



ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION

(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPRC)

(Promoted by All India Bank Officers' Confederation – AIBOC)

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E Circular No. 13/2015

25rd May, 2015

Dear Comrades,

Sub: Circular No. 25/2015 dated 25/05/2015 issued by All India Bank Officers' Confederation (AIBOC) on 10th Bipartite Settlement Signed

We are pleased to reproduce the contents of Circular No. 25/2015 dated 25/05/2015 issued by All India Bank Officers' Confederation (AIBOC) on 10th Bipartite Settlement signed today. Though none of the demands of Pensioners & Retirees of the Banking Industry has been conceded, we are sending this circular only as a measure of information to our members. Please circulate among your members.

With kind regards,

Yours Comradely,

(R. SURYANARAYANAN)
GENERAL SECRETARY

ALL INDIA BANK OFFICERS' CONFEDERATION

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Circular No. 2015/25

Dated: 25/05/2015

To All Affiliates/State Units/Members

Dear Comrades,

A LONG DRAWN BATTLE CONCLUDES 10TH BIPARTITE SETTLEMENT SIGNED

"FIRST THEY IGNORE YOU, THEN THEY LAUGH AT YOU, THEN THEY FIGHT YOU, THEN YOU WIN" – (Mahatma Gandhi). Precisely speaking these were the stages, we all witnessed while fighting our battle for a fair wage settlement. There had been umpteen numbers of roadblocks, resistances and backward pulls from many quarters in our road to reach final settlement. But, let us salute and congratulate our membership for the stoic solidarity, which made the 25th May, 2015, another historic day in the history of Trade Union Movement of the Banking Industry when the anxiety, apprehensions, restiveness thrust upon us for more than two and a half years could be put to an end by signing of 10th Bipartite Settlement! Comrades, ultimately, clarity has emerged for our future stand and actions.

Please refer to our last Circular No. 2015/24 dated 20.05.2015, whereby, we had apprised our members about signing of Cost Sheet / Distribution Sheet for Officers under 10th Bipartite Settlement on 20.05.15. The salient features with regard to pay slip component were also highlighted in that circular. However, we would like to clarify that the additional stagnation increments for Scale II and Scale III and one for Scale IV would be made effective from 01.05.2015 only. The dates mentioned in our Circular No. 2015/24 were because of a mistake in the Cost Sheet. However, the contract of stagnation increment has been as per the prevailing practice followed in the past.

We would also like to mention that there have been many representations regarding reduction in the pension amount for those retired after 01.11.2012. Let us clarify that with merging of D.A. amount and 2% load, the basic pay has increased substantially whereas, DA amount has reduced. Therefore, the commutation amount also works out higher, leaving the residual pension lesser than the pre-revised salaries. However, we took up the matter with IBA and they have agreed to incorporate a clause to give option to the retirees to choose the percentage of commutation in the arrears payable as per their choice to keep the residual pension not lesser than the earlier one.

We had also advised our members that joint note will be signed on 25.05.2015. We are happy to advise our members that the process has been concluded today by signing of joint note. The copy of joint note is being attached with this Circular.

IBA has agreed to advise the Government to permit the banks to make payment of arrears as ad-hoc amount, pending amendments to the regulations.

With comradely greetings,

Yours comradely,



(HARVINDER SINGH)
GENERAL SECRETARY

Our unity Long Live! Long Live Our Unity!

**JOINT NOTE
SALARY REVISION FOR OFFICERS**

**Conclusion of Discussions between the
IBA and the Officers' Associations**

The Negotiating Committee of Indian Banks' Association (IBA) representing the managements of banks held several rounds of discussions with the authorised representatives of the Officers' Associations on salary revision and other issues concerning service conditions for officers in Banks. In the course of the deliberations, common viewpoints have emerged between the two parties. The outcome of the discussions acceptable to both sides is listed in Annexure I to this Note. The representatives of the Officers' Associations have also agreed that the existing service conditions be modified to the extent what has been stated in Annexure I.

2. IBA agreed that it shall recommend to the Public Sector Banks, as in Annexure II, to initiate the process of amending the Officers' Service Regulations and Bank Employees' Pension Regulations, 1995 dated 29th September 1995/ 26th March 1996, in order to implement what is stated in Annexure I. The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.

