यूनियन बैंक ऑफ इंडिया Union Bank of India

मानव संसाधन विभाग,

औद्योगिक संबंध प्रभाग, केन्द्रीय कार्यालय,

यूनियन बैंक भवन, 239, विधान भवन मार्ग, नरीमन पॉइंट, मुंबई-400 021.

स्टाफ परिपत्र क्रमांक: 6211 **दिनाँक: 30 जून, 2015**

प्रति: सभी शाखाएँ / कार्यालय

10 वां द्विपक्षीय समझौता, दिनाँक: 25 मई, 2015

- कर्मचारी स्टाफ

- तत्संबंधी कार्यान्वयन

1. दिनाँक 25 मई, 2015 को 43 सदस्य बैंकों के कर्मचारी संघों की ओर से भारतीय बैंक संघ द्वारा 10 वें द्विपक्षीय समझौते पर हस्ताक्षर हुआ. समझौता ज्ञापन दिनाँक 25 मई, 2015 की प्रति शाखाओं / कार्यालय के कार्यान्वयन के लिए यहाँ संलग्न है.

2. 25 मई, 2015 को हस्ताक्षरित 10 वें द्विपक्षीय समझौते में संशोधित वेतनमान, स्टेग्नेशन वेतन वृद्धि, वेतन की परिभाषा, महंगाई भत्ता, मकान किराया भत्ता, परिवहन भत्ता, विशेष वेतन, हिल व व ईंधन भत्ता, फ़िक्स्ड व्यक्तिगत वेतन, ओवरटाइम भत्ते का भुगतान, पेंशन, पेंशन पर महंगाई राहत, भविष्य निधि, चिकित्सकीय सहायता, एल.एफ.सी., अस्पतालीकरण योजना, स्थानांतरण पर मुआवजा, स्थानांतरण पर समान के लिए टूटने या खराब होने की वजह से हुए नुकसान का मुआवजा, विराम भत्ता, धुलाई भत्ता, साइकिल भत्ता, शिफ्ट ड्यूटी भत्ता, परियोजना क्षेत्र प्रतिपूरक भत्ता, विशेष क्षेत्र भत्ता, विशेषाधिकार छुट्टी, मातृत्व अवकाश, पितृत्व अवकाश और सड़क यात्रा पर व्यय की प्रतिपूर्ति इत्यादि शामिल है.

3. उपरोक्त वेतन संशोधन के फलस्वरूप पेंशन पाने के योग्य वे कर्मचारी जो 01.11.2012 को या उसके बाद से सेवा में नहीं रह गए है, उनके लिए भी पेंशन, महंगाई राहत, परिवार पेंशन, न्यूनतम पेंशन आदि में संशोधन करने की आवश्यकता है. भारतीय बैंक संघ ने इस संबंध में अपने पत्र दिनाँक 04 जून, 2015 के द्वारा विस्तृत दिशानिर्देश जारी किया है.

4. आईबीए ने आगे स्पष्ट किया है कि अधिकारी सेवा विनियम-1979/ बैंक कर्मचारी पेंशन विनियम, 1995 में लंबित संशोधनों के अनुसार बैंक पेंशन की गणना संशोधित स्केल पर कर सकता है व संशोधित पेंशन को प्रभावी बनाने से पूर्व पेंशनरों के साथ ही साथ उनके परिवार के सदस्यों/नामित व्यक्तियों से एक उपयुक्त वचनपत्र प्राप्त कर सकता है, जिससे बाद में पेंशन फंड से आवश्यकतानुसार किसी प्रकार के समायोजन करने का अधिकार हो.

5. शास्त्री अवार्ड, देसाई अवार्ड और बाद के निपटारे, जिनका इस समझौते से संशोधन / बदलाव या अधिक्रमित नहीं किया गया है, के प्रावधान यथावत लागू रहेंगे.

6. नए वेतनमान के स्केल में फिटमेंट एक चरण से दूसरे चरण के आधार पर किया जाएगा, और फिटमेंट के कारण वार्षिक वेतन वृद्धि की तारीख में कोई परिवर्तन नहीं होगा.

7. द्विपक्षीय समझौता दिनाँक 25.5.2015 के अंतर्गत विभिन्न प्रावधान, यदि विशेष रूप से उल्लेखित नहीं है, तो निम्न निर्दिष्ट तिथि से प्रभावी होंगे, और उससे होने वाले वित्तीय लाभ को समझौता होने की तिथि से 90 दिनों के भीतर प्रभावी कर दिया जाएगा:

		प्रभावी तिथि
1.	वेतनमान: क्लाज 4 के अनुसार	01 नवंबर, 2012
2.	महंगाई भत्ता, व्यावसायिक योग्यता वेतन / स्नातक वेतन, मकान किराया भत्ता, भविष्य निधि, ग्रेच्युटी, तय व्यक्तिगत वेतन, परिवहन भत्ता, वार्षिक चिकित्सा सहायता, विशेष क्षेत्र भत्ता, हिल व ईंधन भत्ता, स्प्लिट ड्यूटी भत्ता, साइकिल भत्ता, परियोजना क्षेत्र भत्ता	01 नवंबर, 2012
3.	8वीं स्टेग्नेशन वेतन वृद्धि	01 मई, 2015
4.	विशेष भत्ता	01 नवंबर, 2012
5.	विशेष वेतन	01 नवंबर, 2012
6.	विराम भत्ता, धुलाई भत्ता, स्थानांतरण पर मुआवजा, स्थानांतरण पर समान के लिए टूटने या खराब होने की वजह से हुए नुकसान का मुआवजा, सड़क यात्रा पर व्यय की प्रतिपूर्ति	01 जून, 2015
7.	एलएफसी, परिवार की परिभाषा, पी एल में संशोधन, बीमारी की छुट्टी, आकस्मिक छुट्टी, असाधारण छुट्टी	01 जून, 2015
8.	270 दिनों के लिए पीएल का संचय	01 जून, 2015
9.	पितृत्व अवकाश	01 जून, 2015
10.	विशेष बीमार छुट्टी	01 जून, 2015
11.	मातृत्व अवकाश, ज्वाइनिंग अवकाश	25 मई, 2015

8. दिनाँक 25.05.2015 के समझौते के कार्यान्वयन को सुगम बनाने व बकाया राशि की गणना के लिए निम्नलिखित परिशिष्ठ संलग्न कर रहें है:

1.	चिकित्सा व्यय की प्रतिपूर्ति के लिए नई स्कीम के साथ 10 वें द्विपक्षीय समझौता दिनाँक 25.05.2015, परिशिष्ठ 1 व 2 के साथ	-	अनुलग्नक I
2.	दिनाँक 01.11.2012 के बाद से सेवानिवृत कर्मचारियों की पेंशन में संशोधन	-	अनुलग्नक II
3.	पुराना व संशोधित वेतनमान दर्शाता चार्ट, महंगाई भत्ता, मकान किराया भत्ता, परिवहन भत्ता और नवंबर, 2012 की स्थिति के अनुसार **लिपिकों** को देय विशेष भत्ता	-	अनुलग्नक ए
4.	पुराना व संशोधित वेतनमान दर्शाता चार्ट, महंगाई भत्ता, मकान किराया भत्ता, परिवहन भत्ता और नवंबर, 2012 की स्थिति के अनुसार **अधीनस्थ स्टाफ** को देय विशेष भत्ता	-	अनुलग्नक बी
5.	नवंबर, 2012 से मई, 2015 तक की अवधि के लिए **लिपिकों** को देय मौजूदा महंगाई भत्ता दर्शाता चार्ट	-	अनुलग्नक सी
6.	नवंबर, 2012 से मई, 2015 तक की अवधि के लिए **लिपिकों** को देय संशोधित महंगाई भत्ता दर्शाता चार्ट	-	अनुलग्नक डी
7.	नवंबर, 2012 से मई, 2015 तक की अवधि के लिए **अधीनस्थ स्टाफ** को देय मौजूदा महंगाई भत्ता दर्शाता चार्ट	-	अनुलग्नक ई
8.	नवंबर, 2012 से मई, 2015 तक की अवधि के लिए **अधीनस्थ स्टाफ** को देय संशोधित महंगाई भत्ता दर्शाता चार्ट	-	अनुलग्नक एफ
9.	नवंबर, 2012 से मई, 2015 तक की अवधि के लिए **कर्मचारियों** को देय विशेष भत्ता दर्शाता चार्ट.	-	अनुलग्नक जी

9. इस समझौते के बाद, आईबीए ने अपने पत्र दिनाँक 16.06.2015(अनुलग्नक-एच) के द्वारा शुद्धिपत्र जारी किया, जिसका विवरण निम्नानुसार हैं:

ए) 10 वें द्विपक्षीय समझौते की धारा 37 को निम्नानुसार पढ़ा जाय:
"दलों के मध्य व द्वारा यह सहमति व्यक्त की गयी है कि समझौते की प्रभावी तिथि से, शास्त्री अवार्ड के पैरा 551 के अनुसार स्वीकार्य छह दिन के ज्वाइनिग समय को कार्यभार मुक्ति के तुरंत बाद या नई जगह पर पोस्टिंग पर ज्वाइनिग के तीन माह के अंदर मंजूर किया जा सकता है".

बी) 10 वें द्विपक्षीय समझौते की धारा 05 को निम्नानुसार पढ़ा जाय:

इस समझौते के तहत, यह निर्णय लिया गया है कि 01 मई, 2015 को या 7 वां स्टेग्नेशन वेतन वृद्धि प्राप्त करने के दो वर्ष बाद, जो भी बाद में होगा, कर्मचारी 8वें स्टेगनेशन वेतन वृद्धि के लिए पात्र होंगे. आगे यह भी निर्णय लिया गया है कि 6 वां स्टेगनेशन वेतन वृद्धि के लिए मंजूरी की अवधि 3 वर्ष से कम करके 2 वर्ष कर दी जाएगी. तदनुसार, यह भी व्यवस्था की गयी है कि जिस कर्मचारी ने 01 नवंबर, 2012 तक पांचवा स्टेगनेशन वेतन वृद्धि प्राप्त करने के बाद दो वर्ष पूरे कर लिए है, उन्हें 01 नवंबर, 2012 से छठवा वेतन वृद्धि मिलेगी. यह स्पष्ट किया जाता है कि 6 वें स्टेगनेशन वेतन वृद्धि की अनुमोदन की अवधि को 3 से 2 वर्ष किए जाने के कारण होने वाली वित्तीय लाभ 01.05.2015 से या उसके बाद से देय होंगे, क्योंकि, इस प्रकार से अवधि में 3 वर्ष से 2 वर्ष की कमी से अतिरिक्त लागत वास्तविक लागत के 50% पर समायोजित की गयी है, अतः यह 01.05.2015 से प्रभावी होगी.(निपटान की अवधि के 60 महीनों में से 3 महीने) तथापि, दिनाँक 25.05.2015 के समझौते की धारा 40 के "कार्यान्वयन" में अनजाने में यह उल्लेख किया गया है:

(3 - 8वां स्टेग्नेशन वेतन वृद्धि 01 मई, 2015 से प्रभावी) जिसे सही किए जाने की आवश्यकता है, व इसे निम्नानुसार पढे:

3	स्टेग्नेशन वेतनवृद्धि सुधार (5से6 तथा 7से8 स्टेगनेशन वेतन वृद्धि)	01 मई, 2015

10. वेतन के बकाए की गणना की जाँच करते समय शाखाएँ / कार्यालय निम्नलिखित तथ्यों को ध्यान पूर्वक नोट कर ले:-

ए) निम्नलिखित खातों में उचित समायोजन किया जा सकता है:

i. आधे वेतन पर बीमारी अवकाश

ii. अनधिकृत अनुपस्थिति व बिना वेतन तथा भत्ते की छुट्टी.

iii. बिना वेतन व भत्ते की छुट्टी व अनधिकृत अनुपस्थिति/ अनुशासनात्मक कार्रवाई के कारण वेतनवृद्धि का स्थगन.

बी) निलंबित कर्मचारियों के मामले में, यदि निलंबन वेतन संशोधन की तिथि के पूर्व से है, तो वेतन संशोधन के बाद भी गुजारे भत्ते की राशि में कोई संशोधन नहीं किया जाएगा और तदनुसार, यदि निलंबन की अवधि के दौरान उन्हें ड्यूटी पर नहीं माना जाता है, तो उन्हें किसी भी प्रकार का कोई बकाया देय नहीं होगा. परंतु यदि, निलंबन की तारीख, वेतन संशोधन के प्रभावी तारीख के बाद से है, तो संबंधित कर्मचारी को नियत तारीख पर संशोधित वेतन दिया जाएगा व निर्वाह भत्ता संशोधित वेतन के अनुसार तय किया जाएगा. वेतन और निर्वाह भत्ते के बकाये राशि का भुगतान तदनुसार किया जाएगा.

सी) जो कर्मचारी स्टाफ अभी भी बैंक की सेवा में है, उनको वेतन के बकाए का भुगतान करते समय, ध्यान रखें कि बैंक के लिए उनके द्वारा बकाया सभी राशियों की वसूली वेतन बकाया राशि के अंतिम भुगतान से पहले कर ली जाय.

डी) दिनाँक 01.11.2012 से 30.06.2015 की अवधि के दौरान लिए गए विशेषाधिकार अवकाश के नकदीकरण में वेतन संशोधन के परिणाम स्वरूप आये राशियों के अंतर के बराबर की राशि का भुगतान अधिकारियों को किया जा सकता है.

ई) जो कर्मचारी स्टाफ 01 नवंबर, 2012 के बाद से व 30 जून, 2015 तक सेवा में नहीं रह गए है, उन्हें बकाए का भुगतान (अवकाश नकदीकरण सहित, यदि हो तो) क्षेत्रीय स्तर पर किया जाएगा.

एफ) मार्च-2013, मार्च-2014 व मार्च-2015 को समाप्त हुए वित्तीय वर्ष के लिए बोनस की पात्रता की पुनर्गणना की जा सकती है व पात्र कर्मचारियों को तदनुसार बकाया राशि का भुगतान किया जा सकता है. इसी प्रकार, यदि संशोधन के फलस्वरूप कुछ कर्मचारी बोनस धारा की परिधि से बाहर हो जाते है, तो इस प्रकाए के कर्मचारियों से पहले से भुगतान किए जा चुके बोनस की वसूली की जाएगी.

