

All Branches/Offices of
State Bank of India.

WORKMEN STAFF - SALARY REVISION
10TH BIPARTITE SETTLEMENT

Indian Banks' Association have signed a Memorandum of Settlement on the 25th May 2015 with the representative Unions of workmen on service conditions (including revision of Salary & Allowances).

2. As regard revision of Special Pay, FPP, PQP and Other Allowances in respect of workmen in our Bank, we have on 4th June 2015 signed a Memorandum of Settlement with All India State Bank of India Staff Federation.

3. The Executive Committee of the Central Board in its meeting held on 13.06.2015 accorded approval for implementation of the provisions of the above Settlements, as applicable, to our Bank.

4. The provisions of the above Settlements are contained in Annexure for immediate implementation and shall amend, modify and supersede the relevant provisions of the Awards and Settlements wherever referred to therein.

5. Employees who have retired from the service of the Bank on or after the 1st November 2012 and paid Gratuity in terms of the Payment of Gratuity Act, 1972, will be eligible for arrears of Gratuity, if any, on the revised salary and allowances payable to them in terms of 10th Bipartite Settlement.

6. As regards recovery in case of housing accommodation provided by the Bank, the extant instructions contained in our circular letter No.PER/IR/CIR/118 dated 12th November 1990 (copy enclosed) will be followed.

7. Difference in cash equivalent to leave encashment availed by the employees after 1st November 2012 should be paid keeping in view the effective dates of implementation of the various components of the salary revision.

8. Bonus entitlement for the accounting year ended March 2013 and March 2014 should be recalculated and payment made accordingly. Similarly, if on account of the wage revision, any employee goes out of the purview of the Payment of Bonus Act and becomes ineligible for Bonus, the amount of bonus already paid to him should be recovered from him.

9. Members of SBI Employees' Provident Fund who are making additional contribution to Provident Fund in terms of Rule 12 (C) of the Fund Rules may be permitted to opt, if they so desire, not to make additional contribution on arrears of salary for the period from 01.11.2012 upto the month of payment of arrears on account of salary revision. Further, the members may be permitted to opt for appropriation of the additional contribution already made by them in terms of Rule 12 (C) of the Provident Fund Rules for the period as stated earlier towards the arrears of compulsory contribution required to be made by them in terms of Rule 12(i) of SBI Employees' Provident Fund Rules.

10. Income Tax payable on the amount of arrears should be recovered and in case an employee requests that the relief available under Section 89(1) of the Income Tax Act should be made available and submits Form 10E, the relevant provisions of extant Income Tax Rules should be followed.

11. The HRMS will make payment of arrears for the period 01.11.2012 to 31.03.2015 by debit to the Central Accounts Office, Kolkata and arrears for the period 01.04.2015 onwards shall be paid by debit to charges account of the respective branch/office. The required year-wise statement of payment of arrears would also be generated by HRMS.

12. Operational guidelines regarding payment of arrear through HRMS are issued vide our letter no. CDO/IR/SPL/13 dated 06.06.15 (copy enclosed).

13. In respect of employees whose pay-fixation on promotion from subordinate cadre to clerical cadre etc. is yet to be completed or pay-fixation on appointment in the Bank need to be reviewed for any reason, the payment of revised salary and arrears, if any, will be made provisionally and subject to final adjustments.

14. Please bring the content of this circular to notice of all concerned and arrange accordingly.

Dy. Managing Director &
Corporate Development Officer

ANNEXURE-A

**PROVISIONS OF 10TH BIPARTITE SETTLEMENT DATED 25.05.2015 ON SERVICE
CONDITIONS (INCLUDING REVISION OF SALARY & ALLOWANCES) AS
APPLICABLE TO STATE BANK OF INDIA**

1. In respect of 43 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 5th January 1952, notified on 26th 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 modifies certain provisions of the Sastry Award (hereinafter referred to as the Awards) as modified by the settlements dated 19th October, 1966, 12th October, 1970, 23rd July, 1971, 8th November, 1973, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions except to the extent the same are modified by this settlement.

2. In respect of State Bank of India, the provisions of the Awards as modified by the Settlements dated 31st March, 1967, 24th February, 1970, 15th September, 1970, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 15th September, 1998, 27th March 2000, 10th April 2002, 22nd July 2003, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.
3. In respect of State Bank of India, Settlements referred to in Clauses 2 above refer to settlements entered into between State Bank of India with the All India State Bank of India Staff Federation, representing the workmen of the Bank (hereinafter referred to as the said separate settlements).
4. The provisions of the said Awards, the First Bipartite Settlement dated 19th 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.
5. Provisions in the aforesaid Awards/Settlements which have not been amended/ modified or superseded by this Settlement shall continue to remain in force.

