



ALL INDIA PNB STAFF FEDERATION

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

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Circular No.14/2010

Dated: 28-04-2010

TO ALL MEMBERS

Dear Comrades,

9th Bipartite Settlement and Settlement on 2nd Option for Pension Signed

We are happy to inform that yesterday the much awaited Settlement on Wage Revision and Pension option have been signed with the IBA achieving another landmark in the trade union movement of the Banking Industry. The IXth successive Bipartite Settlement has been signed by all the nine unions of UFBU and the wages and service conditions of the bank employees have been improved. The pension option settlement has also been signed yesterday which enables all the remaining employees to be covered by the D.A. linked Defined Benefit Pension Scheme which is the best social security measure in the post-retired life of the employees. Under the settlement, all the remaining 2,72,000 employees and officers who are now covered by the CPF would be given a chance to join the Pension Scheme - a long time demand of the UFBU. Certainly this benefit is offered to more than 50,000 retirees to opt for the Pension Scheme too.

The settlement covers 46 banks (Public Sector, Private Sector and Foreign Banks) and would benefit more than 7.5 lacs employees / officers costing an additional increase in wages by Rs.4816 crores per year and which will be effective from 01.11.2007 to 31.10.2012.

The movement for securing Wage Revision and 2nd option of Pension was launched by Nine Unions under the banner of UFBU and the MOU was signed on 27th November 2009 and the same Nine Unions yesterday maintained the true spirit of the UFBU while signing both the abovementioned agreements.

We congratulate all our members in particular and bank employees in general on this happy occasion. The patience, the steadfastness, the confidence and the faith reposed in our organisation by the Bank employees is simply commendable.

The details of the items of the Agreement are given in the Annexure.

With greetings,

Yours Comradely,

(R. K. Sharma)
General Secretary

Encl: Annexure



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9th Bipartite Settlement

Some salient features:

- Highest, in terms of the percentage of increase - 17.5%
 - Success in getting the 2nd option on Pension
 - One more Stagnation Increment
 - Improvement in LFC facility
 - Improvement in Medical expenses
-

1. Basic Pay:- (Constructed by merger of DA upto 2836 index points):w.e.f. 01-11-2007

| | | | | | | | | | | | | | |
|--------------------|----------|------------|------|------------|------|------------|-------|------------|-------|-------------|----------------|------------|----------------|
| Clerks:- | Rs. 6200 | <u>400</u> | 7400 | <u>500</u> | 8900 | <u>600</u> | 11300 | <u>700</u> | 16200 | <u>1300</u> | 17500 | <u>800</u> | 18300 (20 Yrs) |
| | 3 | | 3 | | 4 | | 7 | | 1 | | 1 | | |
| Sub-Staff:- | Rs.5500 | <u>200</u> | 6300 | <u>250</u> | 7550 | <u>300</u> | 8750 | <u>350</u> | 9800 | <u>400</u> | 11000 (20 Yrs) | | |
| | 4 | | 5 | | 4 | | 3 | | 3 | | | | |

w.e.f. 1st May 2010 the scales of pay shall be under:

| | | | | | | | | | | | | | |
|--------------------|----------|------------|------|------------|------|------------|-------|------------|-------|-------------|----------------|------------|----------------|
| Clerks:- | Rs. 7200 | <u>400</u> | 8400 | <u>500</u> | 9900 | <u>600</u> | 12300 | <u>700</u> | 17200 | <u>1300</u> | 18500 | <u>800</u> | 19300 (20 Yrs) |
| | 3 | | 3 | | 4 | | 7 | | 1 | | 1 | | |
| Sub-Staff:- | Rs.5850 | <u>200</u> | 6650 | <u>250</u> | 7900 | <u>300</u> | 9100 | <u>350</u> | 10150 | <u>400</u> | 11350 (20 Yrs) | | |
| | 4 | | 5 | | 4 | | 3 | | 3 | | | | |

2. Stagnation Increments:- 7 stagnation increments of Rs.800/- & Rs.400/- each for Clerks & Subordinate staff at frequencies of 3 years and 2 years respectively, excepting that the 7th stagnation increment in case of clerical staff will be due after 2 years.

