



# NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered under the Trade Unions Act 1926 - Registration No. B-2334)

Registered Office : C/o SBI, LHO, Hyderabad

Head Quarters : C/o State Bank of India, LHO, Plot No. 1, Sector-17 A, Chandigarh-160 017

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All letters to be addressed to the General Secretary

**CIRCULAR NO.11A**

**Date: 11.11.2020**

**TO ALL AFFILIATES & MEMBERS**

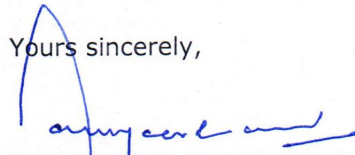
Dear Comrades,

**CONGRATULATIONS**  
**XITH BIPARTITE WAGE SETTLEMENT AGREEMENT SIGNED**

We reproduce hereunder the UFBU Circular Dated the 11<sup>th</sup> November 2020 issued by Four Unions, viz. AIBEA, NCBE, NOBW & INBEF, for information of all affiliates and members.

With revolutionary greetings,

Yours sincerely,



(SANJEEV K. BANDLISH)  
GENERAL SECRETARY

**“CONGRATULATIONS - DIWALI DHAMAKA**  
**11<sup>th</sup> BPS signed on 11<sup>th</sup> Nov. 2020**  
**ONE NATION, ONE SALARY ACHIEVED**

We are happy to inform all our unions and members that after long and protracted negotiations for more than three years and after overcoming many impediments and hurdles, finally, the 11<sup>th</sup> Bipartite Settlement on revision of wages and improvement in service conditions of bank employees has been signed today with IBA at Mumbai.

**Salient Features:**

- INCREASE IN WAGE BILL Rs, 3385 CRORES PER YEAR
- 29 BANKS COVERED – 12 PSB + 10 PVT BANKS + 7 FOREIGN BANKS
- 5 LACS EMPLOYEES OF PUBLIC SECTOR BANKS, PRIVATE BANKS & FOREIGN BANKS COVERED
- PERIOD: NOV. 2017 TO OCT 2022
- FIRST TIME – UNIQUE – UNIFORM BASIC, DA, HRA, SPL. ALLOWANCE, TRANSPORT ALLOWANCE, ETC. ALL OVER INDIA

**PAY SCALES:**

**CLERICAL**

<b>17900</b>	<b>1000</b>	<b>1230</b>	<b>1490</b>	<b>1730</b>	<b>3270</b>	<b>1990</b>	<b>47920</b>	<b>1990</b>	<b>65830</b>
	<b>3</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>1</b>	<b>1</b>		<b>9</b>	

## SUBSTAFF

<b>14500</b>	<b>500</b>	<b>615</b>	<b>740</b>	<b>870</b>	<b>1000</b>	<b>28145</b>	<b>1000</b>	<b>37145</b>
	<b>4</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>3</b>		<b>9</b>	

### STAGNATION INCREMENT

CLERICAL: RS. 1990 – 9 INCREMENTS ONCE IN 2 YEARS

SUBSTAFF: RS. 1000 – 9 INCREMENTS ONCE IN 2 YEARS

### SPECIAL PAY: For Clerical Staff

	<b>EXISTING</b>	<b>11<sup>TH</sup> BPS</b>
Single Window Operator 'B'	<b>820</b>	<b>1250</b>
Head Cashier II	<b>1280</b>	<b>1940</b>
Special Assistant	<b>1930</b>	<b>2920</b>

### For Subordinate Staff

	<b>EXISTING</b>	<b>11<sup>TH</sup> BPS</b>
Armed Guard	<b>390</b>	<b>590</b>
Bill Collector	<b>390</b>	<b>590</b>
Daftary	<b>560</b>	<b>850</b>
Head Peon	<b>740</b>	<b>1120</b>
Electrician	<b>2040</b>	<b>3090</b>
AC Plant Operator	<b>2040</b>	<b>3590</b>
Driver	<b>2370</b>	<b>3590</b>
Head Messenger in IOB	<b>1630</b>	<b>2470</b>

### PQP:

	<b>EXISTING</b>	<b>11<sup>TH</sup> BPS</b>
ONE YEAR AFTER REACHING MAX	<b>410</b>	<b>625</b>
AFTER 2 YEARS	<b>800</b>	<b>1215</b>
AFTER 3 YEARS	<b>1210</b>	<b>1835</b>
AFTER 4 YEARS	<b>1620</b>	<b>2455</b>
AFTER 5 YEARS	<b>2010</b>	<b>3045</b>

### FIXED PERSONAL PAY

<b>AT ALL CENTRES</b>	Total FPP payable where bank's accommodation is not provided	Total FPP payable where bank's accommodation is provided	Increment Component of FPP
CLERICAL	<b>2262</b>	<b>2043</b>	<b>1990</b>
SUBORDINATE STAFF	<b>1140</b>	<b>1025</b>	<b>1000</b>

