

## **Posting of Part Time Sweepers and Fitment on their Enhancement to Higher Wages/Peon**

There should be atleast one sweeper (PTS/FTS) in every branch/office according to the sweeping area. The following norms are to be followed in fixing the wages payable to part-time employees (sweepers) in subordinate cadre:

<b>Hours of work per week</b>		<b>Area to be swept/cleaned (in Sq. Ft.)</b>	<b>Category of PTS</b>
<b>A</b>	Upto 13 hours	Upto 2200	1/3 scale wages
<b>B</b>	13-19 hours	2201 to 3300	1/2 scale wages
<b>C</b>	19-29 hours	3301 to 5000	3/4 scale wages
<b>D</b>	Full Time	Above 5000 & upto 8500	Full

The above will be applicable to offices excluding Head Office premises and the offices where sweeping job is done by outside agencies in terms of the existing arrangements between the bank and outside agencies.

2(a) It is agreed that the vacancies of the part-time sweepers eligible for  $\frac{1}{2}$ ,  $\frac{3}{4}$  & full wages arising in the Circle, will be filled up by virtue of Circle wise seniority instead of city/town wise seniority, as per the procedure set out below:-

(b) Unless Thikana System is in vogue, the vacancies shall be filled up on the basis of the seniority determined by converting the service put in at 1/3rd,  $\frac{1}{2}$  or 3/4th of the scale wages into full time service. For such conversion the fraction if any, less than 6 months as part time employee, shall be ignored and 6 months and above shall be treated as one year, for the purpose of determining the seniority.

(c) Those who are working under Thikana system, may also be considered for posting on higher scale wages as and when the vacancy of sweeper arises on the basis of Circle seniority provided the concerned candidate gives an undertaking to the effect that the bank will be at liberty to appoint anyone else at the office and the applicant or his family members would not make any claim of whatever nature in respect of his appointment in the office concerned on the basis of Thikana system. He may also be required by the Bank to produce a certificate from the family or concerned association, which regulates Thikana system, foregoing the claim for appointment at particular place in view of the existing employee's elevation to the post carrying higher wages. Those who fail to give/provide such an undertaking will not be considered for posting on higher scale wages in subordinate cadre.

(d) The process of conversion of PTS from lower scale wages to higher scale wages is to be done as under:

- Concerned Circle Office shall notify the vacancies fallen vacant, on quarterly basis to be filled up through conversion from lower scale wages to higher scale wages in subordinate cadre in the entire Circle and will invite applications from the PTSs willing to apply for the same. All such PTS will be asked to give choice of 3 branches (in case there is more than one vacancy) in order of preference in his/her application, as per notified vacancies. However, their preference will be considered only subject to availability of vacancy.
- The process of conversion of PTS from lower scale wages to be done in phased manner as under:
  - (i) First, the vacancies in full scale wages are to be identified and filled up by inviting applications from PTS as per the provisions of settlement dated 18.12.2021.
  - (ii) Thereafter, the vacancies in 3/4 scale wages, and lastly, the vacancies in  $\frac{1}{2}$  scale wages are to be filled up through conversion process.
- The PTS who had received any punishment under gross misconduct shall not be eligible for posting in higher scale wages as well as for conversion as Peon, for a period of one year from the date of order of the Disciplinary Authority.
- The PTS who refuse offer for posting in higher scale wages including conversion as Peon, shall not be eligible for posting in higher scale wages as well as for conversion as Peon, for a period of one year from the date of refusal.