



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under Trade Union Act, 1926–Registration No.B-2334)

Registered Office & Head Quarters:

Post Box No. 528, State Bank of India Buildings, Bank Street, Koti, Hyderabad-500095

CIRCULAR No. 115
TO ALL MEMBERS

Date : 25.05.2015

TENTH BIPARTITE WAGE SETTLEMENT – SIGNED TODAY

Comrades, our patience and perseverance have ultimately paid the dividends. We are happy to inform that the historic Tenth Bipartite Wage Settlement has been signed today i.e., 25th May 2015. The anxiety, frustration and waiting of lacs of bank employees all over the country is over with the conclusion of Bipartite Settlement on Wage Revision.

The movement for securing wage revision was initiated with the submission of common charter of demands on the 30th October 2012, before the expiry of the Ninth Bipartite Wage Settlement. Members are aware of the struggles and various agitation programmes launched by United Forum of Bank Unions to secure reasonable increase of wages. We have witnessed encounters earlier in the previous wage settlements similar to that faced during the current wage negotiations with regard to cost factor. The credit for overcoming all those difficulties should be attributed to the rocklike solidarity and united struggle of the entire membership. Kudos Comrades

The details of Minutes of discussions held on 23rd February 2015 were already informed to members. Within the encircled border of 2% loading on the Basic Pay merged with 60.15% of Dearness Allowance at 4440 points, the most difficult task of distribution of the remaining agreed increase of 15% in pay slip components has got concluded satisfactorily.

Introduction of Special Allowance attracting Dearness Allowance, altogether a new concept, one additional Stagnation Increment, introduction of Paternity Leave and Medical Insurance to all cadres of employees ensuring 100% reimbursement of medical expenses to family members too are the highlights in the Tenth Bipartite Settlement along with other improvements in service conditions of employees.

We are glad to inform that through Medical Insurance Scheme, the facility of reimbursement of medical expenses upto Rs.50,000/- on account of maternity has been included, which facility was hitherto not available to employees.

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NATIONAL CONFEDERATION OF BANK EMPLOYEES

We are very happy to inform that wider coverage of ailments under Domiciliary treatment has been achieved with the inclusion of the following in addition to the 27 ailments covered under the existing scheme: :

“All Seizure disorders, schizophrenia and psychotherapy , Diabetes related complications, hypertension, Asthma, Arthritis, Glaucoma, Tumor, Diphtheria, Malaria, Non-Alcoholic Cirrhosis of Liver, Purpura, Typhoid, Accidents of Serious Nature , Cerebral Palsy, Polio, All Strokes Leading to Paralysis, Haemorrhages caused by accidents, All animal/reptile/insect bite or sting, chronic pancreatitis, Immuno suppressants, multiple sclerosis / motor neuron disease, status asthmaticus, sequalea of meningitis, osteoporosis, muscular dystrophies, sleep apnea syndrome(not related to obesity), any organ related (chronic) condition, sickle cell disease, systemic lupus erythematosus (SLE), any connective tissue disorder, varicose veins, thrombo embolism venous thrombosis/venous thrombo embolism (VTE)], growth disorders, Graves’ disease, Chronic Pulmonary Disease, Chronic Bronchitis, Physiotherapy and swine flu” .

We congratulate all our members, in particular, and all the bank workmen and officers on this happy occasion.

We convey our sincere thanks to the constituent units of United Forum of Bank Unions and other trade union fraternities in the banking industry for their wholehearted support to our cause. We thank each and every one who has directly or indirectly helped in our cause.

We furnish the salient features of the Tenth Bipartite Settlement, for information of members, in the Annexure.

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(M.V.MURALI)
GENERAL SECRETARY

NATIONAL CONFEDERATION OF BANK EMPLOYEES :::::::::::::::::::: ZI NDABAD!
OUR SOLI DARI TY :::::::::::::::::::: ZI NDABAD!
OUR UNITY :::::::::::::::::::: ZI NDABAD!