11. अवकाश किराया रियायत में कुछ संशोधनों / सुधार को ध्यान में रखते हुए कर्मचारियों को निपटान की तिथि से 90 दिनों के भीतर दो वर्ष / चार वर्ष का ब्लॉक, जैसा भी मामला हो, एलएफसी का लाभ उठाने के लिए विकल्प का प्रयोग करने के लिए एक और मौका दिया जाएगा. यदि निर्धारित अवधि के भीतर किसी विकल्प प्रयोग नहीं किया जाता है, तो पहले का विकल्प प्रभावी रहेगा.

12. शाखाओं / कार्यालयों को यह सुझाव दिया जाता है कि वे संयुक्त नोट के प्रावधानों के संशोधनों व परिवर्तनों को ध्यान पूर्वक नोट कर अनुपलना सुनिश्चित करे. कर्मचारी स्टाफ को जून, 2015 के संशोधित वेतन का भुगतान कर दिया गया है, तथा केन्द्रीय कार्यालय स्तर पर यूनियन परिवार के माध्यम से बकाया राशि की गणना की जा रहीं है. गणना के पश्चात, क्षेत्रीय कार्यालय स्तर पर डाटा उपलब्ध करा दिया जाएगा. क्षेत्रीय कार्यालयों को यह सुझाव दिया जाता है कि बकाए की राशि को पुनः जाँच कर केन्द्रीय कार्यालय को 3 दिन के अंदर पुष्टि भेजे. यदि कोई त्रुटि मिली तो, उसे सुधारने के बाद, बकाए की राशि का भुगतान यूनियन परिवार के माध्यम से सीधे कर्मचारी के खाते में कर दिया जाएगा.

13. प्रचलित नियमों के अनुसार बकाया वेतन राशि पर आयकर की कटौती यूनियन परिवार के माध्यम से की जाएगी.

14. जैसे कि बैंक द्वारा बकाया राशि के भुगतान के लिए केन्द्रीय कार्यालय स्तर पर प्रावधान किया गया है, शाखाओं / कार्यालयों (प्रशिक्षण संस्थानों, लेखा परीक्षा कार्यालय सहित) को यह सुझाव दिया जाता है कि वे अपने संबन्धित क्षेत्रीय कार्यालय से बकाया शीट की एक प्रति के साथ दिनाँक 01.11.2012 से 31.05.2015 की अवधि के बकाया राशि के भुगतान का दावा केंद्रीय कार्यालय के पीओबी खाते के नामे करे. शाखाओं / कार्यालयों से प्राप्त बकाया शीट / पीओबी एडवाइस के आधार पर गणना के सत्यापन के बाद क्षेत्रीय कार्यालय उसे समेकित करेंगे व वेतन संशोधन के परिणाम स्वरूप उत्पन्न 01.11.2012 से 31.05.2015 की अवधि के समेकित बकाया राशि का दावा केंद्रीय लेखा विभाग से करेंगे. उपयुक्त पीओबी दावा क्षेत्र के कर्मचारियों को भुगतान की गयी बकाया राशि के हेड-वार ब्यौरा के साथ होना चाहिए.

15. निष्ठा के साथ यह अनुरोध है कि जिस बकाए का भुगतान किया जा रहा है, उसका उपयोग / निवेश ठीक ढंग से करें.

16. सभी शाखाओं / कार्यालयों से अनुरोध है कि वे कार्यान्वयन व अनुपालना के लिए उपर्युक्त को ध्यान पूर्वक नोट कर ले. उनसे यह भी अनुरोध है कि वे इस जानकरी को नोटिस बोर्ड पर लगाने के साथ ही साथ इस परिपत्र की विषय वस्तु को उनके कार्यालय में कार्य कर रहे सभी स्टाफ सदस्यों के संज्ञान में लाये.

महा प्रबंधक (मा.सं.)

संलग्न: उपरोक्त

Union Bank of India
Human Resources Department
Industrial Relations Division
Central Office

Union Bank Bhavan, 239, Vidhan Bhavan Marg, Nariman Point, Mumbai - 400 021.

Staff Circular No.6211 **Dated: 30th June, 2015**

All Branches/ Offices :

Xth Bipartite Settlement dated 25th May, 2015
- Workmen Staff
- Implementation thereof

1. The Xth Bipartite Settlement has been signed on 25th May, 2015 by Indian Banks' Association on behalf of 43 Member Banks and the Workmen Unions. A copy of Memorandum of Settlement dated 25th May 2015 is enclosed for implementation by the Branches / Offices.

2. Xth Bipartite settlement signed on 25th May, 2015 covers / provides modified Scales of Pay, Stagnation Increments, Definition of Pay, Dearness Allowance, House Rent Allowance, Transport Allowance, Special Pay, Hill & fuel Allowance, Fixed Personal Pay, Payment of Overtime Allowance, Pension, Dearness Relief on Pension, Provident Fund, Medical Aid, Leave Fare Concession, Hospitalization scheme, Compensation on Transfer, Compensation for Losses due to Breakage or Damage to goods on Transfer, Halting Allowance, Washing allowance, Cycle Allowance, Shift Duty Allowance, Project Area Compensatory Allowance, Special Area Allowance, Privilege Leave, Maternity Leave, Paternity Leave and Reimbursement of Expenses on Road Travel etc.

3. Consequent upon the above Wage Revision, the pension, dearness relief, family pension, minimum pension, etc., payable in respect of those employees who ceased to be in service on or after 01.11.2012 and are eligible for pension, also need to be revised. Indian Banks' Association has given detailed guidelines in this regard in terms of letter dated 4th June 2015 enclosed with this circular.

4. IBA has further clarified that pending amendments to Bank Employees' Pension Regulations, 1995, Bank may compute the pension on revised scale and before giving effect to the revised pension, a suitable undertaking may be obtained from the pensioners as well as from family

members / nominees to enable the pension fund to make adjustment if any, at later date.

5. Provisions of Sastry Award, Desai Award and subsequent Settlements which have not been amended / modified or superseded by this Settlement shall continue to remain in force.

6. Fitment in the new scales of pay shall be on a stage-to-stage basis and there shall be no change in the dates of annual increments because of the fitment.

7. The various provisions of the Settlement dated 25.05.2015 shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating there from shall be given effect to within 90 days from the date of this Settlement:

		With effect from
1.	Scales of Pay: As per Clause 4	1st November, 2012
2.	Dearness Allowance, Professional Qualification Pay/ Graduation Pay, House Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill & Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Allowance	1st November, 2012
3.	Stagnation Increment 8th	1st May, 2015
4.	Special Allowance	1st November, 2012
5.	Special Pay	1st November, 2012
6.	Halting Allowance, Washing Allowance, Compensation on Transfer, Compensation for losses due to breakage of damage to goods on transfer, Reimbursement of Expenses on Road Travel	1st June, 2015
7.	LFC, Definition of Family, Amendments in PL, Sick Leave, Casual Leave, Extraordinary Leave	1st June, 2015
8.	Accumulation of PL up to 270 days	1st June, 2015
9.	Paternity Leave	1st June, 2015
10.	Special Sick Leave	1st June, 2015
11.	Maternity Leave, Joining Leave	25th May, 2015

8. To facilitate implementation of the Settlement dated 25.05.2015 and calculation of arrears, the following Annexure are also enclosed:

1.	Xth Bipartite Settlement dated 25.05.2015 alongwith New Scheme for reimbursement of Medical Expenses alongwith Appendix-I & II	-	Annexure-I

2.	Revision in Pension of employees who retired on or after 01.11.2012	-	Annexure II
3.	Chart showing old and revised Basic Pay, Dearness Allowance, House Rent Allowance, Transport Allowance and Special Allowance payable to **clerks** as on November 2012	-	Annexure A
4.	Chart showing old and revised Basic Pay, Dearness Allowance, House Rent Allowance, Transport Allowance and Special Allowance payable to **subordinate staff** as on November 2012	-	Annexure B
5.	Chart showing existing Dearness Allowance payable to **clerks** for the period November, 2012 to May, 2015	-	Annexure C
6.	Chart showing revised Dearness Allowance payable to **clerks** for the period November, 2012 to May, 2015	-	Annexure D
7.	Chart showing existing Dearness Allowance payable to **subordinate staff** for the period November, 2012 to May, 2015	-	Annexure E
8.	Chart showing revised Dearness Allowance payable to **subordinate staff** for the period November, 2012 to May, 2015	-	Annexure F
9.	Chart showing Special Allowance payable to Workmen for the period November 2012 to May 2015.	-	Annexure G

9. Subsequent to this Settlement, IBA vide letters dated 16.06.2015 **(Annexure-H)** has issued Corrigendum, the details are as under :

a) Clause 37 of 10th Bipartite Settlement be read as under :

"It is agreed by and between the parties that with effect from the date of the Settlement, joining time of six days allowable under Para 551 of Sastry Award may be granted either immediately after relieving or within three months after joining the new place of posting."

b) Clause 5 of 10th Bipartite Settlement be read as under :

Under this settlement, it has been agreed that employees shall be eligible for 8th stagnation increment on Ist May 2015 or two years after receiving the seventh stagnation increment, whichever is later. It has been further agreed that the period of 3 years shall be reduced to 2 years for sanction of 6th stagnation increment. Accordingly it has been provided that an employee who has completed two years or more after receiving the fifth stagnation increment as on Ist November, 2012 shall receive the sixth stagnation increment as on Ist November, 2012. It is clarified that the financial benefit on account of this reduction of

eligibility from 3 to 2 years for sanction of the 6th stagnation increment shall accrue on or after 01.05.2015 since the additional cost of such reduction in periodicity from 3 to 2 years has been adjusted at 50% of the actual cost and hence to be effective from 01.05.2015 (30 months out of 60 months of the period of the settlement). However, under clause 40 of the settlement dated 25.05.15 in 'Implementation' it has been inadvertently mentioned as
(3 - Stagnation Increment - 8th w.e.f. 01st May 2015) which needs to be correct and read as under :

3	Stagnation Increment improvements (5th to 6th & 7th to 8th stagnation increment)	Ist May 2015

10. Branches /Offices are required to note the following while checking the calculation of arrears of salary :-

a. Appropriate adjustments may be made on account of:
   i) Sick Leave on half pay
   ii) Unauthorized absence and leave on loss of pay and allowances.
   iii) Postponement of increment due to leave on loss of pay and allowances/ unauthorized absence/ disciplinary action.

b. In case of Employee under Suspension, if the date of suspension is prior to the date of salary revision, there will be no change in the Subsistence Allowance arising out of the salary revision and accordingly no arrears will be payable unless the period of suspension is treated as on duty. If, however, the date of suspension is subsequent to the date from which the salary revision is effective, the employee concerned will be given the salary revision on the due date and Subsistence Allowance will be fixed as per revised salary. The arrears of salary and Subsistence Allowance shall be paid accordingly.

c. While paying arrears of salary to Workmen staff, who are still in Bank's employment, care should be taken to recover all the amounts owed by them to the Bank before making final payment of arrears of salary.

d. The consequential difference in cash equivalent on encashment of privilege leave availed during the period 01.11.2012 to 30.06.2015 on account of wage revision may be paid to the employees.

e. As regards release of arrears payable to Workmen employee (including leave encashment, if any) who ceased to be in the Bank's services on or after 01.11.2012 upto 30.06.2015, the same may be released at Regional level.

f. Bonus entitlement for the accounting years ended March 2013, March 2014 and March 2015 may be recalculated and payment of arrears may be made to eligible employees accordingly. Similarly, if

on account of the revision, some employees fall out of the purview of Bonus Act, recovery of Bonus already paid shall be made from such employees.

11. In view of certain modifications / improvements in Leave Fare Concession, employees will be given one more opportunity to exercise an option within 90 days from the date of settlement to avail LFC under two years / four years block as the case may be. If no option is exercised within the stipulated period, the earlier option will continue to be operative.

12. Branches / Offices are advised to take careful note of the amendments / modifications to the provisions of the Xth Bipartite Settlement and ensure compliance. The revised salary to workmen employees for June 2015 has been paid and the calculation of arrears is being done at Central Office level through Union Parivar. After calculation, the data will be available at Regional Office level. Regional Offices are advised to re-check the arrears and confirm to Central Office within 3 days. On rectification of the errors, if any, the arrears will be paid directly to the accounts of the employees through Union Parivar.

13. Deduction of Income Tax on arrears of Salary as per prevalent rules will be done through Union Parivar.

14. As the Bank has made provision at Central Office level for payment of arrears the branches/offices (including Audit Offices, Training Establishments etc) are advised to claim the payment of arrears to the debit of POB A/c. Central Office for the period 01.11.2012 to 31.05.2015 from their respective Regional Offices along with a copy of arrears sheet. Based on the arrears sheets/POB advices received from the branches/offices, the Regional Offices after verification of the calculation, will consolidate the same and claim the consolidated amount of arrears for the period 01.11.2012 to 31.05.2015 arising out of the Revision from Central Accounts Department. The relevant POB Claim should accompany head-wise details of arrears paid to employees in the region.

15. It is sincerely requested that the arrears, which are being released, are properly utilized/invested.

16. All branches / offices are requested to take note of the above for implementation and compliance. They are also requested to bring the contents of this Circular to the notice of all staff members working at their end besides displaying a copy on the Notice Board for information.

GENERAL MANAGER (HR)

Encl: as above

Pra/15/ANS/Staff Circular/10th BPS-employees

ANNEXURE - I

MEMORANDUM OF SETTLEMENT dated 25th May 2015 between the Managements of 43 Banks as represented by the Indian Banks' Association and their workmen as represented by the All India Bank Employees' Association, National Confederation of Bank Employees, Bank Employees' Federation of India, National Organisation of Bank Workers and Indian National Bank Employees' Federation.