6. Scales of Pay

In modification of Clause 4 of Bipartite Settlement dated 27th April 2010, **with effect from 1st November 2012** the scales of pay shall be as under:-

Clerical Staff

	<u>655</u>		<u>815</u>		<u>980</u>		<u>1145</u>
11765	3	13730	3	16175	4	20095	7
	<u>2120</u>		<u>1310</u>				

28110		30230		31540	(20 years)
	1		1		

Subordinate Staff

	<u>325</u>	1086	<u>410</u>		<u>490</u>	<u>570</u>
9560				12910		14870
	4	0	5		4	3
	<u>655</u>	1854				
16580				(20 years)		
	3	5				

Note:

- (a) Fitment in the new scales of pay shall be on a stage-to-stage basis. The existing & Revised scale of pay are illustrated in Annexure-II.
- (b) There shall be no change in the dates of annual increments because of the fitment.

a. Stagnation Increments

In partial modification of Clause 5 of Bipartite Settlement dated 27th April 2010, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for eight stagnation increments **w.e.f. 1st November 2012** 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 eight stagnation increments at the rate of Rs.1310/- and Rs.655/- (pro rata in respect of permanent parttime employees) each due under this settlement, and at frequencies of 3 years and 2 years respectively, from the dates of reaching the maximum of their scales as aforesaid except that in the case of clerical staff, sixth, seventh and eighth stagnation increments will be released two years after receipt of fifth, sixth and seventh stagnation increments respectively, provided that an employee who has completed two years

or more after receiving fifth stagnation increment as on 1st November 2012 shall receive the sixth stagnation increment as on 1st November 2012.

Provided further that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of seven stagnation increments shall be eligible for the eighth stagnation increment on 1st May 2015 or two years after receiving the seventh stagnation increment, whichever is later.

IBA has advised vide their letter no. CIR/HR&IR/XBPS/KU/919 dated 16.01.15 that the effective date of implementation of the Stagnation Increment improvements (5th to 6th & 7th to 8th Stagnation Increment) will be 1st May 2015.

b. Definition of 'Pay'

In reiteration of Clause 6 of the Bipartite Settlement dated 27th April 2010, 'Pay' for the purpose of Dearness Allowance, House Rent Allowance (HRA) and superannuation benefits including for contribution to National Pension System (NPS) shall mean Basic Pay, Stagnation increments, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any.

Note:

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

c. Dearness Allowance

In substitution of Clause 7 of Bipartite Settlement dated 27th April 2010 **with effect from 1st November 2012**, the Dearness Allowance shall be payable as per the following rates:-

Clerical and Subordinate Staff

0.10% of 'pay'

Note:

Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 4440 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100.

- i. It is clarified that there shall be no ceiling on Dearness Allowance.
- ii. Dearness Allowance shall be calculated and paid on Basic Pay, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any, payable under this settlement in respect of both clerical and subordinate staff.
- iii. All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.

7. House Rent Allowance

In substitution of Clause 9 of the Bipartite Settlement dated 27th April 2010 **with effect from 1st November 2012**, the House Rent Allowance payable shall be as under:

	Area	Rate as percentage of Pay [No Minimum/ No Maximum]
(i)	Places with population of more than 45 lakhs and Project Area Centres in Group 'A'	10.00%
(ii)	Places with population of 12 lakhs and above including State of Goa and Project Area Centres in Group 'B'	9.00%
(iii)	Other places not covered in (i) and (ii) above	7.50%

Note:

- (1) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.3% of the first stage of the Scales of Pay.
- (2) All other existing provisions relating to House Rent Allowance shall remain unchanged.

8. Special Allowance

With effect from 1.11.2012, workmen employees shall be paid Special Allowance at 7.75% 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.

9. Transport Allowance

In partial modification of Clause 10 of the Bipartite Settlement dated 27th April 2010, Transport Allowance shall be paid as under, **with effect from 1st November, 2012:**

Clerical and Subordinate Staff

Upto 15 th stage of the scale of Pay	-	425/- per month
16 th stage of the scale of Pay and above	-	470/- per month

Provided that a sub-staff drawing transport allowance at Rs.470/- per month, on being promoted to clerical cadre is fitted at a stage lower than 16th stage, he shall continue to be paid the same Transport Allowance of Rs.470/- per month.

