sup> stagnation increment at Rs. 2500, two years after receiving the 5<sup>th</sup> stagnation increment or w.e.f. 1-11-2017, whichever is later.
- d. Officers in SMG Scale IV and who have received one stagnation increment shall receive 2<sup>nd</sup> stagnation increment at Rs. 2730, two years after receiving the 1<sup>st</sup> stagnation increment or w.e.f. 1-11-2017, whichever is later.
- e. Officers in SMG Scale V shall be eligible for one stagnation increment at Rs.2970/- two years after reaching the maximum of scale or w.e.f. 1.11.2020, whichever is later.
- f. Further, for all officers who were in service as on 1-11-2017 and who have received stagnation increment/s at the earlier frequency of 3 years, their stagnation increments shall be re-adjusted and re-worked at the uniform frequency of 2 years. The benefit of such re-worked stagnation increment shall be notional from 1-11-2017 with monetary benefit w.e.f. 1-11-2020 or the actual date of entitlement whichever is later.

Banks may take note of the above and be guided accordingly.

Warm regards,

Yours faithfully,

Sd..

Gopal Murli Bhagat  
Deputy Chief Executive





**STAFF: AWARD**

**11<sup>TH</sup> BIPARTITE SETTLEMENT**

**CLARIFICATION OF RELEASE OF STAGNATION INCREMENTS**

1. We invite a reference to Para-6(i) of e-Circular no. CDO/P&HRD-IR/66/2020-21 dated 21.12.2020 on release of Stagnation increments. In this regard, as per clarification received from IBA, it is clarified as under:
  - a) From 1-11-2017, both Clerical and Subordinate Staff are eligible for 9 stagnation increments.
  - b) Each Stagnation increment shall be Rs.1990 and Rs.1000 for Clerical Staff and Subordinate Staff respectively at a frequency of 2 years.
  - c) Clerical / Subordinate Staff already in receipt of 8 stagnation increments shall be eligible for the 9<sup>th</sup> stagnation increment from 1<sup>st</sup> November, 2017 or two years after receiving the eighth stagnation increment, whichever is later.
  - d) For all other employees who were in service as on 1-11-2017, stagnation increments already drawn as per old norms shall be reworked as per new norms. The benefit of such reworked stagnation increments shall be notional from 1-11-2017 and monetary benefit shall be payable from 1-11-2020 or the actual date whichever is later. Though the benefits may accrue w.e.f. 1-11-2017, in no case monetary benefit will be extended in any manner for the period preceding 1-11-2020.