[Under Section 2(p) and Section 18(1) of the Industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules, 1957]

Names of the Parties — 43 Banks which are listed in Schedule I to this Memorandum of Settlement and their workmen

Representing the Employers (Member Banks)

1. Shri T M Bhasin
2. Shri Ashwani Kumar
3. Shri Animesh Chauhan
4. Shri Shyam Srinivasan
5. Shri Ashwini Mehra
6. Shri M V Tanksale
7. Shri K Unnikrishnan
8. Shri K S Chauhan

Duly authorised on behalf of the Indian Banks' Association

Representing the Workmen — **All India Bank Employees' Association**

1. Shri Rajen Nagar
2. Shri C H Venkatachalam
3. Shri B S Rmbabu
4. Shri E Arunachalam
5. Shri Vishwas Utagi
6. Shri J P Sharma
7. Shri N Venugopal
8. Shri M M Rai
9. Ms. Lalita Joshi
10. Shri D D Rustagi
11. Shri V K Sharma

12. Shri P P Varghese
13. Shri R Vijayakumar
14. Shri Gourdas
15. Shri S K Gautam
16. Shri Nandakumar Chavan
17. Shri Janak Raval
18. Shri Soumitra Talapatra

National Confederation of Bank Employees

1. Shri Vinil Kumar Saxena
2. Shri M V Murali
3. Shri Sanjeev K Bandlish
4. Shri R K Sharma
5. Shri K K Khosla
6. Ms. Jyothi B Mohapatra
7. Shri Ajay N Badani
8. Shri Brajesh K Mishra
9. Shri Arun Bhagoliwal
10. Shri P Monoharan
11. Shri Dharmendra Agarwal
12. Shri A Jaya Kumar
13. Shri P Babu Joseph
14. Shri N Radhakrishnan
15. Shri Ashok Varma
16. Shri K K Singh

Bank Employees' Federation of India

1. Shri C J Nandakumar
2. Shri Pradip Biswas
3. Shri K Krishnan
4. Shri Joydeb Dasgupta

5. Shri Srinivasa Babu
6. Shri P Venkataramaiah
7. Shri Vijay Aroskar
8. Shri Dinesh Kakati

National Organisation of Bank Workers

1. Shri Prabal Pratap Singh
2. Shri Ramnath R Kini
3. Shri Mohan Kumtakar
4. Shri Man Mohan Gupta
5. Shri S Sudhakar Shetty
6. Shri Ravindra Joshi
7. Shri Rajeev A Pande
8. Shri Chandrakant V Khanzode

Indian National Bank Employees' Federation

1. Shri Subhash S Sawant
2. Shri Narendra Kumar Tehri
3. Shri Siddharth B Menon
4. Shri Dharnidhar Swain
5. Shri Shyam Mukhopadhyay
6. Shri R Meenakshi Sundaram
7. Shri Santosh K Jain
8. Shri Ashok Kumar

SHORT RECITAL OF THE CASE

(A) The Indian Banks' Association (IBA) on behalf of its member banks named in the Schedule I hereto, signed a settlement dated 27th April 2010 with the All India Bank Employees' Association (AIBEA), National Confederation of Bank Employees (NCBE), Bank Employees' Federation of India (BEFI), National Organisation of Bank Workers (NOBW) and Indian National Bank Employees' Federation (INBEF) representing the workmen employees of the Banks mentioned in the said Schedule I, inter alia regarding various terms and conditions of their service. The Settlement dated 27th April 2010 was operational for a period of 5 years from 1st November 2007.

(B) The AIBEA, NCBE, BEFI, NOBW and INBEF (hereafter jointly called the Unions) submitted their Charter of Demands dated 30th October 2012 for revision in wages and other service conditions of workmen to IBA and requested for negotiations on the same, with a view to arriving at an amicable settlement.

(C) Simultaneously, IBA also raised with the Unions, issues on behalf of the managements of banks concerned, to be discussed and settled with a view to improving efficiency of operations in banks.

(D) The parties agreed that the total quantum of wage revision increase (salaryslip component) shall be ₹2270 crores being 15% of the salaryslip component of Establishment Expenses of Public Sector Banks which are parties to this settlement for the year ending March 2012. It was further agreed that the new salary of pay would be constructed, after merging Dearness Allowance corresponding to 4440 points and with a loading of about 2%. It was further agreed that every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days. All other issues of the Management and Workmen Unions discussed during the process of negotiations would be settled to the mutual satisfaction. The parties signed and exchanged minutes in this regard on 23rd February 2015 at Mumbai.

(E) The parties negotiated the aforesaid demands and issues and have reached an agreement as set out hereinunder in full satisfaction of their demands.

(F) The agreement reached as aforesaid shall amend, modify and supersede the relevant provisions of the Awards and Settlements wherever referred to in this Settlement.

NOW, IT IS HEREBY AGREED AND DECLARED by and between the parties hereto as under:-

TERMS OF THE SETTLEMENT

GENERAL

1. In respect of 43 Banks listed in Schedule 1 to this Memorandum of Settlement, except the State Bank of India, Indian Overseas Bank and Bank of Baroda, the provisions of the Sastry Award in Reference No.S.R.O. 35 dated 5th January 1952, notified on 26th March 1953 as finally modified and enacted by the Industrial Disputes (Banking Companies) Decision Act, 1955, the Industrial Disputes (Banking Companies) Decision Amendment Act, 1957 and the provisions of the Award of the National Industrial Tribunal presided over by Mr. Justice K T Desai in Reference No.1 of 1960 which Award inter alia modifies certain provisions of the Sastry Award (hereinafter referred to as the Awards) as modified by the settlements dated 19th October, 1966, 12th October, 1970, 23rd July, 1971, 8th November, 1973, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions except to the extent the same are modified by this settlement.

2. (i) In respect of State Bank of India, the provisions of the Awards as modified by the Settlements dated 31st March, 1967, 24th February, 1970, 15th September, 1970, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 15th September, 1998, 27th March 2000, 10th April 2002, 22nd July 2003, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.

(ii) In respect of Bank of Baroda, the provisions of the Awards as further modified by the Settlements dated 23rd December, 1966, 19th December, 1970, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.

(iii) In respect of Indian Overseas Bank, the provisions of the Awards as further modified by the Settlements dated 14th December, 1966, 17th December, 1970, 29th July, 1972, 23rd March, 1973, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.

(iv) In respect of State Bank of India, Bank of Baroda and Indian Overseas Bank, Settlements referred to in Clauses 2(i), (ii) and (iii) above refer to settlements entered into between State Bank of India, Bank of Baroda and Indian Overseas Bank with the All India State Bank of India Staff Federation, All India Bank of Baroda Employees' Federation and the All India Overseas Bank Employees' Union, respectively, representing the workmen of those banks (hereinafter referred to as the said separate settlements).

3. (i) The provisions of the said Awards, the First Bipartite Settlement dated 19th October, 1966 and/or other subsequent settlement(s) including the above mentioned separate settlements hereinafter collectively referred to as said

settlements shall stand modified or superseded to the extent and in the manner detailed hereunder.

(ii) Provisions in the aforesaid Awards/Settlements which have not been amended/ modified or superseded by this Settlement shall continue to remain in force.

4. **Scales of Pay**

In modificaiion of Clause 4 of Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012 the scales of pay shall be as under:-

Clerical Staff

11765	$\frac{655}{3}$	13730	$\frac{815}{3}$	16175	$\frac{980}{4}$	20095	$\frac{1145}{7}$
28110	$\frac{2120}{1}$	30230	$\frac{1310}{1}$	31540	(20 years)		

Subordinate Staff

9560	$\frac{325}{4}$	10860	$\frac{410}{5}$	12910	$\frac{490}{4}$	14870	$\frac{570}{3}$
16580	$\frac{655}{3}$	18545	(20 years)				

Note:
(a) Fitment in the new scales of pay shall be on a stage-to-stage basis.
(b) There shall be no change in the dates of annual increments because of the fitment.

5. **Stagnation Increments**

In partial modification of Clause 5 of Bipartite Settlement dated 27th April 2010, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for eight stagnation increments w.e.f. 1st November 2012 at the rate and frequency as stated herein under:

The clerical and subordinate staff including permanent part-time employees on scale wages on reaching the maximum in their respective scales of pay, shall draw eight stagnation increments at the rate of ₹1310/- and ₹655/- (pro rata in respect of permanent part-time employees) each due under this settlement, and at frequencies of 3 years and 2 years respectively, from the dates of reaching the maximum of their scales as aforesaid except that in the case of clerical staff, sixth, seventh and eighth stagnation increments will be released two years after receipt of fifth, sixth and seventh stagnation increments respectively, provided that an employee who has completed two years or more after receiving fifth stagnation increment as on 1st November 2012 shall receive the sixth stagnation increment as on 1st November 2012.

Provided further that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of seven stagnation increments shall be eligible for the eighth stagnation increment on 1st May 2015 or two years after receiving the seventh stagnation increment, whichever is later.

6. **Definition of 'Pay'**

In reiteration of Clause 6 of the Bipartite Settlement dated 27th April 2010, 'Pay' for the purpose of Dearness Allowance, House Rent Allowance (HRA) and superannuation benefits including for contribution to National Pension System (NPS) shall mean Basic Pay, Stagnation increments, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any.

Note:
The increment component of Fixed Personal Pay as given in column 2 of Schedule III shall rank for superannuation benefits.

7. **Dearness Allowance**

In substitution of Clause 7 of Bipartite Settlement dated 27th April 2010 with effect from 1st November 2012, the Dearness Allowance shall be payable as per the following rates:-

Clerical and Subordinate Staff

0.10% of 'pay'

Note:

Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 4440 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100.

(a) It is clarified that there shall be no ceiling on Dearness Allowance.

(b) Dearness Allowance shall be calculated and paid on Basic Pay, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any, payable under this settlement in respect of both clerical and subordinate staff.

(c) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.

8. **House Rent Allowance**

In substitution of Clause 9 of the Bipartite Settlement dated 27th April 2010 with effect from 1st November 2012, the House Rent Allowance payable shall be as under:

	Area	Rate as percentage of Pay [No Minimum/ No Maximum]
(i)	Places with population of more than 45 lakhs and Project Area Centres in Group 'A'	10.00%
(ii)	Places with population of 12 lakhs and above including State of Goa and Project Area Centres in Group 'B'	9.00%
(iii)	Other places not covered in (i) and (ii) above	7.50%

Note:

(1) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.3% of the first stage of the Scales of Pay.

(2) All other existing provisions relating to House Rent Allowance shall remain unchanged.

9. Special Allowance

With effect from 1.11.2012, workmen employees shall be paid Special Allowance at 7.75% of the Basic pay with applicable DA thereon.

Note : The Special Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., pension including contribution to NPS, PF & Gratuity.

10. Transport Allowance

In partial modification of Clause 10 of the Bipartite Settlement dated 27th April 2010, Transport Allowance shall be paid as under, with effect from 1st November, 2012:

Clerical and Subordinate Staff

Upto 15th stage of the scale of Pay	-	₹425/- per month
16th stage of the scale of Pay and above	-	₹470/- per month

Provided that a sub-staff drawing transport allowance at ₹470/- per month, on being promoted to clerical cadre is fitted at a stage lower than 16th stage, he shall continue to be paid the same Transport Allowance of ₹470/- per month.

Note:

(i) All permanent part time employees including those on probation and drawing scale wages shall be paid transport allowance on pro rata basis as under:

Upto 15 years of service	-	Pro rata @₹425/- per month
Above 15 years of service	-	Pro rata @₹470/- per month

(ii) This provision by itself will not preclude the payment of any existing allowance of this nature paid as a result of Government guidelines/bank level settlements.

11. Special Pay

In modification of Clause 11 of the Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012:

(i) The Special Pay payable to the clerical staff and subordinate staff in banks other than State Bank of India, shall be as mentioned under Part-A in Schedule II to this Settlement.

(ii) In all other aspects, the general rules and provisions contained in Chapter V of the Bipartite Settlement dated 19th October 1966 relating to special pay carrying posts, as modified from time-to-time, shall continue to apply.

(iii) With effect from 1st November 2012, Graduation Pay and Professional Qualification Pay payable to the clerical staff in banks shall be as mentioned in Part B of Schedule II to this Settlement.

(iv) The Special Pay, Graduation Pay and Professional Qualification Pay as mentioned in Part B of Schedule II shall rank for superannuation benefits.

(v) The rates of Special Pay and the duties of Special Pay carrying posts for workmen staff in State Bank of India may be reviewed and settled at the bank level.

(vi) In reiteration of sub-clause (xv) of Clause 11 of the Bipartite Settlement dated 27th April 2010, a member of the non-subordinate cadre acquiring a Graduate/National Diploma in Commerce or JAIIB/CAIIB (either or both parts) qualification/s at a time when he/she does not have the requisite number of increments in the scale to be earned as advance increments shall in the first instance be released

increments for such qualification(s) acquired to the extent available in the scale and in lieu of the remaining increments(s) not available for being so released as advance increments be granted / released the first installment of Graduation Pay or PQP, as the case may be. Release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided that in the case of an employee acquiring such qualifications after reaching the maximum of the scale of pay, he shall be granted from the date of acquiring such qualification the first installment of Graduation Pay or PQP, as the case may be and the release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided further that in case where the non-subordinate employee as on the date of this Settlement, has already acquired JAIIB (Part-I) or CAIIB (Part-II)/ Graduation after reaching maximum of the scale of Pay (in case of JAIIB/ CAIIB/ Graduation) or after reaching 19th stage of scale of Pay (in case of CAIIB/Graduation), and has not earned increment(s), otherwise entitled on account of acquiring such qualification, when there were no increments to provide in the scale of pay of those employees, the stagnation increment in such cases may be advanced by one year or two years as the case may be.

12. Hill and Fuel Allowance

In partial modification of Clause 12 of the Bipartite Settlement dated 27th April 2010, the Hill and Fuel Allowance shall be payable at the following rates with effect from 1st November 2012:

a.	At places situated at a height of 3000 metres and above	8% of pay (Max. ₹1500/-p.m.)
b.	At places situated at a height of and over 1500 metres but below 3000 metres	4% of pay (Max. ₹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. ₹500/-p.m.)

Note: All other existing provisions shall remain unchanged.

13. Fixed Personal Pay

In partial modification of Clause XIV of Bipartite Settlement dated 29th October 1993, Clause 13 of Bipartite Settlement dated 27th March 2000, Clause 13 of the Bipartite Settlement dated 2nd June 2005 and Clause 13 of Bipartite Settlement dated 27th April 2010, the Fixed Personal Pay shall be revised with effect from 1st November 2012 as per Schedule III.