3. IBA shall take steps to recommend to the Private Sector Banks which are listed in Annexure III and which have authorised the IBA in this regard, to give effect to the salary revision for their officers upto Scale III on the same lines as mentioned in Annexure I.

4. The representatives of Officers' Associations have requested that pending formal amendments to the Officers' Service Regulations/ Rules as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980 and the applicable provision of State Bank of India Act, 1955. IBA may advise the banks to disburse immediately an ad-hoc amount, equivalent to the net arrears payable for the period from 1st November 2012 to 31st May 2015 and continue to pay revised salary and allowances on ad-hoc basis. IBA has agreed to make suitable recommendations to the Government in this regard for its consideration.

5. The Officers' Associations on behalf of the officer-employees in banks listed in Annexure II & III agree that the understandings reached as detailed in Annexure I hereto are in full satisfaction of their demands.

6. IBA reiterated and made presentation of a scheme for introduction of performance linked variable pay in addition to fixed pay be considered as part of this wage revision exercise to increase efficiency in operations. After discussions, it was decided to pursue the matter at a later stage.

7. Representatives of the Officers' Associations have assured full co-operation on their part, their affiliates and members, in implementation of measures aimed at improving customer service, optimum utilisation of manpower, expansion of banking activities to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the banking industry.

Mumbai

Dated : 25th May 2015

Annexure 1

1) Scales of Pay

| | | | | | | | |
|-------------|-------|-------|-------|-------|-------|-------|-------|
| Scale I - | 23700 | 980 | 30560 | 1145 | 32850 | 1310 | 42020 |
| 7 | | 2 | | | 7 | | |
| Scale II - | 31705 | | 1145 | 32850 | 1310 | | 45950 |
| 1 | | | | 10 | | | |
| Scale III - | 42020 | | 1310 | 48570 | 1460 | | 51490 |
| 5 | | | | 2 | | | |
| Scale IV - | 50030 | | 1460 | 55870 | 1650 | | 59170 |
| 4 | | | | 2 | | | |
| Scale V - | 59170 | | 1650 | 62470 | 1800 | | 66070 |
| 2 | | | | 2 | | | |
| Scale VI - | | 68680 | | 1960 | | 76520 | |
| 4 | | | | | | | |
| Scale VII - | | 76520 | | 2120 | | 85000 | |
| 4 | | | | | | | |

Fitment:

Fitment shall be stage-to-stage, i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

2) Stagnation Increments

a. Officers in JM Grade Scale I who have moved to scale of pay for MMG Scale II in terms of Regulation 5(b) after reaching maximum of the higher scale shall be eligible for four stagnation increments for every three completed years of service of which first two shall be ₹1310/- each and next two ₹1460/- each.

b. Officers in MMG Scale II who have moved to scale of pay for MMG Scale III in terms of Regulation 5(b) after reaching maximum of higher scale shall be eligible for three stagnation increments of ₹1460/- each for every three completed years of service

and a fourth stagnation increment of ₹1460/- two years after receipt of third stagnation increment.

Provided that officers who have completed two years or more after receipt of the third stagnation increment will get the fourth stagnation increment with effect from 1.5.2015.
c. Officers in substantive MMG Scale III i.e. those who are recruited in or promoted to MMG Scale III shall be eligible for four stagnation increments of ₹1460/- each for every three completed years of service and a fifth stagnation increment of ₹1460/- two years after receipt of fourth stagnation increment provided that the officers who have completed two years after receipt of the fourth stagnation increment will get the fifth stagnation increment w.e.f 1.5.2015.

d. Officers in SMGS-IV shall be eligible for one stagnation increment of ₹1650/- three years after reaching the maximum of scale w.e.f. 1.5.2015.

3) Dearness Allowance

On and from 1.11.2012, Dearness Allowance shall be payable for every rise or fall of four points over 4440 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at 0.10% of Pay.