Note:

- (i) All permanent part time employees including those on probation and drawing scale wages shall be paid transport allowance on pro rata basis as under:

Upto 15 years of service	-	Pro rata @Rs.425/- per month
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Above 15 years of service - Pro rata @Rs.470/- per month

- (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.

10. Special Pay

In modification of Clause 11 of the Bipartite Settlement dated 27th April 2010, **with effect from 1st November 2012:**

- (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 the industry level Settlement. In case of State Bank of India, Special Pay, FPP, PQP and Other Allowances shall be as per the Memorandum of Settlement dated 4th June 15 signed with AISBISF and as contained in Annexure-III.
- (ii) In all other aspects, the general rules and provisions contained in Chapter V of the Bipartite Settlement dated 19th October 1966 relating to special pay carrying posts, as modified from time-to-time, shall continue to apply.
- (iii) **With effect from 1st November 2012**, Graduation Pay and Professional Qualification Pay payable to the clerical staff in our Bank shall be as contained in the Annexure.
- (iv) The Special Pay, Graduation Pay and Professional Qualification Pay shall rank for superannuation benefits.

- (v) In reiteration of sub-clause (xv) of Clause 11 of the Bipartite Settlement dated 27th April 2010, a member of the nonsubordinate 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 increments(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.

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 19th 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.

11. Hill and Fuel Allowance

In partial modification of Clause 12 of the Bipartite Settlement dated 27th April 2010, the Hill and Fuel Allowance shall be payable at the following rates **with effect from 1st November 2012:**

At places situated at a height of 3000 metres and above	8% of pay (Max. Rs.1500/-p.m.)
At places situated at a height of and over 1500 metres but below 3000 metres	4% of pay (Max. Rs.600/-p.m.)
At places situated at a height of over 1000 metres but less than 1500 metres and Mercara Town	3% of pay (Max. Rs.500/-p.m.)

Note: All other existing provisions shall remain unchanged.

12. Fixed Personal Pay

In partial modification of Clause XIV of Bipartite Settlement dated 29th October 1993, Clause 13 of Bipartite Settlement dated 27th March 2000, Clause 13 of the Bipartite Settlement dated 2nd June 2005 and Clause 13 of Bipartite Settlement dated 27th April 2010, the Fixed Personal Pay shall be revised **with effect from 1st November 2012.**

The revised amount of FPP payable to workmen of State Bank of India who joined the service of the Bank before 01.01.1980 and have drawn additional increment(s) in terms of Bipartite Settlement dated 17.09.1984 is as contained in the Annexure..

The revised amount of FPP payable to workmen of State Bank of India who joined the service of the Bank on or after 01.01.1980 and before 01.11.1993 is also as contained in the Annexure.

Note : Only employees who were in the service of the bank on or before 1st November 1993 will be eligible for FPP, one year after reaching the maximum scale of pay, they are placed in.

13. Payment of Overtime Allowance

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

14. Pension (including State Bank of India)

Employees in service of the Banks as on 1st November 2012 and who have retired thereafter but before 25th May 2015 and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

15. Provident Fund It is

reiterated that -

Employees of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.

16. Medical Aid

In partial modification of Clause 17 of the Bipartite Settlement dated 27th April 2010, **with effect from 1st November 2012**, the reimbursement of

medical expenses under medical aid scheme shall be restricted to an amount of Rs.2200 /- per annum.

For the year 2012, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2012.

17. Definition of 'Family':

In substitution of Clause 18 of the Bipartite Settlement dated 27th April 2010, for the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean -

- (i) the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brother/ sister 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.
- (ii) The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding Rs.10,000/- p.m. If the income of one of the parents exceeds Rs.10,000/- p.m. or the aggregate income of both the parents exceeds Rs.10,000/- p.m., both the parents shall not be considered as wholly dependent on the employee.
- (iii) 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, any two of the dependent parents/ parents-in-law shall be covered.