Note : Only employees who were in the service of the bank on or before 1st November 1993 will be eligible for FPP, one year after reaching the maximum scale of pay, they are placed in.

14. Payment of Overtime Allowance

The overtime allowance paid to the employees for the overtime work performed uptil the date of this settlement shall not be recalculated on account of this Settlement.

15. Pension (including State Bank of India)

With effect from 1st November 2012, the Pay as defined under Clause 6 of this Settlement and drawn by the employees 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: Employees 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.

15(A). Pension for Part-time Employees

With effect from 1st November 2012, for the purpose of calculating the amount of pension in respect of permanent part time employees in scale wages who are covered by the Pension Scheme, their actual service shall be reckoned for qualifying service and not pro rata. The actual service/qualifying service shall be calculated from the date of recruitment/appointment as permanent part time employee in scale wages or from 1st September 1978 whichever is later.

15(B). Dearness Relief on Pension

With effect from 1st November, 2012, in respect of employees who retired or died while in service on or after 1st November, 2012, Dearness Relief shall be payable at 0.10 % of the Basic Pension or Family Pension or Invalid Pension or compassionate allowance as the case may be. Dearness Relief in the above manner shall be paid half yearly for every rise or fall of 4 points over 4440 points in the quarterly average of the All India Consumer Price Index for industrial workers in the series 1960=100.

16. Provident Fund

It is reiterated that -

(a) The employees who are presently covered under the Pension Scheme shall continue to contribute 10% of the Pay towards Provident Fund, but there shall be no matching contribution.

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

(c) Employees who are presently covered under Contributory Provident Fund Scheme and have not opted for Pension Scheme under the Settlement dated 27th April 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

17. Medical Aid

In partial modification of Clause 17 of the Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012, the reimbursement of medical expenses under medical aid scheme shall be restricted to an amount of ₹2200 /- per annum.

For the year 2012, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2012.

18. Definition of 'Family':

In substitution of Clause 18 of the Bipartite Settlement dated 27th April 2010, for the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean -

(i) 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.

(ii) 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 employee.

(iii) A married female employee may include her natural / legal 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.

19. Leave Fare Concession

(i) In modification of Paragraph 19 of Bipartite Settlement dated 27th April 2010, with effect from the date of this Settlement, leave fare concession payable will be the actual return railway fare or steamer fare incurred by the workman and members of his family subject to the following:

a) For availment of leave fare concession under a 2 year block for visit to any place within India, the maximum permissible distance shall be 2500 kms. (one way), for the subordinate staff and 2000 kms. (one way) for non-subordinate staff.

b) For availment of leave fare concession under a 4 year block for visit to any place in India, the maximum permissible distance shall be 5000 kms. (one way) for subordinate staff and 4000 kms. (one way) for non-subordinate staff.

(ii) With the effect from 1st June 2015, the class of fare to which the workman and the members of his family would be entitled, shall be as follows:

Subordinate Staff :
AC III Tier for the journey by mail/express train.
By Steamer – II Class Cabin

Non-subordinate Staff :
II AC for the journey by mail/express train.
By Steamer – I Class Cabin

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

Provided further that where the non-subordinate employee and / or members of his family undertake travel by air either to his place of domicile or to any

other place for rest and recuperation within India, he shall be entitled to be reimbursed the actual air fare so incurred or the II AC class fare by train by a direct route in case of travel to place of domicile or to the extent of the maximum admissible distance in case of travel to any other place for rest and recuperation, during the two year/four year block respectively, whichever is less.

(iii) An employee and/or members of his family, when availing leave fare concession may undertake travel by any mode of surface transport between places and the employee will be eligible to claim in respect of such journey his actual expenditure or the notional train fare by the entitled class for the admissible distance, whichever is less, within his overall entitlement.

For the purpose of this sub-clause, travel by any approved mode of surface transport would mean such travel undertaken through any public transport or transport (including taxi) operated by agencies / tour operators approved by appropriate Government authorities or motorcar owned by the employee with permission of the Bank.

(iv) By exercising an option anytime during a block of 2 years or 4 years, as the case may be, an employee can either undertake travel availing of leave fare concession and claim reimbursement upto his entitlement or to encash the facility for the concerned block. The option so exercised shall be irrevocable for the block concerned. On opting to encash the facility, he will be entitled to receive a lump sum equivalent to notional train fare for the admissible distance (depending on a 2 year or 4 year block) by the entitled class, subject to deduction of admissible tax at source. Leave Fare Concession for travel to place of domicile is not encashable. An employee opting to encash his LFC shall prefer the claim for himself and his 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 LFC.

(v) All employees will be given an opportunity to exercise an option within 90 days from the date of this Settlement to avail LFC under two years/four years block as the case may be. If no option is exercised within the stipulated period, the earlier option will continue to be operative.

20. Hospitalisation

In substitution of Clause 20 of the Bipartite Settlement dated 27th April 2010, the reimbursement of hospital expenses shall be as per the Medical Insurance Scheme detailed in Schedule IV to this Settlement.

21. Compensation on Transfer

In supersession of Clause 22 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, compensation on transfer, shall be as under:-

An employee on transfer shall be paid the cost actually incurred for transporting his personal effects, as under:

By Train:

	Non Sub-staff	**Sub-staff**
a. For married persons	3000 kg.	2000 kg.
b. For unmarried persons	2000 kg.	1150 kg.

By Road: 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.

22. Compensation for losses due to breakage or damage to goods on Transfer

In modification of Clause 23 of Bipartite Settlement dated 27th April 2010, with effect from the 1st June 2015, compensation on transfer, shall be as under:-

a. Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum of:

Clerical Staff	:	₹1,500/-
Subordinate Staff	:	₹1,000/-

b. Where no receipts/statement of loss are produced, a lumpsum payment of:

Clerical Staff	:	₹1,000/-
Subordinate Staff	:	₹750/-

23. Halting Allowance

In modification of Clause 24 of the Bipartite Settlement dated 27th April 2010 , with effect from 1st June 2015, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

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

24. Washing Allowance

In supersession of Clause 25 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, washing allowance shall be payable at ₹150/- p.m., where the washing of livery is not arranged by the bank.

25. Cycle Allowance

In supersession of Clause 26 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, cycle allowance is payable to the members of the subordinate staff who are required to use a cycle on regular assignment for outdoor duties at ₹100/- p.m. at all centers.

Cycle allowance would not be paid to workman member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

26. Split Duty Allowance

In partial modification of Clause 27 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, Split Duty Allowance shall be payable at all centers at ₹150/- p.m.

27. Project Area Compensatory Allowance

In partial modification of Clause 28 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, workmen in project areas shall be paid project area compensatory allowance as under :

Project Area Group 'A'	Project Area Group 'B'
Clerical Staff – ₹250/-p.m.	Clerical Staff – ₹200/- p.m.
Sub-Staff - ₹200/- p.m.	Sub-Staff - ₹175/- p.m.

28. Special Area Allowance

In partial modification of Clause 29 of Bipartite Settlement dated 27th April 2010, in view of revision in 'Pay Scale', w.e.f. 1st November 2012, the Pay referred to under Columns (3) and (4) of Schedule VI of Bipartite Settlement dated 27.4.2010, shall be read as ₹24,000/- instead of 14,700/-, the rates, other details and conditions remaining unchanged.

29. Reimbursement of expenses on Road Travel

In substitution of Clause 31 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st June 2015, where an employee has to travel on duty / LFC between two places he shall be reimbursed actual road mileage cost or at ₹6/- per k.m., whichever is less.

30. Privilege Leave

In partial modification to Clause 13.20 of Bipartite Settlement dated 19.10.1966 (other than State Bank of India) and para 7.20 of Settlement dated 31st March 1967 (in case of State Bank of India), an employee other than a member of the Executive Committee of a registered trade union of the employees of the Bank shall not be entitled to take privilege leave on more than four occasions in a calendar year.

Where however, the reasons for the request by an employee for leave on more than four occasions in a year are adequate and genuine and it is not administratively inconvenient, such leave may be granted.

Privilege Leave should be applied not less than 15 days before the proposed date of commencement of such leave.

In partial modification to Clause 8 of Bipartite Settlement dated 29.6.1990, Privilege Leave accruing to an employee on or after the date of this settlement, shall be allowed to be accumulated beyond 240 days up to a maximum of 270 days. However, encashment of privilege leave shall be restricted up to a maximum of 240 days.

31. Maternity Leave

Clause 30 of Bipartite Settlement dated 27th April 2010 shall be substituted by the following:

(a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee 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 employee 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 permanent part-time employees are also eligible for grant of leave for adoption of a child.

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

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

32. **Paternity Leave**

With effect from the 1st June 2015, male 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 may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

33. **Casual Leave**

In supersession of Clause 13.22 of Bipartite Settlement dated 19.10.1966 (in case of State Bank of India, Clause 7.22 of the Settlement dated 31st March 1967), an employee shall be entitled to Casual Leave upto a maximum of 12 days in each calendar year, provided that not more than 4 days may be taken continuously. It is reiterated that holidays and weekly offs prefixing/suffixing or falling within the period of Casual Leave will not be treated as part of Casual Leave.

34. **Sick Leave**

In partial modification to Clause 27 of Bipartite Settlement dated 27.3.2000, 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.

35. **Special Sick Leave**

With effect from the 1.6.2015, 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.

36. **Extraordinary Leave**

In partial modification of Clause 13.34 of Settlement dated 19th October 1966, (in case of State Bank of India, Clause 7.34 of Agreement dated 31st March 1967) in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion and upto a maximum of 24 months during the entire period of an employees' service.

37. **Joining Time**

It is agreed by and between the parties that with effect from the date of the Settlement, joining time of six days allowable under Para 511 of Sastry Award may

be granted either immediately after relieving or within three months after joining the new place of posting.

38. Holidays

In terms of understanding dated 23rd February 2015 reached between IBA and Workmen Unions, 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.

39. Special provision for State Bank of India

Special compensatory provisions in respect of State Bank of India as in bank level settlements may be reviewed and settled at bank level.

40. Implementation

The various provisions of this Settlement shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating therefrom shall be given effect to within a period of 90 days from the date of this Settlement.

		With effect from
1.	Scales of Pay: As per Clause 4	1st November 2012
2.	Dearness Allowance, Professional Qualification Pay/ Graduation Pay, House Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill & Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Compensatory Allowance	1st November 2012
3.	Stagnation Increment - 8th	1st May 2015
4.	Special Allowance	1st November 2012

5.	Special Pay	1st November 2012
6.	Halting Allowance, Washing Allowance, Compensation on Transfer, Compensation for losses due to breakage of damage to goods on transfer, Reimbursement of Expenses on Road Travel	1st June 2015
7.	LFC, Definition of Family, Amendments in PL, Sick Leave, Casual Leave, Extraordinary Leave	1st June 2015
8.	Accumulation of PL up to 270 days	1st June 2015
9.	Paternity Leave	1st June 2015
10.	Special Sick Leave	1st June 2015
11.	Maternity Leave , Joining Time	25th May 2015

41. Date of Effect and Operation

i. This Settlement shall be binding on the parties for five years from 1st November 2012.

ii. The terms and conditions hereof shall continue to govern and bind the parties even thereafter until the Settlement is terminated by either party giving to the other a statutory notice as prescribed in law for the time being in force.

iii. The All India Bank Employees' Association, the National Confederation of Bank Employees, the Bank Employees' Federation of India, the National Organisation of Bank Workers and the Indian National Bank Employees Federation on behalf of the workmen agree that during the operation of this Settlement, the workmen will not for any reason whatsoever, raise any demand of any nature whatsoever on any of the banks in respect of matters, monetary or otherwise, covered by this Memorandum of Settlement.

iv. Copies of the Memorandum of Settlement will be jointly forwarded by the parties to the authorities listed in Rule 58 of the Industrial Disputes (Central) Rules, 1957 so that terms and conditions thereof are binding on the parties as provided in law.

42. Interpretation

If there is any difference of opinion regarding interpretation of any of the provision of this Settlement the matter will be taken up only at the level of the Indian Banks' Association, the All India Bank Employees' Association, the National Confederation of Bank Employees, the Bank Employees' Federation of India, the National Organisation of Bank Workers and the Indian National Bank Employees Federation for discussion and settlement.

Dated: 25th May 2015

Indian Banks' Association	All India Bank Employees' Association
T M Bhasin	Rajen Nagar
Ashwani Kumar	C H Venkatachalam
Animesh Chauhan	B S Rambabu
Shyam Srinivasan	E Arunachalam
Ashwini Mehra	Vishwas Utagi

M V Tanksale

J P Sharma

K Unnikrishnan

Lalita Joshi

K S Chauhan

D D Rustagi

V K Sharma

P P Varghese

National Confederation of Bank Employees

Vinil Kumar Saxena

M V Murali

Sanjeev K Bandlish

Bank Employees' Federation of India

C J Nandakumar

Pradip Biswas

K Krishnan

R K Sharma

Joydeb Dasgupta

Jyothi B Mohapatra

National Organisation of Bank Workers

Ajay N Badani

Prabal Pratap Singh

Brajesh K Mishra

Ramanath R Kini

Arun Bhagoliwal

Mohan Kumtakar

P Monoharan

Man Mohan Gupta

Dharmendra Agarwal

Indian National Bank Employees' Federation

Subhash S Sawant

Narendra Kumar Tehri

Siddharth B Menon

Shyam Mukhopadhyay

WITNESSES

W Ferreira

Rashmi Patwardhan

R Vijayakumar

Gourdas

M M Rai

S K Gautam

N Venugopal

N Radhakrishnan

A Jayakumar

Ashok Varma

K K Singh

P Babu Joseph

Srinivasa Babu

P Venkataramaiah

S Sudhakar Shetty

Ravindra G Joshi

Dharmidhar Swain

R Meenakshi Sundaram

CC TO: 1. Assistant Labour Commissioner (Central)
2. Regional Labour Commissioner (Central)
3. Chief Labour Commissioner (Central), New Delhi
4. The Secretary to the Government of India,
Ministry of Labour, New Delhi.