House Rent Allowance (w.e.f. 1.11.2012) I II

| | | |
|------|--|------------|
| i) | Major "A" Class Cities and Project Area Centres in Group A | 9 % of Pay |
| ii) | Other places in Area I, and Project Area Centres in Group B and State of Goa | 8% of Pay |
| iii) | Other places | 7% of Pay |

Provided that if an officer produces a rent receipt, the House Rent Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over 0.75% of Pay in the first stage of the Scale of Pay in which he/she is placed with a maximum of 150% of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

Note: The claims of officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to 150% of House Rent Allowance as hitherto.

5) City Compensatory Allowance (w.e.f. 1.11.2012)

| Area | Rate | Maximum Amount |
|------|------------------|-----------------------------------|
| i) | Places in Area 1 | 4% of Basic Pay ₹870 /- p.m. |

and in the State of
Goa

- ii) Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair

6) Special Allowance (w.e.f. 1.11.2012)

| | |
|--|--|
| With effect from 1.11.2012, officers shall be paid Special Allowance as under: Scale I-III - | 7.75% of Basic Pay + applicable Dearness Allowance thereon |
| Scale IV-V - | 10% of Basic Pay + applicable Dearness Allowance thereon |
| Scale VI-VII- | 11% of Basic Pay + applicable Dearness Allowance thereon |

Note : The special allowance with applicable DA thereon shall not be reckoned for superannuation benefits, viz, pension including NPS, PF and Gratuity

7)

Provident Fund (w.e.f. 1.11.2012)

(a) The officers who are presently covered under the Bank Employees' Pension Regulations, 1995/96 shall continue to contribute 10% of the Pay towards Provident Fund and there shall be no matching contribution.

(b) Officers of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.

(c) Officers who are presently covered under Contributory Provident Fund Scheme who did not opt for Pension Scheme available under Joint Note dated 27th April, 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

8) Pension (including State Bank of India)

With effect from 1st November 2012, the Pay drawn under this Joint Note by the officers who are members of the Pension Fund shall be taken into consideration for the purpose of calculation of pension as per the Pension Fund Rules/ Regulations in force.

Note: Officers in service of the Banks as on 1st November 2012 and who have retired thereafter but before 25th May 2015 and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

9) Medical Aid (other than State Bank of India)

On and from 1st November 2012, reimbursement of medical expenses shall be as under:

- a) Officers in JMG & MMG Scales – ₹ 8,000/-p.a.
b) Officers in SMG & TEG Scales - ₹ 9,050/-p.a.

10) Hospitalisation Expenses (other than State Bank of India)

In substitution of the clause (9) of the Joint Note dated 27/04/2010, the reimbursement of hospital expenses under Regulation 24(1) (b) (i) of the Officers' Service Regulation 1979/1982, shall be as detailed in Annexure IV of this Joint Note.

11) Recovery of House/Furniture Rent

(i) House rent recovery shall be @ 0.75 % of the first stage of the scale of pay in which the officer is placed or the standard rent for the accommodation, whichever is less.

(ii) Furniture rent recovery shall be @ 0.15% of the first stage of the scale of pay in which the officer is placed.

12) Fixed Personal Pay (w.e.f. 1.11.2012)

Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

| DA as on 1.11.2012 | Total F.P.P. payable where bank's accommodation is provided (□) |
|--------------------|---|
|--------------------|---|

Increment Component

(□)

| (A) | (B) | (C) |
|------|-----|------|
| 1310 | 143 | 1453 |
| 1460 | 159 | 1619 |
| 1650 | 180 | 1830 |
| 1800 | 196 | 1996 |
| 1960 | 214 | 2174 |
| 2120 | 231 | 2351 |

Note:

(i) F.P.P. as indicated in "C" above shall be payable to those officer employees who are provided with bank's accommodation.

(ii) F.P.P. for officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance payable on the last increment of the relevant scale of pay.

(iii) The increment component of F.P.P. shall rank for superannuation benefits.

(iv) Only officers who were in the service of the bank on or before 1.11.93 will be eligible for F.P.P one year after reaching the maximum scale of pay they are placed.

13) Professional Qualification Pay (PQP) (w.e.f. 1.11.2012)

(A) Officers shall be eligible for professional qualification pay as under :

(B) Those who have passed only CAIIB – Part I / JAIIB

□ 670/- p.m. one year after reaching top of the scale.