18. Leave Fare Concession

- (i) In modification of Paragraph 19 of Bipartite Settlement dated 27th April 2010, 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/her 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 2500 kms. (one way), for the subordinate staff and 2000 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 5000 kms. (one way) for subordinate staff and 4000 kms. (one way) for non-subordinate staff.
- (ii) With the effect from 1st June 2015, the class of fare to which the workman and the members of his/her 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 :

II AC 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 further that where the non-subordinate employee and / or members of his/her family undertake travel by air either to his/her 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.

- (iii) An employee and/or members of his/her 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/her actual expenditure or the notional train fare by the entitled class for the admissible distance, whichever is less, within his/her 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 with permission of the Bank.

- (iv) 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/her 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. An employee opting to encash his/her 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.

- (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.

19. Hospitalisation

The provision of industry level Settlement in this regard will not be applicable in our Bank. The existing provisions in our Bank will continue.

20. Compensation on Transfer

In supersession of Clause 22 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, compensation on transfer, shall be as under:-

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

By Train:

	Non Sub-staff	Sub-staff
a. For married	3000 kg.	2000 kg. persons
b. For unmarried	2000 kg.	1150 kg. persons

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.

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

In modification of Clause 23 of Bipartite Settlement dated 27th April 2010, with effect from the 1st June 2015, compensation on transfer, shall be as under:-

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

Clerical Staff	:	Rs. 1,500/-
Subordinate Staff	:	Rs. 1,000/-

- b. Where no receipts/statement of loss are produced, a lumpsum payment of:

Clerical Staff	:	Rs. 1,000/-
Subordinate Staff	:	Rs. 750/-

22. Halting Allowance

In modification of Clause 24 of the Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

	(A)	(B)	(C)
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	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	700/- per diem	600/- per diem	450/- per diem
Subordinate Staff	500/- per diem	400/- per diem	250/- per diem

23. Washing Allowance

In supersession of Clause 25 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, washing allowance shall be payable at Rs.150/- p.m., where the washing of livery is not arranged by the Bank.

24. Cycle Allowance

In supersession of Clause 26 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, 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.100/- 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.

25. Split Duty Allowance

In partial modification of Clause 27 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, Split Duty Allowance shall be payable at all centers at Rs.150/- p.m.

26. Project Area Compensatory Allowance

In partial modification of Clause 28 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, workmen in project areas shall be paid project area compensatory allowance as under :

Project Area Group 'A'	Project Area Group 'B'
Clerical Staff – 250/-p.m.	Clerical Staff – 200/- p.m.
Sub-Staff – 200/- p.m.	Sub-Staff – 175/- p.m.

27. Special Area Allowance

In partial modification of Clause 29 of Bipartite Settlement dated 27th April 2010, in view of revision in 'Pay Scale', w.e.f. 1st November 2012, the Pay referred to under Columns (3) and (4) of Schedule VI of Bipartite Settlement dated 27.4.2010, shall be read as Rs.24,000/- instead of 14,700/-, the rates, other details and conditions remaining unchanged.

28. Reimbursement of expenses on Road Travel

In substitution of Clause 31 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st June 2015, where an employee has to travel on duty / LFC between two places he shall be reimbursed actual road mileage cost or at Rs.6/- per k.m., whichever is less.

29. Privilege Leave

In partial modification to Clause 13.20 of Bipartite Settlement dated 19.10.1966 (other than State Bank of India) and para 7.20 of Settlement dated 31st March 1967 (in case of State Bank of India), an employee other than a member of the Executive Committee of a registered trade

union of the employees of the Bank shall not be entitled to take privilege leave on more than four occasions in a calendar year.

Where however, the reasons for the request by an employee for leave on more than four occasions in a year are adequate and genuine and it is not administratively inconvenient, such leave may be granted.

Privilege Leave should be applied not less than 15 days before the proposed date of commencement of such leave.

In partial modification to Clause 8 of Bipartite Settlement dated 29.6.1990, Privilege Leave accruing to an employee on or after the date of this settlement, 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.

30. Maternity Leave

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

- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.
- (b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.
- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.
- (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 six 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.

31. Paternity Leave

With effect from the 1st June 2015, male employees with less than 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.

32. Casual Leave

In supersession of Clause 13.22 of Bipartite Settlement dated 19.10.1966 (in case of State Bank of India, Clause 7.22 of the Settlement dated 31st March 1967), an employee shall be entitled to Casual Leave upto a maximum of 12 days in each calendar year, provided that not more than 4 days may be taken continuously. It is reiterated that holidays and weekly offs prefixing/suffixing or falling within the period of Casual Leave will not be treated as part of Casual Leave.