SCHEDULE - I

LIST OF BANKS TO BIPARTITE SETTLEMENT

1. Allahabad Bank
2. Andhra Bank
3. Bank of Baroda
4. Bank of India
5. Bank of Maharashtra
6. Canara Bank
7. Central Bank of India
8. Corporation Bank
9. Dena Bank
10. Indian Bank
11. Indian Overseas Bank
12. Oriental Bank of Commerce
13. Punjab & Sind Bank
14. Punjab National Bank
15. Syndicate Bank
16. UCO Bank
17. Union Bank of India
18. United Bank of India
19. Vijaya Bank
20. State Bank of India
21. State Bank of Bikaner & Jaipur
22. State Bank of Hyderabad
23. State Bank of Mysore
24. State Bank of Patiala
25. State Bank of Travancore
26. The Catholic Syrian Bank Ltd.
27. The Dhanalakshmi Bank Ltd.
28. The Federal Bank Ltd.

29. ING Vysya Bank Ltd. (now Kotak Mahindra Bank Ltd.)
30. The Jammu & Kashmir Bank Ltd.
31. The Karnataka Bank Ltd.
32. The Karur Vysya Bank Ltd.
33. The Lakshmi Vilas Bank Ltd.
34. The Nainital Bank Ltd.
35. Ratnakar Bank Ltd.
36. The South Indian Bank Ltd.
37. The Bank of Tokyo-Mitsubishi UFJ, Ltd.
38. BNP Paribas
39. Citibank, N.A.
40. The Hongkong & Shanghai Banking Corporation Ltd.
41. The Royal Bank of Scotland, N.V.
42. Sonali Bank
43. Standard Chartered Bank

SCHEDULE - II

PART A
SPECIAL PAY

For Clerical Staff (w.e.f. 1.11.2012)

Sr. No.	Post	Special Pay (₹)
1.	Single Window Operator 'B'	820
2.	Head Cashier - II	1280
3.	Special Assistant	1930

For Subordinate Staff (w.e.f. 1.11.2012)

Sr. No.	Post	Special Pay (₹)
1.	Armed Guard	390
2.	Bill Collector	390
3.	Daftary	560
4.	Head Peon	740
5.	Electrician	2040
6.	AC Plant Operator	2040
7.	Driver	2370
8.	Head Messenger in IOB	1630

SCHEDULE - II

PART B

GRADUATION PAY/ PROFESSIONAL QUALIFICATION PAY

For those workmen who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of educational qualification(s), Graduation Pay/ Professional Qualification Pay shall be payable as under:

1. Those who are graduates and/or NDC -
   ₹410/- p.m. after they complete 1 year
   ₹800/- p.m. after they complete 2 years

2. Those who have passed JAIIB or Part I of CAIB/CAIIB-
   ₹410/- p.m. after they complete 1 year

3. Those who have passed JAIIB and CAIIB or Both Parts of CAIB/CAIIB -
   ₹410/- p.m. after they complete 1 year
   ₹800/- p.m. after they complete 2 years
   ₹1210/- p.m. after they complete 3 years

4. Those who are graduates/NDC and have passed JAIIB or Part I of CAIB/CAIIB –
   ₹410/- p.m. after they complete 1 year
   ₹800/- p.m. after they complete 2 years
   ₹1210/- p.m. after they complete 3 years

5. Those who are graduates/NDC and have passed JAIIB or Both Parts of CAIB/CAIIB –
   ₹410/- p.m. after they complete 1 year
   ₹800/- p.m. after they complete 2 years
   ₹1210/- p.m. after they complete 3 years
   ₹1620/- p.m. after they complete 4 years
   ₹2010/- p.m. after they complete 5 years.
   Note: Refer to Clause 11 of this Settlement

SCHEDULE - III

FIXED PERSONAL PAY

Area of Posting	Total FPP payable where bank's accommodation is not provided	Total FPP payable where bank's accommodation is provided	Increment Component of FPP
(1)	(2)	(3)	(4)
CLERICAL STAFF			
(i) Places with population of more than 45 lakhs	1585	1450	1310
(ii) Places with population of 12 lakhs and above including State of Goa	1570	1450	1310
(iii) Other places not covered in (i) and (ii) above	1550	1450	1310
SUBORDINATE STAFF			
(i) Places with population of more than 45 lakhs	790	730	655
(ii) Places with population of 12 lakhs and above including State of Goa	790	730	655
(iii) Other places not covered in (i) and (ii) above	780	730	655

SCHEDULE IV

SCHEDULE FOR REIMBURSEMENT OF HOSPITALISATION EXPENSES

MEDCIAL INSURANCE SCHEME

Having regard to the need to extend better coverage and reimbursement of hospitalization and medical expenses incurred by the officers / employees/dependent family members, the demand for full reimbursement of expenses connected with hospitalisation and medical treatment including domiciliary hospitalization and domiciliary treatment was discussed by and between the parties and a new scheme for reimbursement of medical expenses has been formulated.

The salient feature of the Scheme is as under:

The scheme shall cover expenses of the officers / employees and dependent family members in cases he/she shall contract any disease or suffer from any illness (hereinafter called DISEASE) or sustain any bodily injury through accident (hereinafter called INJURY) and if such disease or injury shall require any employee/ dependent family member, upon the advice of a duly qualified Physician/Medical Specialist/Medical practitioner (hereinafter called MEDICAL PRACTITIONER) or of a duly qualified Surgeon (hereinafter called SURGEON) to incur hospitalization/ domiciliary hospitalization and domiciliary treatment expenses as defined in the Scheme, for medical/surgical treatment at any Nursing Home/ Hospital / Clinic (for domiciliary treatment)/ Day care Centre which are registered with the local bodies in India as herein defined (hereinafter called HOSPITAL) as an inpatient or otherwise as specified as per the scheme.

The Scheme covers Employee + Spouse + Dependent Children + any two of the dependent Parents /Parents-in-law.

- No age limit for dependent children (including step children and legally adopted children).

- A child would be considered dependent if his/her monthly income does not exceed ₹10,000/- per month;
- Widowed Daughter and dependent divorced / separated daughters, sisters including unmarried / divorced / abandoned or separated from husband/ widowed sisters and Crippled Child shall be considered shall be considered as dependent for the purpose of this policy.
- Physically challenged Brother / Sister with 40% or more disability shall also be covered as Dependent.
- No Age Limits for Dependent Parents. Any two, i.e. either dependent parents or parents-in-law will be covered as dependent.
- Parents would be considered dependent if their monthly income does not exceed ₹10,000/- per month or as revised by Indian Banks' Association in due course, and wholly dependent on the employee as defined in this scheme.

All the existing permanent officers / employees of the Banks which are parties to this Settlement shall be covered by this Scheme from the date of introduction/implementation of this Scheme. All New Officers / employees shall be covered from the date of joining as per their appointment in the bank.

Till the new scheme is made effective and gets implemented, the existing provisions as per Bipartite Settlement/ Joint Note dated 27.4.2010 will continue to operate.

The new Scheme as applicable to the officers/ employees in service would be continued beyond their retirement/superannuation/resignation, etc. subject to payment of stipulated premium by them.

The new Scheme would also cover the existing retired officers/ employees of the Banks and dependent spouse subject to payment of stipulated premium by them.

In the event of any claim becoming admissible under this scheme, the Bank will reimburse the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such employee.

Reimbursement shall cover Room and Boarding expenses as provided by the Hospital/Nursing Home not exceeding ₹5000 per day or the actual amount whichever is less. Intensive Care Unit (ICU) expenses not exceeding ₹7500/- per day or actual amount whichever is less. Surgeon, team of surgeons, Assistant surgeon, Anaesthetist, Medical Practitioner, Consultants, Specialists Fees, Nursing Charges, Service Charges, IV Administration Charges, Nebulization Charges, RMO charges, Anaesthetic, Blood, Oxygen, Operation Theatre Charges, surgical appliances, OT consumables, Medicines &

Drugs, Dialysis, Chemotherapy, Radiotherapy, Cost of Artificial Limbs, cost of prosthetic devices implanted during surgical procedure like pacemaker, defibrillator, ventilator, orthopaedic implants, Cochlear Implant, any other implant, Intra-Occular Lenses, infra cardiac valve replacements, vascular stents, any other valve replacement, laboratory/ diagnostic tests, X-ray CT Scan, MRI, any other scan, scopies and such similar expenses that are medically necessary or incurred during hospitalization as per the advice of the attending doctor.

Hospitalization expenses (excluding cost of organ) incurred on donor in respect of organ transplant to officers/ employee/dependent would also be covered for reimbursement.

Pre and Post Hospitalization expenses payable in respect of each hospitalization shall be the actual expenses incurred subject to 30 days prior to hospitalization and 90 days after discharge.

Alternative systems of treatments other than treatment under Allopathy or modern medicine shall include Ayurveda, Unani, Siddha, Homeopathy and Naturopathy in the Indian context, for Hospitalization and Domiciliary treatment.

CASHLESS FACILITY: The scheme also includes the benefit of cashless treatment facility in hospitals under a scheme worked by the Banks and the hospitals under a common insurance scheme.

CONTRIBUTION: The officers / employees shall not be required to share the cost of such benefits under the new scheme. However, in the case of officers / employees retiring from the Banks after the scheme is introduced and those who are already retired from the services of the banks and who opt to avail the benefits of the scheme, the amount of contribution by such persons shall be decided at the respective Bank level.

Day care Treatments shall be covered under the scheme and would refer to medical treatment and or surgical procedure which is

i. undertaken under general or local anaesthesia in a hospital/day care centre in less than a day because of technological advancement, and

ii. which would have otherwise required hospitalisation of more than a day. Treatment normally taken on an out patient basis is not included in the scope of this definition.

DOMICILIARY HOSPITALIZATION: Domiciliary Hospitalization shall be covered under this scheme and would mean medical treatment for an illness/disease/injury which in

the normal course would require care and treatment at a hospital but is actually taken while confined at home under any of the following circumstances :

a) The condition of the patient is such that he/she is not in a condition to be removed to a hospital or

b) the patient takes treatment at home on account of non-availability of room in a hospital.

DOMICILIARY TREATMENT shall also be covered under this scheme i.e. treatment taken for specified diseases which may or may not require hospitalization as mentioned herein below.

Domiciliary Hospitalization / Domiciliary Treatment : Medical expenses incurred in case of the following diseases which need Domiciliary Hospitalization /domiciliary treatment as may be certified by the recognized hospital authorities and bank's 'medical officer shall be deemed as hospitalization expenses and reimbursed to the extent of 100%.

Cancer, Leukemia, Thalassemia, Tuberculosis, Paralysis, Cardiac Ailments , Pleurisy , Leprosy, Kidney Ailment, All Seizure disorders, Parkinson's diseases, Psychiatric disorder including schizophrenia and psychotherapy, Diabetes and its complications, hypertension, Asthma, Hepatitis –B, Hepatitis - C, Hemophilia, Myasthenia gravis, Wilson's disease, Ulcerative Colitis, Epidermolysis bullosa, Venous Thrombosis (not caused by smoking) Aplastic Anaemia, Psoriasis, Third Degree burns, Arthritis, Hypothyroidism, Hyperthyroidism, expenses incurred on radiotherapy and chemotherapy in the treatment of cancer and leukemia, 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 asthamaticus, sequatea of meningitis, osteoporosis, muscular dystrophies, sleep apnea syndrome(not related to obesity), any organ related (chronic) condition, sickle cell disease, systemic lupus erythematous (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 shall be considered for reimbursement under domiciliary treatment.

The cost of medicines, investigations, and consultations, etc.in respect of domiciliary treatment shall be reimbursed for the period stated by the specialist in Prescription. If no period stated, the prescription for the purpose of reimbursement shall be valid for a period not exceeding 90 days.

HOSPITAL / NURSING HOME: A Hospital under this scheme would mean any institution established for in-patient care and day care treatment of illness and/or injuries and which has been registered as a Hospital with the local authorities under the Clinical establishments (Registration and Regulation) Act, 2010 or under the enactments specified under the Schedule of Section 56(1) of the said Act OR complies with all minimum criteria as under:

- Has qualified nursing staff under its employment round the clock.
- Has at least 10 in-patient beds in towns having a population of less than 10 lacs and at least 15 in-patient beds in all other places;
- Has qualified medical practitioner(s) in charge, round the clock;
- Has a fully equipped Operation Theatre of its own where surgical procedures are carried out;
- Maintains daily records of patients and makes these accessible to the insurance company's authorized personnel.

This clause will however be relaxed in areas where it is difficult to find such hospitals. The term ' Hospital / Nursing Home ' shall not include an establishment which is a place of rest, a place for the aged, a place for drug-addicts or place for alcoholics, a hotel or a similar place.

HOSPITALIZATION: Hospitalization would mean admission in a Hospital/ Nursing Home for a minimum period of 24 consecutive hours of inpatient care except for specified procedures/treatments, where such admission could be for a period of less than a day,

ID CARD: In terms of the scheme arrived at between the Banks and insurance companies, ID Cards would be issued to all the officers / employees/ dependent family members/retired officers / employees/their dependents for the purpose of availing cashless facility in network hospitals.

PRE-EXISTING DISEASE: Pre Existing Diseases would be covered for reimbursement under this scheme.

PRE–HOSPITALISATION MEDICAL EXPENSES: Medical expenses incurred immediately 30 days before the insured person is hospitalized will be considered as part of a claim provided that such medical expenses are incurred for the same condition for which the insured person's hospitalization was required.

POST HOSPITALISATION MEDICAL EXPENSES: Relevant medical expenses incurred immediately 90 days after the employee/ dependent/ retirement employee is discharged from the hospital provided that such medical expenses are incurred for the same condition for which the Insured Person's Hospitalization was required.

Additional Ex-Gratia for Critical Illness : In addition to the reimbursement covered under this scheme, officers / employees (only officers / employees and not their dependents or retired officers / employees) shall be provided additional ex gratia of ₹ 1,00,000/- . In case an employee contracts a Critical Illness as listed below, the sum of ₹1,00,000/- shall be paid. This benefit shall be provided on first detection/diagnosis of the Critical Illness.

- Cancer including Leukemia
- Stroke
- Paralysis
- By Pass Surgery
- Major Organ Transplant/Bone marrow transplantation
- End Stage Liver Disease
- Heart Attack
- Kidney Failure
- Heart Valve Replacement Surgery

Hospitalization is not required to claim this benefit.