3. Dearness Allowance:- w.e.f. 01-11-2007 0.15% of pay

4. HRA:- CCA is being clubbed with HRA. New HRA rates w.e.f. 1-11-2007 for areas having population of:

- 45 lacs and above: 10.00%
- 12lacs and above : 09.00%
- 5 lacs and above : 07.50%
- Below 5 lacs : 07.00%

5. Transport Allowance:- w.e.f. 01-11-2007

| | | |
|---|---|---------------|
| Upto 15 th Stage of scale of Pay | : | Rs.225/- p.m. |
| From 16 th stage of the scale of pay and above | : | Rs.275/- p.m. |

6. Professional Qualification Pay:- w.e.f. 01-11-2007**For Graduation and/or NDC**Rs.250/- p.m. after completion of 1 year of reaching 20th stageRs.490/- p.m. after completion of 2 years of reaching 20th stage**For Graduation and/or NDC and JAIB or part I/CAIB**Rs.250/-p.m. after completion of 1 year of reaching 20th stage

Rs.490/- p.m. after completion of 2 years

Rs.740/- p.m. after completion of 3 years

For Graduation and/or NDC and both parts JAIB/CAIBRs.250/-p.m. after completion of 1 year of reaching 20th stage

Rs.490/- p.m. after completion of 2 years

Rs.740/- p.m. after completion of 3 years

Rs.900/- p.m. after completion of 4 years

Rs.1230/- p.m. after completion of 5 years

7. Fixed Personal Pay:- w.e.f. 01-11-2007.

| Places with population | CLERKS | SUB-STAFF |
|------------------------|----------|-----------|
| 45 lacs and above | Rs.940/- | Rs.470/- |
| 12 lacs to 45 lacs | Rs.930/- | Rs.465/- |
| 02 lacs to 12 lacs | Rs.920/- | Rs.460/- |
| Less than 2 lacs | Rs.915/- | Rs.460/- |

8. Special Pay:-**For Clerical Staff w.e.f. 01-11-2007 to 30-04-2010**

| S.No. | Post | Special Pay |
|--|---|-------------|
| 1 | Relieving Telephone Operator | 110 |
| 2 | Telephone Operator | 210 |
| 3 | Audit Clerk Category A | 360 |
| 4 | Audit Clerk Category B | 670 |
| 5 | Comptist | 420 |
| 6 | Agricultural Assistant | 510 |
| 7 | Telex Operator | 530 |
| 8 | Punch Card Operator | 580 |
| 9 | Asst. Head Cashier Units of 4 clerks & below | 450 |
| 10 | Asst. Head Cashier Units of 5 clerks & above | 650 |
| 11 | Teller Category A | 690 |
| 12 | Cashier Incharge of Cash in Pay Officers | 690 |
| 13 | Head Cashier Category A units of 4 clerks & below | 690 |
| 14 | Head Cashier Category A units of 5 clerks & above | 910 |
| 15 | Head Cashier Category B units of 4 clerks & below | 820 |
| 16 | Head Cashier Category B units of 5 clerks & above | 1020 |
| 17 | Encoder Operator | 740 |
| 18 | Data Entry Operator | 860 |
| 19 | Accounting Machine Operator | 910 |
| 20 | IBM/ICT Machine Operator | 1020 |
| 21 | Stenographer | 1020 |
| 22 | Head Clerk | 1020 |
| 23 | ALPM Operator | 1060 |
| 24 | Teller | 1150 |
| 25 | Head Cashier Category C | 1150 |
| 26 | Computer Operator A | 1250 |
| 27 | Head Cashier Category I | 1270 |
| Above all posts will be redesignated as SWO-B w.e.f. 01-05-2010 | | |

Special Pay w.e.f. 01-05-2010

| S.No. | Post | Special Pay | To be merged with Basic Pay | Special Pay payable |
|-------|--------------------------|-------------|-----------------------------|---------------------|
| 1 | Single Window Operator B | 1500 | 1000 | 500 |
| 2 | Head Cashier – II | 1780 | 1000 | 780 |
| 3 | Special Assistant | 2180 | 1000 | 1180 |
| | | | | |