33. Sick Leave

In partial modification to Clause 27 of Bipartite Settlement dated 27.3.2000, Casual Leave converted into Sick Leave may also be availed

without production of medical certificate for 4 days at a time once in a year or two days at a time, twice a year.

34. Special Sick Leave

With effect from the 1.6.2015, Special Sick Leave up to 30 days may be granted to an employee once during his/her entire period of service for donation of kidney/ organ.

35. Extraordinary Leave

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

36. Joining Time

It is agreed by and between the parties that with effect from the date of the Settlement, joining time of six days allowable under Para 551 of Sastry Award may be granted either immediately after relieving or within three months after joining the new place of posting.

37. Holidays

In terms of understanding dated 23rd February 2015 reached between IBA and Workmen Unions, every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days.

Government of India has since given 'in Principle' approval for the above. IBA has taken up the matter with RBI for implementation of the same with a common date.

38. 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 therefrom shall be given effect to within a period of 90 days from the date of this Settlement.

		<u>With effect from</u>
1.	Scales of Pay: As per Clause 4	1 st November 2012
2.	Dearness Allowance, Professional Qualification Pay/ Graduation Pay, House Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill & Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Compensatory Allowance	1 st November 2012
3.	Stagnation Increment – 5 th to 6 th & 7 th to 8 th	1 st May 2015
4.	Special Allowance	1 st November 2012
5.	Special Pay	1 st November 2012
6.	Halting Allowance, Washing Allowance, Compensation on Transfer, Compensation for losses due to breakage of damage to goods on transfer, Reimbursement of Expenses on Road Travel	1 st June 2015
7.	LFC, Definition of Family, Amendments in PL, Sick Leave, Casual Leave, Extraordinary Leave	1 st June 2015
8.	Accumulation of PL up to 270 days	1 st June 2015
9.	Paternity Leave	1 st June 2015
10.	Special Sick Leave	1 st June 2015
11.	Maternity Leave , Joining Time	25 th May 2015

39. Date of Effect and Operation

- i. The Settlements shall be binding on the parties for five years from 1st November 2012.
- 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 Bank Employees' Federation of India, 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 the Industry level Memorandum of Settlement.

ANNEXURE-II

WORKMEN STAFF::

EXISTING & REVISED PAY SCALES. W.E.F 01.11.2012

(Amt. Rs.)

	CLERICAL STAFF		SUB-ORDINATE STAFF	
STAGE	EXISTING (9 th BPs)	REVISED (10 th BPs)	EXISTING (9 th BPs)	REVISED (10 th BPs)
1	7200	11765	5850	9560

2	7600	12420	6050	9885
3	8000	13075	6250	10210
4	8400	13730	6450	10535
5	8900	14545	6650	10860
6	9400	15360	6900	11270
7	9900	16175	7150	11680
8	10500	17155	7400	12090
9	11100	18135	7650	12500
10	11700	19115	7900	12910
11	12300	20095	8200	13400
12	13000	21240	8500	13890
13	13700	22385	8800	14380
14	14400	23530	9100	14870
15	15100	24675	9450	15440
16	15800	25820	9800	16010
17	16500	26965	10150	16580
18	17200	28110	10550	17235
19	18500	30230	10950	17890
20	19300	31540	11350	18545

+21	20100	32850	11750	19200
+22	20900	34160	12150	19855
+23	21700	35470	12550	20510
+24	22500	36780	12950	21165
+25	23300	38090	13350	21820
+26	24100	39400	13750	22475
+27	24900	40710	14150	23130
+28	*****	42020	*****	23785

Annexure –III

REVISION OF SPECIAL PAY FOR WORKMEN STAFF IN SBI W.E.F 01.11.2012

1. CLERICAL STAFF

S. No.	Posts carrying Special Pay	Special Pay (Ranking for DA, HRA and Superannuation benefits)	
		Existing Upto 31.10.12	Proposed W.e.f 01.11.2012
	A. Positions :		
1	Senior Special Assistant	2430	3970
2	Special Assistant/Officiating Pay (Relief Officer)	2430	3970
3	Special Stenographer	1740	2850
4	Senior Assistant/Head Assistant (Accounts)	1470	2410
5	Head Draughtsman/ Head Armourer /Head Telephone Operator/ Head Pharmacist/Spl. Hindi Translator/ Head Nurse/Head A.C. Plant Operator/ Head S.T. Plant Operator /Head Electrician(Electrical supervisor) /Head Control Room Operator/Head Sewage Fitter/Head Plant Assistant	1380	2260
6.			
7	Customer Assistant	1000	1640
8	Senior Stenographer/Senior Draughtsman	1060	1740
9	Special Record Keeper cum Cashier	800	1310