Expenses on Hospitalization for minimum period of a day are admissible. However, this time limit shall not be applied to specific treatments, such as:

1	Adenoidectomy	19	Haemo dialysis
2	Appendectomy	20	Fissurectomy / Fistulectomy
3	Auroplasty not Cosmetic in nature	21	Mastoidectomy
4	Coronary angiography /Renal	22	Hydrocele
5	Coronary angioplasty	23	Hysterectomy
6	Dental surgery	24	Inguinal/ventral/umbilical/femoral hernia
7	D&C	25	Parenteral chemotherapy
8	Excision of cyst/granuloma/lump/tumor	26	Polypectomy
9	Eye surgery	27	Septoplasty
10	Fracture including hairline fracture /dislocation	28	Piles/ fistula
11	Radiotherapy	29	Prostate surgeries
12	Chemotherapy including parental chemotherapy	30	Sinusitis surgeries

13	Lithotripsy	31	Tonsillectomy
14	Incision and drainage of abscess	32	Liver aspiration
15	Varicocelectomy	33	Sclerotherapy
16	Wound suturing	34	Varicose Vein Ligation
17	FESS	35	All scopies along with biopsies
18	Operations/Micro surgical operations on the nose, middle ear/internal ear, tongue, mouth, face, tonsils & adenoids, salivary glands & salivary ducts, breast, skin & subcutaneous tissues, digestive tract, female/male sexual organs	36 37	Lumbar puncture Ascitic Pleural tapping

This condition will also not apply in case of stay in hospital of less than a day provided the treatment is undertaken under General or Local Anesthesia in a hospital / day care centre in less than a day because of technological advancement and which would have otherwise required hospitalization of more than a day.

MATERNITY EXPENSES BENEFIT EXTENSION : Hospitalization expenses in respect of the new born child can be covered within the Mother's Maternity expenses. The maximum benefit allowable under this clause will be up to ₹ 50000/- for normal delivery and-₹ 75,000/- for Caesarean Section.

Baby Day one Cover: New born baby is covered from day one. All expenses incurred on the new born baby during maternity will be covered in addition to the maternity limit and up to Rs, 20,000/-.

Ambulance Charges: Ambulance charges are payable up to Rs 2500/- per trip to hospital and / or transfer to another hospital or transfer from hospital to home if medically advised. Taxi and Auto expenses in actual maximum up to Rs750/- per trip will also be reimbursable.

Ambulance charges actually incurred on transfer from one center to another center due to Non availability of medical services/ medical complication shall be payable in full.

Congenital Anomalies: Expenses for Treatment of Congenital Internal / External diseases, defects anomalies are covered under the scheme.

Psychiatric diseases: Expenses for treatment of psychiatric and psychosomatic diseases shall be payable with or without hospitalization.

Advanced Medical Treatment: All new kinds of approved advanced medical procedures for e.g. laser surgery, stem cell therapy for treatment of a disease is payable on hospitalization /day care surgery.

Treatment taken for Accidents can be payable even on OPD basis in Hospital.

Taxes and other Charges : All Taxes , Surcharges , Service Charges , Registration charges, Admission Charges , Nursing , and Administration charges to be payable.

Charges for diapers and sanitary pads are payable,if necessary, as part of the treatment.

Charges for Hiring a nurse / attendant during hospitalization will be payable only in case of recommendation from the treating doctor in case ICU / CCU, Neo natal nursing care or any other case where the patient is critical and requiring special care.

Treatment for Genetic Disorder and stem cell therapy shall be covered under the scheme.

Treatment for Age related Macular Degeneration (ARMD), treatment such as Rotational Field Quantum magnetic Resonance (RFQMR), Enhanced External Counter Pulsation (EECP), etc. are covered under the scheme. Treatment for all neurological/ macular degenerative disorders shall be covered under the scheme.

Rental Charges for External and or durable Medical equipment of any kind used for diagnosis and or treatment including CPAP, CAPD, Bi-PAP, Infusion pump etc. will be covered under the scheme. However purchase of the above equipment to be subsequently used at home in exceptional cases on medical advice shall be covered.

Ambulatory devices i.e., walker, crutches, Belts, Collars, Caps, Splints, Slings, Braces, Stockings, elastocrepe bandages, external orthopaedic pads, sub cutaneous insulin pump, Diabetic foot wear, Glucometer (including Glucose Test Strips)/ Nebulizer/ prosthetic devise/ Thermometer, alpha / water bed and similar related items etc., will be covered under the scheme.

Physiotherapy charges: Physiotherapy charges shall be covered for the period specified by the Medical Practitioner even if taken at home.

While reimbursement to the officers / employees shall be made by the Banks as hitherto, the Scheme shall be administered by the Banks through a scheme worked out between IBA/Banks and Insurance companies and officers / employees would in no way be directly bound by the terms and conditions of such scheme or arrangements.

However, for the purpose of clarity and information, the details of the Scheme worked out between IBA/Banks and insurance companies is appended herein as **Appendix I & II.**

The above stated scheme would not supersede the continuation of any bank-level arrangement or scheme providing for reimbursement of medical expenses, which is not covered herein, that may be in operation in any Bank.

Appendix I

Medical Scheme for the Officers/ Employees of IBA Member Banks, parties to the Bipartite Settlement/ Joint Note dated 25th May 2015 in lieu of the Existing Hospitalization Scheme

The scheme covers expenses of the officers / employees and dependent in cases he/she shall contract any disease or suffer from any illness (hereinafter called DISEASE) or sustain any bodily injury through accident (hereinafter called INJURY) and if such disease or injury shall require any such insured Person, upon the advice of a duly qualified Physician/Medical Specialist/Medical practitioner (hereinafter called MEDICAL PRACTITIONER) or of a duly qualified Surgeon (hereinafter called SURGEON) to incur hospitalization/domiciliary hospitalization and domiciliary treatment expenses as defined in the Scheme, for medical/surgical treatment at any Nursing Home/Hospital / Clinic (for domiciliary treatment)/ Day care Centre which are registered with the local bodies, in India as herein defined (hereinafter called HOSPITAL) as an inpatient or otherwise as specified as per the scheme, to the extent of the sum insured + Corporate buffer.

1.1. The Scheme Covers Employee + Spouse + Dependent Children + 2 dependent Parents /parents-in-law.

- No age limit for dependent children. (including step children and legally adopted children) A child would be considered dependent if their monthly income does not exceed Rs. 10,000/- per month; which is at present, or revised by Indian Banks' Association in due course. Widowed Daughter and dependant divorced / separated daughters, sisters including unmarried / divorced / abandoned or separated from husband/ widowed sisters and Crippled Child shall be considered as dependent for the purpose of this policy. Physically challenged Brother / Sister with 40% or more disability.

- No Age Limits for Dependent Parents. Either Dependent Parents or parents-in-law will be covered. Parents would be considered dependent if their monthly income does not exceed Rs. 10,000/- per month, which is at present, or revised by Indian Banks' Association in due course, and wholly dependent on the employee as defined in this scheme.

(The definition of family shall undergo a change as decided in due course in the negotiations)

1.2.1 All New Officers / employees to be covered from the date of joining as per their appointment letter. For additions /deletions during policy period, premium to be charged /refunded on pro rata basis.

1.2.2 Continuity benefits coverage to officers / employees on retirement and also to the Retired Officers / employees, who may be inducted in the Scheme.

1.3 Sum Insured: Hospitalization and Domiciliary Treatment coverage as defined in the scheme per annum

Officers : Rs.400000
Clerical Staff : Rs.300000
Sub Staff : Rs.300000

Change in sum insured after commencement of policy to be considered in case of promotion of the employee or vice versa.

1.4 Corporate Buffer: Rs. 100,00,00,000/- Corporate buffer may be appropriated as per the premium of the bank. If the Corporate buffer of one bank is exhausted, the remaining amount can be claimed from the unutilized corporate buffer of the other banks. Corporate Buffer can be authorized by the Management, through an Authorized person / Committee as decided by IBA / Bank, and informed directly to the THIRD PARTY ADMINISTRATOR by keeping the insurance company in the loop.

1.5 In the event of any claim becoming admissible under this scheme, the company will pay through Third Party Administrator to the Hospital / Nursing Home or insured the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such insured but not exceeding the Sum Insured in aggregate mentioned in the schedule hereto.

A. Room and Boarding expenses as provided by the Hospital/Nursing Home not exceeding Rs. 5000 per day or the actual amount whichever is less.

B. Intensive Care Unit (ICU) expenses not exceeding Rs. 7500 per day or actual amount whichever is less.

C. Surgeon, team of surgeons, Assistant surgeon, Anesthetist, Medical Practitioner, Consultants, Specialists Fees.

D. Nursing Charges , Service Charges, IV Administration Charges, Nebulization Charges, RMO charges, Anaesthetic, Blood, Oxygen, Operation Theatre Charges, surgical appliances, OT consumables, Medicines & Drugs, Dialysis, Chemotherapy, Radiotherapy, Cost of Artificial Limbs, cost of prosthetic devices implanted during surgical procedure like pacemaker, Defibrillator, Ventilator, orthopaedic implants, Cochlear Implant, any other implant, Intra-Occular Lenses, , infra cardiac valve replacements, vascular stents, any other valve replacement, laboratory/diagnostic tests, X-ray CT Scan, MRI, any other scan, scopies and such similar expenses that are medically necessary, or incurred during hospitalization as per the advice of the attending doctor.

E. Hospitalization expenses (excluding cost of organ) incurred on donor in respect of organ transplant to the insured.

1.6 Pre and Post Hospitalization expenses payable in respect of each hospitalization shall be the actual expenses incurred subject to 30 days prior to hospitalization and 90 days after discharge.

2. DEFINITIONS:

2.1 ACCIDENT: An accident is a sudden, unforeseen and involuntary event caused resulting in injury -

2.2

A. "Acute condition" – Acute condition is a disease, illness or injury that is likely to respond quickly to treatment which aims to return the person to his or her state of health immediately before suffering the disease/illness/injury which leads to full recovery.

B. "Chronic condition" – A chronic condition is defined as a disease, illness, or injury that has one or more of the following characteristics –

i. It needs ongoing or long-term monitoring through consultations, examinations, check-ups and/or tests –

ii. It needs ongoing or long-term control or relief of symptoms

iii. It requires your rehabilitation or for you to be specially trained to cope with it

iv. It continues indefinitely
v. It comes back or is likely to come back.

2.3 ALTERNATIVE TREATMENTS:

Alternative Treatments are forms of treatment other than treatment "Allopathy" or "modern medicine and includes Ayurveda, unani, siddha homeopathy and Naturopathy in the Indian Context, for Hospitalisation only and Domiciliary for treatment only under ailments mentioned under clause number 3.1

(Ref: 3.4 Alternative Therapy)

2.4 ANY ONE ILLNESS:

Any one illness will be deemed to mean continuous period of illness and it includes relapse within 45 days from the date of last consultation with the Hospital / Nursing Home where treatment has been taken. Occurrence of the same illness after a lapse of 45 days as stated above will be considered as fresh illness for the purpose of this policy.

2.5 CASHLESS FACILITY:

Cashless facility "means a facility extended by the insurer to the insured where the payments, of the cost of treatment undergone by the employee and the dependent family members of the insured in accordance with the policy terms and conditions, or directly made to the network provider by the insurer to the extent pre-authorization approved.

2.6 CONGENITAL ANOMALY:

Congenital Anomaly refers to a condition(s) which is present since birth, and which is abnormal with reference to form, structure or position.

a. Internal Congenital Anomaly which is not in the visible and accessible parts of the body

b. External Congenital Anomaly which is in the visible and accessible parts of the body

2.7 CONDITION PRECEDENT:

Condition Precedent shall mean a policy term or condition upon which the Insurer's liability under the policy is conditional upon.

2.8 CONTRIBUTION:

The Officers / employees will not share the cost of an indemnity claim on a ratable proportion from their personal Insurance Policies.

2.9 DAYCARE CENTRE:

A day care centre means any institution established for day care treatment of illness and/ or injuries or a medical setup within a hospital and which has been registered with the local authorities, wherever applicable, and is under the supervision of a registered and qualified medical practitioner AND must comply with all minimum criteria as under;-

- has qualified nursing staff under its employment
- has all qualified medical practitioner(s) in charge
- has a fully equipped operation theatre of its own where surgical procedures are carried out.
- maintains daily records of patients and will make these accessible to the insurance companies authorised personnel.

2.10 DAY CARE TREATMENT:

Day care Treatment refers to medical treatment and or surgical procedure which is

iii. undertaken under general or local anesthesia in a hospital/day care Centre in less than a day because of technological advancement, and

iv. Which would have otherwise required a hospitalisation of more than a day.

Treatment normally taken on an out patient basis is not included in the scope of this definition.

2.11 DOMICILIARY HOSPITALIZATION:

Domiciliary Hospitalization means medical treatment for an illness/disease/injury which in the normal course would require care and treatment at a hospital but is actually taken while confined at home under any of the following circumstances:

c) The condition of the patient is such that he/she is not in a condition to be removed to a hospital or

d) The patient takes treatment at home on account of non-availability of room in a hospital.

2.12 DOMICILIARY TREATMENT

Treatment taken for specified diseases which may or may not require hospitalization as mentioned in the Scheme under clause Number 3.1

2.13 HOSPITAL / NURSING HOME:

A Hospital means any institution established for in-patient care and day care treatment of illness and/or injuries and which has been registered as a Hospital with the local authorities under the Clinical establishments (Registration and Regulation) Act, 2010 or under the enactments specified under the Schedule of Section 56(1) of the said Act OR complies with all minimum criteria as under

- Has qualified nursing staff under its employment round the clock.
- Has at least 10 in-patient beds in towns having a population of less than 10 lacs and at least 15 in-patient beds in all other places;
- Has qualified medical practitioner(s) in charge round the clock;

- Has a fully equipped Operation Theatre of its own where surgical procedures are carried out;
- Maintains daily records of patients and makes these accessible to the insurance company's authorized personnel.

The term ' Hospital / Nursing Home ' shall not include an establishment which is a place of rest, a place for the aged, a place for drug-addicts or place for alcoholics, a hotel or a similar place.

This clause will however be relaxed in areas where it is difficult to find such hospitals.