## DEARNESS ALLOWANCE: RATE- 0.07 % PER SLAB OF 4 POINTS OVER 6352 POINTS

QTR	INDEX	10 <sup>TH</sup> BPS	11 <sup>TH</sup> BPS	NEW SLABS	INCR
NOV 17	6504	51.60	2.66	38	-
NOV 20	7712	81.80	23.80	340	43

- **SPECIAL ALLOWANCE:**  
RATE: 16.4 % OF BASIC PAY - D.A. IS PAYABLE ON SPECIAL ALLOWANCE
- **TRANSPORT ALLOWANCE:**  
**Rs. 600 PER MONTH TO ALL CLERKS AND SUBSTAFF**  
  
DA IS PAYABLE ON TRANSPORT ALLOWANCE
- **HOUSE RENT ALLOWANCE:**  
**RATE: UNIFORM RATE AT 10.25% ON PAY ALL OVER INDIA**

WHERE AN EMPLOYEE IS TRANSFERRED BY MANAGEMENT, HE WILL GET 11% HRA OR HE CAN CLAIM 150% OF THE ENTITLED HRA SUBJECT TO PRODUCTION OF RENT RECEIPT.

- **ANNUAL MEDICAL AID: Rs. 2355 per annum**
  1. **SUBSTAF PASSING CAIIB WILL GET ADDITIONAL INCREMENT LIKE CLERICAL STAFF.**
  2. Notice period for availing Privilege Leave (other than for LFC) will be 10 days (at present 15 days).
  3. Privilege leave taken on sick grounds when there is no sick leave at credit will not be counted as an occasion of availing PL.
  4. From the calendar year 2020, besides encashment of PL at the time of retirement and during availment of LFC, PL Encashment would be permitted at 5 days every calendar year (7 days in case of employees/officers of 55 years of age and above) at the time of any festival of their choice.
  5. Beyond 30 years of service, additional sick leave will be granted at 1 month per year subject to a max. of 720 days in entire service. (it is 630 days at present)
  6. Women employees can avail sick leave for the sickness of their children (upto 8 years of age) on production of medical certificate.
  7. Extra ordinary Leave on loss of pay can be availed for 120 days at a time. (at present 90 days)
  8. Maternity Leave can be availed in combination/continuation with other kind of leave.
  9. 2 months leave with salary will be granted as additional ML for Hysterectomy operation where ML limit is exhausted.
  10. Within the overall period of 12 months, Maternity leave may be granted upto 6 weeks in case of MTP/miscarriage/abortion, AND if required upto 6 months.
  11. Maternity Leave for legal adoption of one child will be upto a max. of 9 months.(at present 6 months).
  12. Maternity Leave for delivery for twin children shall be 8 month (at present 6 months).
  13. Within the overall period of 12 months, Maternity leave may be granted upto 30 days for the period of hospitalisation for the treatment of certain specified ailments, subject to production of necessary certificate from the hospital.
  14. **Paternity Leave can be sanctioned in case of child adoption.**
  15. **Absence from office due to curfew, riots, prohibitory orders, natural calamities, flood, etc. at the place of work or residence will be treated as special leave on duty.**
  16. LFC: permissible Distance will be revised as 2200 km/4400 km for non-substaff and 2600 km/5200 km for substaff.
  17. Employees will be permitted to travel by own car while on LFC.
  18. Road Mileage charges will be revised from Rs. 6 per km to Rs. 8 per km.