(ii) Those who have passed both parts of CAIIB –

a. □ 670/- p.m. one year after reaching top of the scale.

b. □ 1680/- p.m. two years after reaching top of the scale.

(B) An Officer employee acquiring JAIIB/CAIIB (either or both parts) qualifications after reaching the maximum of the scale of pay, shall be granted from the date of acquiring such qualification the first installment of PQP and the release of subsequent installments of PQP shall be with reference to the date of release of first installment of PQP.

14) Other Allowances

(i) Deputation Allowance (w.e.f. 1.6.2015)

Deputation Allowance shall be at the following rates: An officer deputed to serve outside the bank

| |
|----------------------------------|
| – 7.75% of Pay with a maximum of |
| □ 4000/- p.m. |

An officer deputed to an organization at the same place or to the training establishment of the bank - 4% of Pay with a maximum of ₹2000/- p.m.

(ii) Hill and Fuel Allowance (w.e.f. 1.11.2012)

| Place | Rate |
|---|--|
| (a) Places with an altitude of 1000 metres and above but less than 1500 metres and Mercara Town | 2% of Pay subject to a maximum of ₹750/- p.m. |
| (b) Places with an altitude of 1500 metres and above but less than 3000 metres | 2.5% of Pay subject to a maximum of ₹1000/- p.m. |
| (c) Places with an altitude of 3000 metres and above | 5% of Pay subject to a maximum of ₹2000/- p.m. |

(iii) Halting Allowance (w.e.f. 1.6.2015)

| Grade / Scales of Officers | Metro (₹) | Major 'A' Class Cities (₹) | Area I (₹) | Other Places (₹) |
|--------------------------------|-----------|----------------------------|------------|------------------|
| Officers in Scale VI & above | 1800 | 1300 | 1100 | 950 |
| Officers in Scale IV & V above | 1500 | 1300 | 1100 | 950 |
| Officers in Scale I/II/III | 1300 | 1100 | 950 | 800 |

(iv) Special Area Allowance (w.e.f. 1.11.2012)

At places where special area allowance is payable in terms of Regulation 23(ii) of Officers' Service Regulations, 1979/1982, the said allowance shall be payable at rates as in Annexure V.

(v) Mode of Travel and Expenses on Travel

It is reiterated that the following provision shall continue to apply wherever an officer is required to travel on duty:

(a) An officer in Junior Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.

(b) An officer in Middle Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if the distance to be travelled is more than 1000 kms. He may, however, travel by air (economy class) even for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.

(c) An officer in Senior Management or Top Executive Grade is entitled to travel by AC 1st Class by train or by air (economy class).

d) An officer in Senior Management or Top Executive Grade may travel by car between places not connected by air or rail provided that the distance does not exceed 500 km. However, when a major part of the distance between the two places can be covered by air or rail only the rest of the distance should normally be covered by car.

(e) Any other officer may be authorised by the Competent Authority, having regard to the exigencies of business, to travel by his own vehicle or by taxi or by the Bank's vehicle.

The remaining provisions as in Sub-regulations (2) & (3) of Regulation 41 of Officers' Service Regulations shall remain unchanged.

Note: Entitlement by Steamer – Delux Cabin

(vi) Leave Travel Concession (w.e.f. 1.6. 2015)

(a) During each block of 4 years, an officer shall be eligible for leave travel concession for travel to his place of domicile once in each block of two years. Alternatively, he may travel in one block of two years to his place of domicile and in another block of two years to any place in India by the shortest route.

(b) Alternatively, an officer, by exercising an option anytime during a 4 year block or two year block, as the case may be, surrender and encash his LTC (other than travel to place of domicile) upon which he shall be entitled to receive an amount equivalent to the eligible fare for the class of travel of which he is entitled up to a distance of 4500 kms (one way) for officers in JMG-Scale-I and MMG – Scale II & III and 5500 kms (one way) for officers in SMG- Scale IV & above.

(c) An officer opting to encash his LTC shall prefer the claim for himself / herself and his / her family members only once during the block / term in which such encashment is availed of. The facility of encashment of privilege leave while availing of Leave Fare Concession is also available while encashing the facility of LTC.