2.14 HOSPITALIZATION:

Hospitalization means admission in a Hospital/Nursing Home for a minimum period of 24 consecutive hours of inpatient care except for specified procedures/treatments, where such admission could be for a period of less than a day, as mentioned in clauses 2.9 and 2.10

2.15 ID CARD:

ID Card means the identity card issued to the insured person by the THIRD PARTY ADMINISTRATOR to avail cashless facility in network hospitals.

2.16 ILLNESS:

Illness means a sickness or a disease or pathological condition leading to the impairment of normal physiological function which manifests itself during the policy period and requires medical treatment.

2.17 INJURY:

Injury means accidental physical bodily harm excluding illness or disease which is verified and certified by a medical practitioner.

However all types of Hospitalization is covered under the Scheme.

2.18 IN PATIENT CARE:

In Patient Care means treatment for which the insured person has to stay in a hospital for more than a day for a covered event.

2.19 INTENSIVE CARE UNIT:

Intensive Care Unit means an identified section, ward or wing of a Hospital which is under the constant supervision of a dedicated medical practitioner(s) and which is specially equipped for the continuous monitoring and treatment of patients who are in a critical condition, or require life support facilities and where the level of care and supervision is considerably more sophisticated and intensive than in the ordinary and other wards.

2.20 MATERNITY EXPENSES:

Maternity expenses/treatment shall include:

a) Medical treatment expenses traceable to childbirth (including complicated deliveries and caesarean sections incurred during hospitalization).

b) Expenses towards medical termination of pregnancy during the policy period.

C) Complications on Maternity would be covered up to the Sum Insured plus the Corporate Buffer.

2.21 MEDICAL ADVICE:

Any consultation or advice from a medical practitioner/doctor including the issue of any prescription or repeat prescription.

2.22 MEDICAL EXPENSES:

Medical Expenses means those expenses that an insured person has necessarily and actually incurred for medical treatment on account of illness or accident on the advice of a medical practitioner, as long as these are no more than would have been payable if the insured person had not been insured.

2.23 MEDICALLY NECESSARY:

Medically necessary treatment is defined as any treatment, test, medication or stay in hospital or part of a stay in a hospital which

- is required for the medical management of the illness or injury suffered by the insured;
- must not exceed the level of care necessary to provide safe, adequate and appropriate medical care in scope, duration or intensity;
- must have been prescribed by a medical practitioner;
- must confirm to the professional standards widely accepted in international medical practice or by the medical community in India.

2.24 MEDICAL PRACTITIONER:

Medical Practitioner is a person who holds a valid registration from the Medical Council of any State or Medical Council of India or Council for Indian Medicine or the homeopathy set up by the Government of India or a State Government and is thereby entitled to practice medicine within its jurisdiction; and is acting within the scope and jurisdiction of his license. The term medical practitioner would include physician, specialist and surgeon.

(The Registered practitioner should not be the insured or close family members such as parents, parents-in-law, spouse and children.)

2.25 NETWORK PROVIDER:

Network Provider means hospitals or health care providers enlisted by an insurer or by a Third Party Administrator and insurer together to provide medical services to an insured on payment by a cashless facility.

The list of network hospitals is maintained by and available with the THIRD PARTY ADMINISTRATOR and the same is subject to amendment from time to time.

2.26 NEW BORN BABY:

A new born baby means baby born during the Policy Period aged between one day and 90 days, both days inclusive.

2.27 NON NETWORK :

Any hospital, day care Centre or other provider that is not part of the network.

2.28 NOTIFICATION OF CLAIM

Notification of claim is the process of notifying a claim to the Bank, insurer or Third Party Administrator as well as the address/telephone number to which it should be notified.

2.29 OPD TREATMENT:

OPD Treatment is one in which the insured visits a clinic/hospital or associated facility like a consultation room for diagnosis and treatment based on the advice of medical a practitioner. The insured is not admitted as a day care or in-patient.

2.30 PRE-EXISTING DISEASE:

Pre Existing Disease is any condition, ailment or injury or related condition(s) for which you had signs or symptoms, and/or were diagnosed, and/or received medical advice/treatment, prior to the first policy issued by the insurer.

2.31 PRE – HOSPITALISATION MEDICAL EXPENSES:

Medical expenses incurred immediately 30 days before the insured person is hospitalized will be considered as part of a claim as mentioned under Item 1.2 above provided that;

i. such medical expenses are incurred for the same condition for which the insured person's hospitalization was required and

ii. the inpatient hospitalization claim for such hospitalization is admissible by the insurance company.

2.32 POST HOSPITALISATION MEDICAL EXPENSES:

Relevant medical expenses incurred immediately 90 days after the Insured person is discharged from the hospital provided that;

a. Such Medical expenses are incurred for the same condition for which the Insured Person's Hospitalization was required; and

b. The In-patient Hospitalization claim for such Hospitalization is admissible by the Insurance Company.

2.33 QUALIFIED NURSE:

Qualified Nurse is a person who holds a valid registration from the Nursing Council of India or the Nursing Council of any state in India and/or who is employed on recommendation of the attending medical practitioner.

2.34 REASONABLE AND CUSTOMARY CHARGES:

Reasonable Charges means the charges for services or supplies, which are the standard charges for the specific provider and consistent with the prevailing charges in the geographical area for identical or similar services, taking into account the nature of the illness/injury involved.

2.35 ROOM RENT:

Room Rent shall mean the amount charged by the hospital for the occupancy of a bed on per day basis.

2.36 SUBROGATION:

Subrogation shall mean the right of the insurer to assume the rights of the insured person to recover expenses paid out under the policy that may be recovered from any other source. It shall exclude the medical / accident policies obtained by the insured person separately.

2.37 SURGERY:

Surgery or surgical procedure means manual and/or operative procedure(s) required for treatment of an illness or injury, correction of deformities and defects, diagnosis and cure of diseases, relief of suffering or prolongation of life, performed in a hospital or day care Centre by a medical practitioner.

2.38 Third Party Administrator

Third Party Administrator means a Third Party Administrator who holds a valid License from Insurance Regulatory and Development Authority to act as a THIRD PARTY ADMINISTRATOR and is engaged by the Company for the provision of health services as specified in the agreement between the Company and Third Party Administrator.

2.39 UNPROVEN/EXPERIMENTAL TREATMENT:

Unproven/Experimental treatment is treatment, including drug Experimental therapy, which is not based on established medical practice in India.

3. COVERAGES:

3.1 Domiciliary Hospitalization / Domiciliary Treatment : Medical expenses incurred in case of the following diseases which need Domiciliary Hospitalization /domiciliary treatment as may be certified by the attending medical practitioner and / or bank's 'medical officer shall be deemed as hospitalization expenses and reimbursed to the extent of 100%

Cancer , Leukemia, Thalassemia, Tuberculosis, Paralysis, Cardiac Ailments , Pleurisy , Leprosy, Kidney Ailment , All Seizure disorders, Parkinson's diseases, Psychiatric disorder including schizophrenia and psychotherapy , Diabetes and its complications, hypertension, Hepatitis –B , Hepatitis - C, Hemophilia, Myasthenia gravis, Wilson's disease, Ulcerative Colitis , Epidermolysis bullosa, Venous Thrombosis(not caused by smoking) Aplastic Anaemia, Psoriasis, Third Degree burns, Arthritis , Hypothyroidism , Hyperthyroidism expenses incurred on radiotherapy and chemotherapy in the treatment of cancer and leukemia, Glaucoma, Tumor, Diptheria, 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 / motorneuron disease, status asthamaticus, sequalea of meningitis, osteoporosis, muscular dystrophies, sleep apnea syndrome(not related to obesity), any organ related (chronic) condition, sickle cell disease, systemic lupus erythematous (SLE), any connective tissue disorder, varicose veins, thrombo embolism venous thrombosis/venous thrombo embolism (VTE)], growth disorders, Graves' disease, Chronic obstructive Pulmonary Disease, Chronic Bronchitis, Asthma, Physiotherapy and swine flu shall be considered for reimbursement under domiciliary treatment.

The cost of Medicines, Investigations, and consultations, etc.in respect of domiciliary treatment shall be reimbursed for the period stated by the specialist and / or the attending doctor and / or the bank's medical officer, in Prescription. If no period stated, the prescription for the purpose of reimbursement shall be valid for a period not exceeding 90 days.

3.2 Critical Illness : To be provided to the employee only subject to a sum insured of Rs. 1,00,000/- . Cover starts on inception of the policy. In case an employee contracts a Critical Illness as listed below, the total sum insured of Rs.1,00,000/- is paid, as a benefit. This benefit is provided on first detection/diagnosis of the Critical Illness.

- Cancer including Leukemia
- Stroke
- Paralysis
- By Pass Surgery
- Major Organ Transplant
- End Stage Liver Disease
- Heart Attack
- Kidney Failure
- Heart Valve Replacement Surgery

Hospitalization is not required to claim this benefit. Further the Employee can claim the cost of hospitalization on the same from the Group Mediclaim Policy as cashless / reimbursement of expenses for the treatment taken by him.

3.3 Expenses on Hospitalization for minimum period of a day are admissible. However, this time limit is not applied to specific treatments, such as

1	Adenoidectomy	20	Haemo dialysis
2	Appendectomy	21	Fissurectomy / Fistulectomy
3	Ascitic / Plueral tapping	22	Mastoidectomy
4	Auroplasty not Cosmetic in nature	23	Hydrocele
5	Coronary angiography /Renal	24	Hysterectomy
6	Coronary angioplasty	25	Inguinal/ ventral/ umbilica/ femoral hernia
7	Dental surgery	26	Parenteral chemotherapy
8	D&C	27	Polypectomy
9	Excision of cyst/ granuloma/lump/tumor		
10	Eye surgery	28	Septoplasty
11	Fracture including hairline fracture /dislocation	29	Piles/ fistula
12	Radiotherapy	30	Prostate surgeries
13	Chemotherapy including parental chemotherapy	31	Sinusitis surgeries
14	Lithotripsy	32	Tonsillectomy
15	Incision and drainage of abscess	33	Liver aspiration

16	Varicocelectomy	34	Sclerotherapy
17	Wound suturing	35	Varicose Vein Ligation
18	FESS	36	All scopies along with biopsies
19	Operations/Micro surgical operations on the nose, middle ear/internal ear, tongue, mouth, face, tonsils & adenoids, salivary glands & salivary ducts, breast, skin & subcutaneous tissues, digestive tract, female/male sexual organs.	37	Lumbar puncture

This condition will also not apply in case of stay in hospital of less than a day provided –

a. The treatment is undertaken under General or Local Anesthesia in a hospital / day care Centre in less than a day because of technological advancement and

b. Which would have otherwise required hospitalization of more than a day.

3.4 Alternative Therapy : Reimbursement of Expenses for hospitalization or domiciliary treatment (under clause 3.1) under the recognized system of medicines , viz, Ayurvedic ,Unani, Sidha, Homeopathy , Naturopathy , if such treatment is taken in a clinic /hospital registered, by the central and state government .

3.5 MATERNITY EXPENSES BENEFIT EXTENSION

The hospitalization expenses in respect of the new born child can be covered within the Mother's Maternity expenses. The maximum benefit allowable under this clause will be up to Rs. 50000/- for Normal Delivery and Rs. 75,000/- for Caesarean Section.

Special conditions applicable to Maternity expenses Benefit Extension:

I. 9 months waiting period under maternity benefit will be waived from the policy.

II. Pre-natal & post natal charges in respect of maternity benefit are covered under the policy up to 30 days and 60 days only, unless the same requires hospitalization.

III. Missed Abortions , Miscarriage or abortions induced by accidents are covered under the limit of Maternity

IV. Complications in Maternity including operations for extra uterine pregnancy ectopic pregnancy would be covered in the up to the Sum Insured + Corporate Buffer

V. Expenses incurred for Medical Termination of Pregnancy

VI. Claim in respect of delivery to be given irrespective of the number of children

3.6 Baby Day one Cover: New born baby is covered from day one. All expenses incurred on the new born baby during maternity will be covered in addition to the maternity limit up to Rs, 20000/-.

However if the baby contacts any illness the same shall be considered in the Sum Insured + Corporate buffer. Baby to be taken as an additional member within the normal family floater.

3.7 Ambulance Charges: Ambulance charges are payable up to Rs 2500/- per trip to hospital and / or transfer to another hospital or transfer from hospital to home if medically advised. Taxi and Auto expenses in actual maximum up to Rs750/- per trip.
Ambulance charges actually incurred on transfer from one center to another center due to Non availability of medical services/ medical complication shall be payable in full.

3.8 Pre- Existing Diseases / Ailments: Pre-existing diseases are covered under the scheme.

3.9 Congenital Anomalies: Expenses for Treatment of Congenital Internal / External diseases, defects anomalies are covered under the policy

3.10 Psychiatric diseases: Expenses for treatment of psychiatric and psychosomatic diseases be payable with or without hospitalization.

3.11 Advanced Medical Treatment: All new kinds of approved advanced medical procedures for e.g. laser surgery, stem cell therapy for treatment of a disease is payable on hospitalization /day care surgery.

3.12 Treatment taken for Accidents can be payable even on OPD basis in Hospital up to Sum Insured.

3.13 Taxes and other Charges : All Taxes , Surcharges , Service Charges , Registration charges , Admission Charges , Nursing , and Administration charges to be payable.

Charges for diapers and sanitary pads are payable if necessary as part of the treatment
Charges for Hiring a nurse / attendant during hospitalization will be payable only in case of recommendation from the treating doctor in case ICU / CCU, Neo natal nursing care or any other case where the patient is critical and requiring special care.

3.14 Treatment for Genetic Disorder and stem cell therapy is covered under the scheme.

3.15 Treatment for Age related Macular Degeneration (ARMD), treatment such as Rotational Field Quantum magnetic Resonance (RFQMR), Enhanced External Counter Pulsation (EECP), etc. are covered under the scheme. Treatment for all neurological/ macular degenerative disorders shall be covered under the scheme.

3.16 Rental Charges for External and or durable Medical equipment of any kind used for diagnosis and or treatment including CPAP, CAPD, Bi-PAP, Infusion pump etc. will be covered under the scheme. However purchase of the above equipment to be subsequently used at home in exceptional cases on medical advice shall be covered.