For Subordinate Staff

| S.N | Post | w.e.f. 1-11-2007 to 30-04-2007 | From 01-05-2010 | To be merged with basic pay | Special Pay payable from 01-05-2010 |
|-----|-----------------------|--------------------------------|---|-----------------------------|-------------------------------------|
| 1 | Relieving Liftman | 210 | w.e.f. 01-05-2010, these posts stands modified and redesignated as Cash Peon-cum-liftman and Cash Peon-cum-Cyclostle Machine Operator | | |
| 2 | Cyclostyle Operator | 280 | | | |
| 1 | Cash Peon | 350 | 350 | 350 | 0 |
| 2 | Watchman | 350 | 350 | 350 | 0 |
| 3 | Liftman | 350 | 350 | 350 | 0 |
| 4 | Armed Guard | 590 | 590 | 350 | 240 |
| 5 | Bill Collector | 590 | 590 | 350 | 240 |
| 6 | Daftary | 690 | 690 | 350 | 340 |
| 7 | Head Peon | 800 | 800 | 350 | 450 |
| 8 | Head Messenger in IOB | 1350 | 1350 | 350 | 1000 |
| 9 | Electrician | 1600 | 1600 | 350 | 1250 |
| 10 | Driver | 1800 | 1800 | 350 | 1450 |
| 11 | A/C Plant Operator | 1600 | 1600 | 350 | 1250 |

9. L.F.C.:- w.e.f. 27-04-2010

| Cadre | 4 Year Block | 2 Year Block |
|-----------|--------------|--------------|
| Clerical | 4000 km | 2000 km |
| Sub-staff | 5000 km | 2500 km |

Sub-staff entitlement: AC Three Tier for the journey by mail/express train.

Clerical staff entitlement: AC-2 Tier - If travel by Air, the entitlement equivalent to AC-2 Tier

For travel by Shatabdi/ Rajdhani Trains, reimbursement will be up to AC-2 tier

Option will be given to choose between 2/4 years block

Travel by any mode of approved transport to be permitted.

Optional encashment of LFC and amount will be 75% of the entitlement/ eligibility along with leave encashment - leave period - minimum 1 day

10. Halting Allowance:- w.e.f. 01-05-2010

| Cadre | Population 12 lacs and above & Goa | Population 5 lacs and above & State/Union territory capitals | Other Centers |
|-----------|------------------------------------|--|-------------------|
| Clerical | Rs.500/- per diem | Rs.375/- per diem | Rs.300/- per diem |
| Sub-Staff | Rs.375/- per diem | Rs.250/- per diem | Rs.185/- per diem |

11. Medical Aid:- Rs.2000/- per year for all clerks and sub-staff. w.e.f. 01-11-2007

12. Hospitalisation:- With improvement in bed charges, package charges from 01-05-2010

13. Hill and Fuel Allowance:- w.e.f. 01-11-2007

| | |
|-----------------------------------|-------------------------------|
| Places with 3000 meters and above | 8% of pay max. Rs.1295/- p.m. |
| 1500 – 3000 meters | 4% of pay max. Rs.510/- p.m. |
| 1000 – 1500 meters | 3% of pay max. Rs.410/- p.m. |

14. Washing Allowance:- Rs.100/- p.m. at all centres w.e.f. 01-05-2010

15. Cycle Allowance:- Rs.75/- p.m. at all centres w.e.f. 01-11-2007

16. Split Duty Allowance:- Rs.125/- p.m. w.e.f. 01-11-2007

17. Special Area Allowance:- Will be paid on improved lines w.e.f. 01-11-2007

18. Project Area Compensatory Allowance:- w.e.f. 01-11-2007

| | | |
|----------|-----------|----------|
| “A” area | Clerk | Rs.205/- |
| | Sub-staff | Rs.180/- |
| “B” Area | Clerk | Rs.180/- |
| | Sub-staff | Rs.150/- |

19. P.F.:- 10% on revised pay. w.e.f. 01-11-2007

20. Part Time Employees increase in lump-sum wage w.e.f. 01-11-2007

- a) Upto 3 hours per week : at Bank’s discretion with min.Rs.1030/- p.m.
b) Upto 6 hours per week : at Bank’s discretion with min.Rs.1440/- p.m.

Employees recruited on or after 1st May 2010 in part-time scale wages shall be at minimum of one third scale wages.

21. Income Criteria:- Income criteria for dependents has been raised to Rs.3500/-p.m.