10	Computer Operator/ Stenographer / Inspection Assistant/Sr. Hindi Translator/Sr. Telecom Asst./Sr. Plant Asst./Senior Telephone Operator/ Senior Electrician (Electrical Supervisor)/ Senior Armourer/ Senior Sewage Fitter/ Senior Pharmacist/ Senior Nurse/ Senior A.C. Plant operator/ Senior S.T. Plant Operator/ Senior Control Room Operator/ Draughtsman	800	1310
11	Steward	750	1230
12	Encoder Machine Operator	500	820
13	Agricultural Assistant		
14			
15	Pharmacist / Nurse		
16	Control Room Operator/ A.C. Plant Operator/ S.T. Plant Operator		
17	Senior Record Keeper cum cashier		
18	All the existing clerical staff who are not drawing any special pay	200	330
B. Positions frozen:			
1	Datanet Operator/ Dy. Head Cashier/ Teller/ Head Asst. (Cash)/ Telex Operator	500	820
2	Bradma Machine Operator (I)		
3	Data Entry Operator		
4	Deputy Head Assistant (Cash)/ Cashier Operating Electronic Cash Register/ Bradma Machine Operator (II)		

5	DIR Assistant/ Audit Clerk		
6	Hindi Translator/Mill Checking Assistant		
7.	Addl. Sr. Assistant (e-SBS/e-SBIN)	1180	1930
8.	Telephone Operator /Computer Operator A (eSBs/eSBIN)	500	820

Note: The positions listed under 'B' above were frozen and it 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 new vacancies. Their services will be utilised as stated below:

- (a) Telex Operators, Datanet Operators, Dy. Head Cashiers, Tellers and Head Asstt. (Cash), who have completed 10 years service, will be redesignated/appointed as Senior Assistants.
- (b) The existing Bradma Machine Operators (I), Data Entry Operators, Dy. Head Asstt. (Cash), Cashiers Operating Electronic Cash Register, Bradma Machine Operators (II), DIR Assistants, Audit Clerks and Mill Checking Assistants, on completing 10 years service, will be appointed as Senior Assistants.
- (c) The posts of Godown-keepers and Bill Collectors will be abolished on the present incumbents retiring from the Bank's service or moving on to higher in-cadre or out-of cadre positions. The services of existing Godown Keepers and Bill Collectors will be utilised as Record Keepers/Cashiers.

2. 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 higher special pay, he will draw only the latter special pay including attendant benefits on prorata basis.
3. Parties agree to review and enlarge the duties of Special Pay carrying positions as per emerging needs of the Bank.
4. In addition to the existing duties in respect of all the workmen staff, they will also perform all the additional duties as provided in the 10th Bipartite Settlement dated 25th May 2015.

2. SUBORDINATE STAFF (Special Pay payable w.e.f.01.11.2012)

S. No.	Posts carrying Special Pay	Special Pay (Ranking for DA, HRA and Superannuation benefits)	
		Existing Upto 31.10.12	Proposed W.E.F 01.11.12
	A. Positions:		
1	Senior Head Driver	1640	2680
2.	Senior Head Armed Guard	1600	2620
3	Senior Driver	1570	2570

4	Senior Head Messenger/ Senior Head Watchman/ Senior Head General Attendant/ Senior Head Sweeper/ Senior Head Bearer/ Senior Head Cook / Senior Head Mali/ Driver /Senior Head Wardboy /Sr. Head Liftman	1480	2420
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5	Senior Head Electrician/ Senior Head Sanitary Fitter/ Senior Head A.C.Plant Attendent/ Senior Head S.T.Plant Attendent.	1500	2460
6	Senior Electrician/ Senior Sanitary Fitter/ Senior A.C. Plant Attendant/ Senior S.T. Plant Attendant	1430	2340
7	Electrician/ Sanitary Fitter/ A.C.Plant Attendent/ S.T.Plant Attendent	1340	2190
8	Head Armed Guard	750	1230
9	Officiating Pay (Record Keeper/ Godown Keeper/ Cashier/ Bill Collector)	750	1230
10			
11	Head Messenger/ Head Watchman/ Head Bearer/ Head Mali/ Head General Attendant/ Head Sweeper/ Head Cook/ Head Wardboy/Head Liftman	580	950
12			
13	Duftury eSBS/eSBIN	340	560
14	Senior Cook/ Senior Bearer/ Senior Liftman/ Armed Guard/ Pump Attendant/ / Telephone Lineman/Wardboy	380	630