(d) The mode and class by which an officer may avail of Leave Travel Concession shall be the same as the officer is normally entitled to travel on transfer and other terms and conditions subject to which the Leave Travel Concession may be availed of by an officer, shall be as decided by the Board from time-to-time. Provided that w.e.f. 1st May 2010 an officer in Junior Management Grade Scale I while availing LTC will be entitled to travel by air in the lowest fare economy class in which case the reimbursement will be the actual fare or the fare applicable to AC 1st Class fare by train for the distance traveled whichever is less. The same rules shall apply when an officer in Middle Management Grade Scale II and Middle Management Grade Scale III while availing LTC where the distance is less than 1000 kms.

(vii) Definition of Family:

For the purpose of medical facilities and for the purpose of leave fare concession, the expression „family“ of an employee shall mean -

a) the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brother/ sister with 40% or more disability, widowed daughters and dependent divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters as also parents wholly dependent on the employee.

b) The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding ₹10,000/- p.m. If the income of one of the parents exceeds ₹10,000/- p.m. or the aggregate income of both the parents exceeds ₹10,000/- p.m., both the parents shall not be considered as wholly dependent on the officer employee.

c) A married female employee may include her natural parents or parents-in-law under the definition of family, but not both, provided that the parents/parents-in-law are wholly dependent on her.

Note: For the purpose of medical expenses reimbursement scheme, for all employees, any two of the dependent parents/ parents-in-law shall be covered.

15) Project Area Allowance

On and from 1st November 2012, Project Area Compensatory Allowance shall be payable at the following rates:

Project Areas falling in Group A – ₹400/- p.m.

Project Areas falling in Group B – ₹350/- p.m.

16) Mid Academic Year Transfer Allowance

On and from 1st June 2015, Mid Academic Year Transfer Allowance shall be payable at ₹1100/- p.m. subject to other conditions.

17) Split Duty Allowance

On and from 1st November 2012, Split Duty Allowance shall be payable at ₹200/- p.m.

18) Compensation on Transfer (w.e.f. 1.6.2015)

An officer on transfer will be eligible to draw a lumpsum amount as indicated below for expenses connected with packaging, local transportation, insuring the baggage etc.

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Grade/Scale of Officer

Officers in Scale IV and above 20,000/-

Officers in Scale I, II and III 15,000/-

19) Maternity Leave (w.e.f. 25.5.2015)

(a) Maternity leave, which shall be on substantive pay, shall be granted to a female officer for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.

(b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.

(c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.

(d) Leave may also be granted once during service to a childless female officer for legally adopting a child who is below one year of age for a maximum period of six months subject to the following terms and conditions: -

(i) Leave will be granted for adoption of only one child.

(ii) The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.

(iii) The leave shall also be available to biological mother in cases where the child is born through surrogacy.

(iv) The leave shall be availed within overall entitlement of 12 months during the entire period of service.

20) Paternity Leave

With effect from 1.6.2015, male officer employees with less than two surviving children shall be eligible for 15 days paternity leave during his wife's confinement. This leave may be combined with any other kind of leave except casual leave. The leave shall be applied upto 15 days before or upto 6 months from the date of delivery of the child.

21) Holidays

In terms of understanding dated 23rd February 2015, reached between IBA and Officers' Associations every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days. IBA has initiated steps to get clearances from the Reserve Bank of India and Government of India. The change will be effective after approval by the Reserve Bank of India and Notification of the change issued by the Government of India.

22) Privilege Leave

On or from 1.6.2015 under Regulation 33(4) of Officers Service Regulation 1979/82, Privilege Leave may be accumulated up to not more than 270 days except where leave has been applied and it has been refused. However, encashment of Privilege Leave shall be restricted up to a maximum of 240 days.

Further, in modification of Regulation 33(5) of Officers' Regulations, 1979/82, an officer desiring to avail of privilege leave shall ordinarily give not less than 15 days' notice of his intention to avail of such leave.

23) Special Sick Leave

With effect from the 1.6.2015, Special Sick Leave up to 30 days may be granted to an officer employee once during his/her entire period of service for donation of kidney/ organ.

24) Date of Effect

For payment of arrears, the benefits under various provisions as above shall be from 1st November 2012, unless otherwise specified against the relevant provisions.