19. Train fare by Shatabdi and Rajdhani express trains (non-Executive Class) will be reimbursed under LFC if travel is undertaken by these trains.
20. Charges for local sightseeing while on LFC will be reimbursed within the entitlement on production of bills from approved operators.
21. LFC – if husband and wife both are working in the same Bank, they will be entitled to LFC individually.
22. GST charges on train fare will be paid over and above the entitlement
23. For employees working in North East States, LFC will begin from Guwahati and the fare from their place of work to Guwahati will be additionally paid. Similarly, Andaman Nicobar islands to Chennai/Kolkata, Lakshadweep to Kochi, far-flung area branches in HP, Uttarakhand, Sikkim, J & K or any other areas which are not directly connected by train, fare to nearest major railway station will be additionally reimbursed under LFC in addition to normal entitlement.
24. For actual travel under LFC, train fare under dynamic fare system as on the date of booking of tickets will be reimbursed.
25. Revision of Pony and addition of Dolly charges as per Govt rates.
26. One more option will be given to choose between 2 years block or 4 years block
27. Income criteria for definition of dependents will be revised from Rs. 10,000 to Rs. 12,000
28. Employees removed from service under Voluntary Cessation Scheme will be eligible for retirement benefits including pension, if otherwise eligible.
29. Employees removed from service under Voluntary Cessation Scheme will be given the chance to represent/appeal against the decision.
30. For employees transferred out of station under Deployment policy, the compensation amount will be revised from Rs. 400 to Rs. 600 per month.(other than SBI)
31. When employees shift their personal effects while on transfer to another station, Breakage charges will be paid at  
Rs. 1650 for clerks and Rs. 1100 for substaff (on production of receipt).  
Rs. 1100 for clerks and Rs. 825 for substaff (on Declaration basis).
32. For definition of Family, physically/mentally challenged children of employees will continue to be treated as dependents even after their marriage subject to income criteria of dependents.
33. Banks contribution to the NPS fund will be at 14 % of Pay & Dearness Allowance instead of 10%.
34. Service Charges under New Pension Scheme will not be recovered from the employees and will be paid by the Banks.
35. Cycle Allowance will be increased from Rs. 100 to Rs. 150
36. Washing Allowance will be increased from Rs. 150 to Rs. 200
37. Split Duty Allowance – Rs. 150 to Rs. 200
38. Project Area Compensatory Allowance – will be increased to  
Project Area Group A - Clerk : Rs.290 Substaff Rs. 230  
Project Area Group B - Clerk : Rs 230 Substaff Rs. 200  
Note: in future if Govt of India will come out with any new project, and if any allowance is paid to their employees, the same should be extended in banks.
39. Project Area HRA (A or B)will be paid at branches opened in Special Economic Zone, Export Promotion Zone, etc
40. Definition of family for coverage under Group Medical Insurance Policy/reimbursement of medical expenses and LFC – Any two of parents or parents-in-law – I.e. father & mother, father-in-law & mother-in-law, father and mother-in-law, mother and father-in-law, to be covered.
41. Revision in Halting Allowance/Diem Allowance

12 lacs and above	clerk	Rs. 1050	substaff	Rs. 750
5-12 lacs	clerk	Rs. 900	substaff	Rs 600
Below 5 lacs	clerk	Rs. 675	substaff	Rs. 375
42. An employee can also claim halting expenses reimbursement by production of hotel rent receipt subject to ceilings prescribed: Provided further that in such cases of reimbursement of hotel rent, boarding charges at 25% of the haling allowance shall be payable.

43. Revision in Hill and Fuel Allowance (S.B.I not applicable)

3000 M >	8 % MAX	Rs 2250.
1550-3000	4 % MAX	Rs 900
< 1500 M	3 % MAX	Rs 750

44. Transportation of personal effects by train or road while on transfer from one station to another will be revised as under:

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

45. PLI Scheme will be introduced from the FY 2020-21.

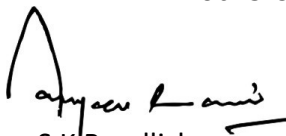
**DISCIPLINARY ACTION & PROCEDURE:**

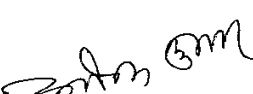
46. Eligibility for claiming TA/DA by the Defence Representatives for attending departmental enquiries held outside the State. Such claims will be sanctioned by Banks looking to the merits of the claims.
47. Review of Clause 5 (j) relating to acts alleged as prejudicial to the interest of the Bank, "Doing any act prejudicial to the interest of the Bank" will be deleted from major misconduct.
48. Acts alleged as prejudicial to the interest of the Bank. This will be included under Minor Misconduct as a new Clause 7 (q).
49. Clarification with regard to provision of Clause 6 (e) of Settlement dt 10-4-2002 i.e. bringing down by two stages in the scale of pay. The specific period of rigour shall be mentioned in the punishment order. It can be for a maximum of 2 years without cumulative effect and annual increment/stagnation increment falling due during the rigour period will be released on respective due dates.
50. Clarification will be given that acts of minor misconducts clearly enumerated under Clause 7 of Settlement dated 10.4.2002 should not be brought as major misconduct under Clause 5.
51. Multiple charges, as per the procedural lapses, can be made for one incident. However, punishment given shall be only one.
52. Disciplinary Authority to be given the discretion to decide whether the punishment will affect superannuation benefit or not.
53. Imposing 'Fine' as punishment should be deleted from the list of punishments.
54. Provision to be added for making an Appeal against suspension of employees. Representation would be permitted for consideration by management.
55. Provision for a Review authority above Appellate authority in case of punishments of Dismissals, Discharge, Compulsory retirement and Removal from service. An Authority above the Appellate Authority will consider representations for review in cases of such punishments.

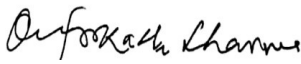
With greetings,

Yours comradely,

  
C H Venkatachalam  
Gen. Secretary  
AIBEA

  
S K Bandlish  
Gen. Secretary  
NCBE

  
Upendrakumar  
Gen. Secretary  
NOBW

  
O P Sharma  
Acting Gen. Secretary  
INBEF "