15	Watchman/ Senior General Attendant (Cash Hammal/ Farrash/ Sweeper)/ Fireman	60	100
16	Liftman/ Plumber/ Cook/ Machine Man	50	90
	Messengerial staff who are entrusted the role of printing/updating pass book (on prorata for the number of days for which the services of messengers are/were utilised for printing of pass books.)	410	670

	B. Positions Frozen:		
1	Compositor	1260	2060
2	Pressman	730	1200
	AC Plant Helpers(eSBS/eSBIN)	600	990
	Head Peon eSBS/eSBIN	450	740
3	Duftary/ Sorter	380	630
4	Impositor-cum-Distributor	220	360
5	Duplicating Machine Operator	60	100
6	Copying Machine Operator/ Godown Watchman	50	90

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 new vacancies. Their services will be utilised as stated below:

The posts of Compositors will be abolished on the incumbents moving over to higher positions or retiring from the Bank's service. The services of such Compositors who have not completed 23 years of service, will be utilised as Head Messengers. The posts of Pressmen, Duftaries, Sorters, Impositor-cum-Distributors, Dup. 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 29th August 2009, signed in respect of Career Progression and Outsourcing.

8. Parties agree to review and enlarge the duties of Special Pay carrying positions as per emerging needs of the Bank.
9. In addition to the existing duties in respect of all the workmen staff, they will also perform all the additional duties as provided in the 10th Bipartite Settlement dated 25th May 2015

Special Pay for Graduation and Professional Qualification payable after reaching maximum in the scale of Pay	Existing Upto 31.10.2012	Proposed w.e.f 01.11.2012
A. Graduation :		
(a) On completion of 1 year after reaching maximum in the scale of pay	275	450
(b) On completion of 2 years	550	900
B. Professional Qualification :		
(i) Part I of CAIB/JAIB after 1 year	275	450
(ii) Part II of CAIB:		
(a) After 1 year	275	450
(b) After 2 years	550	900
(c) After 3 years	825	1350
C. Graduation & Professional Qualification :		
(i) Graduation and/or NDC and have passed JAIB or Part-I of CAIB/CAIB :		
(a) After 1 year	275	450
(b) After 2 years	550	900
(c) After 3 years	825	1350
(ii) Graduation and/or NDC and have passed JAIB or both parts of CAIB:		
(a) After 1 year	275	450
(b) After 2 years	550	900
(c) After 3 years	825	1350

(d) After 4 years	1090	1800
(e) After 5 years	1365	2250

REVISION OF FIXED PERSONAL PAY (FPP) (Effective from 01.11.2012) IN SBI

In modification of the provisions contained in Annexure - 4 to the Settlement dated 19th June 2010 on Service Conditions for Workmen Staff, Fixed Personal Pay (FPP) shall be payable, as under, with effect from the 1st November 2012 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 17th 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 Amt. upto 31.10.2012 in Bracket 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
(i) Places with population of more than 45 lakhs	1310 (800)	1640 (1050)	1775 (1130)
(ii) Places with population of 12 lakhs and above including State of Goa	1310 (800)	1640 (1050)	1760 (1120)
(iii) Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in (i) and (ii) above	1310 (800)	1640 (1050)	1740 (1110)

(iv) Places with population below 5 lakhs not covered in (i), (ii) and (iii) above.	1310 (800)	1640 (1050)	1740 (1105)
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Subordinate Staff :

- (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 :

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
(i) Places with population of more than 45 lakhs	655 (400)	760 (460)	820 (500)
(ii) Places with population of 12 lakhs and above including State of Goa	655 (400)	760 (460)	820 (495)
(iii) Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in (i) and (ii) above	655 (400)	760 (460)	810 (490)

(iv) Places with population below 5 lakhs not covered in (i), (ii) and (iii) above.	655 (400)	760 (460)	810 (490)
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PROPOSED REVISION OF FIXED PERSONAL PAY (FPP) IN RESPECT OF THOSE WHO HAVE JOINED SBI BETWEEN 01.01.1980 AND 01.11.1993