TENTH BIPARTITE SETTLEMENT - SALIENT FEATURES

1. Scales of Pay (Effective from 01.11.2012):

<u>Clerical Staff :</u>	11765	<u>655</u>	13730	<u>815</u>	16175	<u>980</u>	20095	<u>1145</u>
		3		3		4		7
	28110	<u>2120</u>	30230	<u>1310</u>	31540		(20 years)	
		1		1				
<u>Sub-Staff:</u>	9560	<u>325</u>	10860	<u>410</u>	12910	<u>490</u>	14870	<u>570</u>
		4		5		4		3
	16580	<u>655</u>	18545				(20 years)	
		3						

2. Stagnation Increments:

Introduction of 8th Stagnation Increment for both Clerical and Sub-staff.

Clerical: 8 stagnation increments
(At frequencies of 3 years for the first 5 stagnation increments and at frequencies of 2 years for the next 3 stagnation increments)

Substaff: 8 stagnation increments at frequencies of 2 years

(The 8th Stagnation increment will be effective from 1st May 2015)

Weightage for passing CAIIB/Graduation after reaching 19th Stage/ Maximum in the Scale of Pay.

3. Dearness Allowance (Effective from 01.11.2012):

0.10% per slab over 4440 points in quarterly average of CPI Index Base (1960=100)

4. House Rent Allowance (Effective from 01.11.2012):

a) Area-I	: Places with population over 45 lacs	:	10.00%
b) Area-II	: Places with population between 12 and 45 lacs including State of Goa	:	9.00%
c) Area-III	: Other Places	:	7.50%

5. Special Allowance (Effective from 01.11.2012):

7.75% of Basic Pay with D.A. thereon but not ranking for HRA and superannuation benefits.

6. Transport Allowance (Effective from 01.11.2012):

For Clerks and Substaff:

Upto 15th stage of the scale of Pay	:	Rs. 425/- p.m.
16 th stage of the scale of Pay and above	:	Rs. 470/- p.m.

For all permanent part-time employees including those on probation and drawing scale wages:

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

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7. Special Pay (Effective from 01.11.2012):

CLERICAL STAFF:

Single Window Operator 'B'	:	Rs.820/-
Head Cashier II	:	Rs.1,280/-
Special Assistant	:	Rs.1,930/-

SUBSTAFF:

Armed Guard / Bill Collector	:	Rs.390/-
Duftary	:	Rs.560/-
Head Peon	:	Rs.740/-
Electrician / AC Plant Operator	:	Rs.2,040/-
Driver	:	Rs.2,370/-
Head Messenger in IOB	:	Rs.1,630/-

8. Fixed Personal Pay(Effective from 01.11.2012):

Clerk	::	Area-1	:	Rs.1,585/-	Sub-staff::	Area-1	:	Rs.790/-
		Area-II	:	Rs.1,570/-		Area-II	:	Rs.790/-
		Area-III (+IV)	:	Rs.1,550/-		Area-III (+IV)	:	Rs.780/-
		Bank Quarters	:	Rs.1,450/-		Bank Quarters	:	Rs.730/-

9. Professional Qualification Pay (Effective from 01.11.2012)

Clerical Staff : Rs.410/-, Rs.800/-, Rs.1,210/-, Rs.1,620/-, Rs.2,010/-

10. Medical Aid (w.e.f.01.11.2012) : Rs. 2,200/- per year

11. Washing Allowance (w.e.f.01.06.2015) : Rs. 150/- per month

12. Cycle Allowance (w.e.f.01.11.2012) : Rs. 100/- per month

13. Split Duty Allowance (w.e.f.01.11.2012) : Rs. 150/- per month

14. Project Area Compensatory Allowance:

	<u>Group A Centres</u>	<u>Group B Centres</u>
Clerks	Rs. 250/- per month	Rs. 200/- per month
Sub-staff	Rs. 200/- per month	Rs. 175/- per month

