



ALL INDIA PNB STAFF FEDERATION

(Affiliated to N.C.B.E.)

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Circular No.10/2010

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TO ALL MEMBERS

Dear Comrades,

Bipartite Talks with IBA

Today morning, as informed earlier, we had another round of talks between our five workmen unions and IBA. In today's meeting, after detailed discussions, final understandings have been reached on the various service conditions and the chart on distribution of the total increase of Rs. 2577 crores to various heads has been finalised. It has now been decided that the next meeting will take place on 7th April, 2010 when the draft settlement will be taken up for finalisation. It has been further decided that after finalising the draft settlement, the signing of the same should be completed by middle of April, 2010.

Comrades, it is a major step today that we are nearing the final settlement. We urge upon our members to remain patient at this crucial hour as we are aware that many misinformed and misguided individuals are trying to create confusions and disaffection. Remain united; remain alert to keep such attempts at a distance.

Congratulations to all of you,

FINAL UNDERSTANDINGS

1. Scales of Pay:

Clerical Staff:

6200 – 400 x 3 – 7400 – 500 x 3 – 8900 – 600 x 4 – 11300 – 700 x 7 – 16200 – 1300 x 1 – 17500 – 800 x 1 – 18300.

Sub-staff:

5500 – 200 x 4 – 6300 – 250 x 5 – 7550 – 300 x 4 – 8750 – 350 x 3 – 9800 – 400 x 3 – 11000.

2. Stagnation Increment:

Clerical: 7 stagnation increments (800 x 6 once in 3 years & 800 (7th) after 2 years)

Sub-staff: 7 stagnation increments (400 x 7 once in 2 years)

Extended Pay Scales: (With Stagnation increment)

Clerical: 6200 – 18000 – 23900.

Sub-staff: 5500 – 11000 – 13800.

3. DA: 0.15% per slab over 2836 points.

4. HRA:

- a) Places over 45 lacs : 10%
- b) 12 to 45 lacs : 9%
- c) 5 to 12 lacs : 7.5%
- d) Below 5 lacs : 7%

5. Transport Allowance: (For Clerks and Sub-staff)

Upto 15th Stage: Rs. 225 per month
16th Stage and above: Rs. 275 per month

6. Special Pay:

For November, 2007 to April, 2010: Existing Special Pay will be revised and arrears paid for both clerks and subordinate staff.

From May, 2010 - For Clerks

Present No Special Pay holders : Rs. 1000/-
• Present Special Pay holders : Rs. 1500/-
• Head Cashier II : Rs. 1780/-
• Special Assistant : Rs. 2180/-

(Note: Out of this, Rs. 1000/- will be added to Basic Pay and balance will continue as Special Pay)

From May, 2010 - For subordinate staff

Present No Special Pay holders : Rs. 350/-
• Present Special Pay holders - Revised Special Pay

(Note: Out of this, Rs. 350/- will be added to Basic Pay and balance will continue as Special Pay)

7. Fixed Personal Pay & PQP:

Will be revised based on new basic pay.

8. Hill and Fuel Allowance:

- a) Places – 3000 meters and above : 8% maximum Rs. 1295/-
b) 1500 – 3000 meters : 4% maximum Rs. 510/-
c) Over 1000 meters + Mercara : 3% maximum 410

9. Medical Aid: Rs. 2000/- per year

10. Hospitalisation Scheme: Being improved with revised schedule, etc.

11. Part Time Employees: (Lump sum)

November, 2007 to April, 2010

Upto 3 hours per week : Rs. 1030/-
3 to 6 hours per week : Rs. 1440/-

From May, 2010 : All will be brought to 1/3rd Scale wages.

12. Halting Allowance: Being increased

13. Washing Allowance: Rs. 100/- per month

14. Cycle Allowance: Rs. 75/- per month

15. Split Duty Allowance: Rs. 125/- per month

16. Project Area Compensatory Allowance:

	<u>Group A Centres</u>	<u>Group B Centres</u>
<u>Clerks:</u>	Rs. 205/- per month	Rs. 180/- per month
<u>Sub-staff:</u>	Rs. 180/- per month	Rs. 150/- per month

17. Special Area Allowance: Being revised

18. Reimbursement in Road Travel:

Actual road mileage cost or Rs. 3 per Km whichever is less.

19. Pension:

Another option will be given to all existing employees and those who have retired / died after pension regulation 1995 / 1996.

20. Gratuity:

Will be payable on revised Basic Pay from 1.11.2007

21. Provident Fund: 10% of pay from 1.11.2007

22. Definition of dependence under family: Upto monthly income of Rs. 3500/-

23. Compensation for losses due to breakage or damage to goods on transfer:

	<u>With Receipt</u>	<u>Without Receipt</u>
<u>Clerks:</u>	Rs. 1120/-	Rs. 745/-
<u>Sub-staff:</u>	Rs. 745/-	Rs. 560/-

24. Special Leave for Women:

Within the maternity leave entitlement, women employees can avail 45 days special leave for undergoing hysterectomy operation.

25. Effective Date: 1st November, 2007

26. Improvement in LFC:

Entitlement:

For Clerks - AC 2 Tier

For subordinate staff - AC 3 Tier

Distance:

For subordinate staff

Once in 2 years - 2500 km

Once in 4 years - 5000 km

For clerks

Once in 2 years - 2000 km

Once in 4 years - 4000 km

With Greetings,

Yours comradely,

(R. K. Sharma)
General Secretary

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N.C.B.E.....ZINDABAD
WORKERS' UNITY.....ZINDABAD