In modification of the provisions contained in Annexure – 4 to the Settlement dated 19th June 2010 on Service Conditions for Workmen Staff, Fixed Personal Pay shall be payable, as under, with effect from 1st November 2012, 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 9th June 1989/30th January 1995 and who reach maximum in the scale hereafter will be paid a Fixed Personal Pay, as under, from 01.11.2012:-

(Existing Amt. upto 31.10.2012 in Bracket below)

Area of Posting	Increment component of FPP (to be reckoned for superannuation benefits)	Total FPP payable where accommodation is provided by Bank	Total FPP payable where accommodation is not provided by Bank
	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
Clerical Staff			
(i) Places with population of more than 45 lakhs	1310 (800)	1450 (860)	1585 (940)

(ii) Places with population of 12 lakhs and above including State of Goa	1310 (800)	1450 (860)	1570 (930)
(iii) Places with population of 5 lakhs and above, State	1310 (800)	1450 (860)	1550 (920)
Capitals and Capitals of Union Territories and other than places mentioned in (i) and (ii) above			
(iv) Places with population below 5 lakhs not covered in (i), (ii) and (iii) above.	1310 (800)	1450 (860)	1550 (915)
Subordinate Staff			
(i) Places with population of more than 45 lakhs	655 (400)	730 (430)	790 (470)
(ii) Places with population of 12 lakhs and above including State of Goa	655 (400)	730 (430)	790 (465)

(iii) Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in (i) and (ii) above	655 (400)	730 (430)	780 (460)
(iv) Places with population below 5 lakhs not covered in (i), (ii) and (iii) above.	655 (400)	730 (430)	780 (460)

REVISION OF FPP AS PER INDUSTRY LEVEL SETTLEMENT IN CASE OF WORKMEN OF OTHER BANKS :

Area of Posting	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			
(i) Places with population of more than 45 lakhs	1585	1450	1310
(ii) Places with population of 12 lakhs and above including State of Goa	1570	1450	1310
(iii) Other places not covered in (i) and (ii) above	1550	1450	1310

SUBORDINATE STAFF			
(i) Places with population of more than 45 lakhs	790	730	655
(ii) Places with population of 12 lakhs and above including State of Goa	790	730	655
(iii) Other places not covered in (i) and (ii) above	780	730	655

REVISION OF SPECIAL PAY IN RESPECT OF OTHER BANK EMPLOYEES AS PER INDUSTRY LEVEL SETTLEMENT

For Clerical Staff (w.e.f. 1.11.2012)

Sr. No.	Post	Special Pay (Rs.)
1.	Single Window Operator 'B'	820
2.	Head Cashier - II	1280
3.	Special Assistant	1930

For Subordinate Staff (w.e.f. 1.11.2012)

Sr. No.	Post	Special Pay (Rs.)
1.	Armed Guard	390
2.	Bill Collector	390

3.	Daftary	560
4.	Head Peon	740
5.	Electrician	2040
6.	AC Plant Operator	2040
7.	Driver	2370
8.	Head Messenger in IOB	1630

**PROPOSED REVISION OF "OTHER ALLOWANCES" PAYABLE TO WORKMEN
EMPLOYEES OF STATE BANK OF INDIA**

In modification of the provisions contained in Annexure - 5 to the Settlement dated 19th June 2010 on Service Conditions for Workmen Staff, the "Other Allowances" (not ranking for Dearness Allowance, House Rent Allowance and superannuation benefits) payable to following category of workmen employees stand revised, with effect from 1st November 2012, as under :

(a) **CLERICAL CADRE :**

Post	Existing Allowance Upto 31.10.2012	Proposed W.e.f 01.11.2012
Canteen Manager	1385	2270
Caretaker	835	1370
Godown allowance for Godown Keeper	275	450
Conveyance charges to employees using bicycle for official duties where public transport is not available.	185	310

Special Allowance payable to Senior Special Assistant	3500	5720 (Will be renamed as Senior Special Assistant (SSA) Allowance w.e.f 01.11.2012)
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(b) **SUBORDINATE CADRE :**

Driver attached to Senior Executive (additional)	645	1060
Godown allowance for Godown Watchman	265	440

(c) IN RESPECT OF BOTH CLERICAL & SUB-ORDINATE STAFF OF STATE BANK OF INDIA

Mid Academic Transfer Allowance	150	300
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