15. Hill and Fuel Allowance (Effective from 01.11.2012)

- | | |
|--|-------------------------------------|
| a. At places situated at a height of 3000 metres and above | 8% of pay
(Max. Rs. 1500/- p.m.) |
| b. At places situated at a height of and over 1500 metres but below 3000 | 4% of pay
(Max. Rs. 600/- p.m.) |
| c. 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.) |

16. Compensation on Transfer (w.e.f. 01.06.2015):

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 removing the restriction that the road transport is permissible only when the place is not connected by train.

17. Compensation for losses due to breakage
Or damage to goods on Transfer (w.e.f.01.06.2015):

- a. On production of receipt/ statement of loss, a maximum of

Clerical Staff : Rs.1,500/- Sub-ordinate Staff : Rs.1,000/-

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

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

18. Accumulation of Privilege Leave
(Effective from the date of settlement) : 270 days

19. Halting Allowance (Effective from 01.06.2015) :

	(A)	(B)	(C)
	Places with population of 12 lakhs and above and State of Goa	Places with population of 5 lakhs and above, State Capitals / Capitals of Union Territories not covered in (A)	Other places
Clerical Staff	Rs. 700/- per diem	Rs. 600/- per diem	Rs. 450/- per diem
Subordinate Staff	Rs. 500/- per diem	Rs. 400/- per diem	Rs. 250/- per diem

20. Medical Insurance Scheme (Effective from 01.06.2015):

Medical Insurance Scheme is introduced. The Salient features of the scheme are as under:

- ❖ 100% Reimbursement to employees and their family members;
- ❖ Bed charges including Diet and Nursing charges at Rs.5,000/- per day;
- ❖ Cashless Treatment facility in majority of the Hospitals;

- ❖ Wider coverage of Domiciliary Treatment;
- ❖ Post hospitalisation expenses from 45 days to 90 days;
- ❖ Continuation in the Scheme even after retirement at an affordable premium;
- ❖ Many other features are available in the scheme including coverage of past retirees with the same amount of premium.

21. Definition of family :

Wider coverage of dependents including widowed daughters and dependent divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters. Revising the criteria of income to determine the financial dependence from Rs.3,500/- p.m. to Rs.10,000/- p.m.

22. Improvements in Leave Rules:

- (a) Paternity Leave:: Male employees with less than two surviving children shall be eligible for 15 days paternity leave during his wife's confinement and may be availed before or upto 6 months from the date of delivery of the child.
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- (b) Maternity Leave::

- Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.
- Leave may also be granted once during service to a childless female employee including to permanent part-time employees for legally adopting a child who is below one year of age for a maximum period of six months.
- The child adoption leave shall also be available to biological mother in cases where the child is born through surrogacy.

- (c) Casual Leave::

- 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.
- Holidays and weekly offs prefixing/suffixing or falling within the period of Casual Leave will not be treated as part of Casual Leave even though the total absence exceeds six days.

(d) Special Sick Leave:: 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.

(e) Extra-ordinary Leave:: In exceptional circumstances, EOL may be availed upto a maximum of 720 days during the service.

23. Improvements in LFC (Effective from the date of settlement):

LFC Encashment : 100% of Entitlement

Removal of condition of availing minimum of one day leave on LFC encashment.

Eligibility::

Clerks : AC 2 Tier for the journey by Mail/Express train
By Steamer – I Class Cabin

Substaff : AC 3 Tier for the journey by Mail/Express train
By Steamer – II Class Cabin

The above entitlement shall also be applicable for travel on duty.

24. Holidays

IBA has initiated steps to get clearances from the Reserve Bank of India and Government of India for declaration of every second and fourth Saturday of the month as holidays and other Saturdays as full working days. RBI has given clearance and the change will be effective after issuance of Notification of the change by the Government of India.