3.17 Ambulatory devices i.e., walker, crutches, Belts, Collars, Caps, Splints, Slings, Braces, Stockings, elastocrepe bandages, external orthopaedic pads, sub cutaneous insulin pump, Diabetic foot wear, Glucometer (including Glucose Test Strips)/ Nebulizer/ prosthetic devise/ Thermometer, alpha / water bed and similar related items etc., will be covered under the scheme.

3.18 Physiotherapy charges: Physiotherapy charges shall be covered for the period specified by the Medical Practitioner even if taken at home.

All claims admitted in respect of any/all insured person/s during the period of insurance shall not exceed the Sum Insured stated in the schedule and Corporate Buffer if allocated.

4. EXCLUSIONS:

The company shall not be liable to make any payment under this policy in respect of any expenses whatsoever incurred by any Insured Person in connection with or in respect of:

4.1 Injury / disease directly or indirectly caused by or arising from or attributable to War, invasion, Act of Foreign enemy, War like operations (whether war be declared or not).

4.2 a. Circumcision unless necessary for treatment of a disease not excluded hereunder or as may be necessitated due to an accident.

b. Vaccination or inoculation.

c. Change of life or cosmetic or aesthetic treatment of any description is not covered.

d. Plastic surgery other than as may be necessitated due to an accident or as part of any illness.

4.3 Cost of spectacles and contact lenses, hearing aids. Other than Intra-Ocular Lenses and Cochlear Implant.

4.4 Dental treatment or surgery of any kind which are done in a dental clinic and those that are cosmetic in nature.

4.5 Convalescence, rest cure, Obesity treatment and its complications including morbid obesity, , treatment relating disorders, Venereal disease, intentional self-injury and use of intoxication drugs / alcohol.

4.6 All expenses arising out of any condition directly or indirectly caused to or associated with Human T-Cell Lymphotropic Virus Type III (HTLB - III) or lymphadinopathy Associated Virus (LAV) or the Mutants Derivative or Variation Deficiency Syndrome or any syndrome or condition of a similar kind commonly referred to as AIDS.

4.7 Charges incurred at Hospital or Nursing Home primarily for diagnosis x-ray or Laboratory examinations or other diagnostic studies not consistent with or incidental to the diagnosis and treatment of positive existence of presence of any ailment, sickness or injury, for which confinement is required at a Hospital / Nursing Home, unless recommended by the attending doctor.

4.8 Expenses on vitamins and tonics unless forming part of treatment for injury or diseases as certified by the attending physician

4.9 Injury or Disease directly or indirectly caused by or contributed to by nuclear weapon / materials.

4.10 All non-medical expenses including convenience items for personal comfort such as charges for telephone, television, /barber or beauty services, died t charges, baby food, cosmetics, tissue paper, diapers, sanitary pads, toiletry items and similar incidental expenses, unless and otherwise they are necessitated during the course of treatment.

5. CONDITIONS:

5.1 Contract: the proposal form, declaration, and the policy issued shall constitute the complete contract of insurance.

5.2 Every notice or communication regarding hospitalization or claim to be given or made under this Policy shall be communicated to the office of the Bank, dealing with Medical Claims, and/or the THIRD PARTY ADMINISTRATOR office as shown in the Schedule. Other matters relating to the policy may be communicated to the policy issuing office.

5.3 The premium payable under this Policy shall be paid in advance. No receipt for Premium shall be valid except on the official form of the company signed by a duly authorized official of the company. The due payment of premium and the observance and fulfillment of the terms, provisions, conditions and endorsements of this Policy by the Insured Person in so far as they relate to anything to be done or complied with by the Insured Person shall be a condition precedent to any liability of the Company to make any payment under this Policy. No waiver of any terms, provisions, conditions and endorsements of this policy shall be valid unless made in writing and signed by an authorised official of the Company.

5.4 Notice of Communication: Upon the happening of any event which may give rise to a claim under this Policy notice with full particulars shall be sent to the Bank or Regional Office or THIRD PARTY ADMINISTRATOR named in the schedule at the earliest in case of emergency hospitalization within 7 days from the time of Hospitalisation/Domiciliary Hospitalisation .

5.5 All supporting documents relating to the claim must be filed with the office of the Bank dealing with the claims or THIRD PARTY ADMINISTRATOR within 30 days from the date of discharge from the hospital. In case of post-hospitalisation, treatment (limited to 90 days), (as mentioned in para 2.32) all claim documents should be submitted within 30 days after completion of such treatment.

Note: Waiver of these Conditions 5.4 and 5.5 may be considered in extreme cases of hardship where it is proved to the satisfaction of the Bank that under the circumstances in which the insured was placed it was not possible for him or any other person to give such notice or deliberate or file claim within the prescribed time-limit. The same would be waived by the TPA without reference to the Insurance Company.

5.5.1 The Insured Person shall obtain and furnish to the office of the Bank dealing with the claims / THIRD PARTY ADMINISTRATOR with all original bills, receipts and other documents upon which a claim is based and shall also give such additional information and assistance as the Bank through the THIRD PARTY ADMINISTRATOR/Company may require in dealing with the claim.

5.5.2 Any medical practitioner authorised by the Bank / Third Party Administrator / shall be allowed to examine the Insured Person in case of any alleged injury or disease leading to Hospitalisation, if so required.

5.6 The Company shall not be liable to make any payment under this policy in respect of any claim if such claim be in any manner fraudulent or supported by any fraudulent means or device whether by the Insured Person or by any other person acting on his behalf.

5.7 DISCLOSURE TO INFORMATION NORM

The claim shall rejected in the event of misrepresentation, mis-description or non-disclosure of any material fact.

5.8 Claims will be managed through the same Office of the Bank from where it is managed at present. The Insurance Companies third party administrator will be setting up a help desk at that office and supporting the bank in clearing all the claims on real time basis.

5.9 In case of rejection of claims it would go through a Committee set up of the Bank, Third Party Administrator and United India Insurance Co Ltd. unless rejected by the committee in real time the claim should not be rejected.

5.10 There would be a continuity of this Scheme / benefits to the Retiring Officers / employees and their family and also to the Retired Officers / employees and their family.

Appendix II

Mapping the underwriting, process, servicing and claims for the Medical Scheme of the Employees and their family members of Member Banks of Indian Banks' Association

1. The policy will be issued in the name of Indian Banks' Association Member Banks and the list of the member banks would be mentioned giving the data of the employees bifurcated into:-
   a) Officers with the data of their dependent family members.
   b) Clerical staff with the data of their dependent family members.
   c) Sub staff with the data of their dependent family members.

   The premium is decided by the number of employees uniformly but not based on the number of dependent family members. The collection of data of dependent family members at the initial stage may take long time. In such cases claims pertaining to dependent family members of employees pending collection of data may be settled on certification and recommendation of the appropriate authority of the respective bank.

2. The policy will commence on a uniform date for all the member banks to ensure they get the benefit of the large number of employees which has been instrumental in the procurement of the most competitive premium quote and would eventually also reflect in a positive claim ratio.

3. The member banks will submit their data and pay the premium to the lead Insurance Company viz. United India Insurance Co. Ltd., in proportion to their employee strength.

4. The insured name of Indian Banks' Association is used for getting the benefit of mass scale underwriting and a positive claim ratio that would benefit all the member Banks. All underwriting, process and claim servicing will be done by the member Banks' directly with United India Insurance Co. Ltd. and K. M. Dastur Reinsurance Brokers Pvt. Ltd.

5. The Corporate Buffer of all the member banks will be in proportion to the percentage of their premium contribution.

6. The allocation and use of this Corporate Buffer would rest with the individual management of the member bank. At the end of the year we would have a joint review on how many banks have totally utilized their Corporate Buffer and how many other member banks have not utilized their Corporate Buffer totally. The unutilized Corporate Buffer of the member banks would now be proportionately available to the member banks whose Corporate Buffer has been totally utilized. This would be one of the major benefits of the Group underwriting of all the

member banks under one policy and at the same time individual underwriting of each member banks for data processing, servicing and claims.

7. The claim settlement of the member banks would be done in the same process as followed in the past, by each individual member banks.

8. The Third Party Administrator, appointed by the lead insure viz United India Insurance Co. Ltd. will station their representative at the banks regional/ nodal offices from where these banks have been settling medical claims of their employees.
9. The Third Party Administrator, would have a Dedicated Office, Server and a 24 X 7 Call Centre for the Member Banks of the Indian Banks' Association.

10. The employees would submit the claims to the same regional / nodal offices where they have been submitting in the past and the Third Party Administrator representative will be the backup support and ensure claim settlement is completed in thirty minutes.
11. (The Third Party Administrator should ensure placement of representative in all the regional/nodal offices of the member banks where the employees have been submitting their claims in the past)

12. No claims would be rejected by the insurance company/ Third Party Administrator unless the same is rejected by the committee comprising of the Bank management, Insurance Company, Third Party Administrator and K. M. Dastur Reinsurance Brokers Pvt Ltd.

13. All the employees and their family members would be issued ID cards by the Third Party Administrator, of the Insurance Company ie. United India Insurance Co. Ltd. In case the employee or his family member gets admitted in any of the preferred Provider Network of hospitals on production of ID card, the hospital authority in turn shall notify by fax / mail the details of hospitalisation along with ID card number and Name of the employee to the Third Party Administrator, who would again revert by fax / mail a confirmation to the hospital to proceed with the claim. This would even enable them to claim from anywhere in India and they would be able to admit themselves in hospitals anywhere in India by merely calling the dedicated call centres of the Third Party Administrator, which would be working on a 24x7 basis. The Third Party Administrator, would even be able to advise the employees on the nearest hospital available in their area. In case of an emergency admission to a hospital which is not in PP Network, the employees also have a benefit to get himself admitted on a cashless basis by intimating the Third Party Administrator, call centre number, mentioning his ID card No and name. The hospital authority would fax / mail the details of hospitalisation to the Third Party Administrator, who would again revert by fax / mail a confirmation to the hospital to proceed with the claim.

14. Most of the claims would be cashless; which would be paid directly to the hospital concerned.

15. The reimbursement claims of pre and post hospitalisation or in a few cases of actual hospitalisation would be paid to the employees through the banks regional/ nodal offices or directly credited to the employees account.

16. In case of reimbursement claim where the employee has not informed the banks Regional / Nodal offices; they may phone the 24 X 7 call centre of the Third Party Administrator giving the details of their card ID number and name. In such cases the reimbursement claim should be submitted on completion of hospitalisation and not later than 30 days of discharge from the hospital. In case of post-hospitalisation treatment, all claim documents should be submitted within 30 days after completion of such treatment. Wherever the hospitals are not in the approved list of Third Party Administrator, the Third Party Administrator should take necessary action for addition of those hospitals on their network hospital list in consultation with bank. In an emergency the claim payment would be paid to the hospital account and empanelment of the hospital would be considered.

17. All the addition and deletion of the employees and dependents of the various member banks would be done on a monthly basis. A newly recruited employee would automatically be admitted in the medical scheme from the date of his appointment letter. This has to be reflected in the addition / deletion statement to be sent to the Third Party Administrator/ K. M. Dastur Reinsurance Broker Pvt. Ltd., before the 10th of the beginning of every month.

18. ID cards will be prepared within 10 working days from the date of receipt of data. These cards can be couriered to the respective branch office in which the employee is located. The cards can be distributed by at the branch office by the bank's branch manager / any other person who is made responsible for the same. Corrections in cards, if any can be e-mailed to an exclusive id which will be exclusive for cards correction errors. This cards will be corrected and resent within 2 working days from the receipt of correction mail.

19. An adequate deposit premium have to be placed by the member banks for this addition, as this is a regulatory compliance under section 64 V B of the Insurance Act; wherein no insurance can be initiated without the payment of the premium.

20. At the same time refund premium of all deletions would be credited in the deposit account of the member banks.

21. All additions / deletions of employees and family members would be on prorata basis. In case, some member banks joined the scheme sometime after the main master policy has been incepted, they would also be joining on a prorate premium.

ANNEXURE – I

MEMORANDUM OF SETTLEMENT dated 25th May 2015 between the Managements of 43 Banks as represented by the Indian Banks' Association and their workmen as represented by the Bank Karmachari Sena Mahasangh (BKSM) and the National Union of Bank Employees (NUBE).

[Under Section 2(p) and Section 18(1) of the Industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules, 1957]

Names of the Parties	43 Banks which are listed in Schedule I to this Memorandum of Settlement and their workmen
Representing the Employers (Member Banks)	1. Shri T M Bhasin 2. Shri Ashwani Kumar 3. Shri Animesh Chauhan 4. Shri Shyam Srinivasan 5. Shri Ashwini Mehra 6. Shri M V Tanksale 7. Shri K Unnikrishnan 8. Shri K S Chauhan Duly authorised on behalf of the Indian Banks' Association
Representing the Workmen	**Bank Karmachari Sena Mahasangh** 1. Shri Sudhir Joshi 2. Shri Anil Desai 3. Shri Rajan Tulaskar 4. Shri Nitin Rege 5. Shri Rajesh Matkari 6. Shri Deepak Bhosale 7. Shri Chintaman Dalvi 8. Shri Murlidhar Jagtap 9. Shri Manoj Paikade 10. Shri Ramchandra Patil

National Union of Bank Employees

1. Shri L Balasubramanian
2. Shri R Parthasarathy
3. Shri Diilip Kumar Chatterjee
4. Shri Cittaranjan Mondal
5. Shri Sriprakashsingh
6. Shri Tapan Roy
7. Shri Naresh S Bodalia
8. Shri Udaya Chandra Ghosh

SHORT RECITAL OF THE CASE

(A) The Indian Banks' Association (IBA) on behalf of its member banks named in the Schedule I hereto, signed a settlement dated 27th April 2010 with the Bank Karmachari Sena Mahasangh (BKSM) representing the workmen employees of the Banks mentioned in the said Schedule I, inter alia regarding various terms and conditions of their service. The Settlement dated 27th April 2010 was operational for a period of 5 years from 1st November 2007.

(B) The National Union of Bank Employees (NUBE) & Bank Karmachari Sena Mahasangh (BKSM), (hereafter jointly called the Unions) submitted their Charter of Demands dated 19th July 2012 and 20th October 2012 respectively for revision in wages and other service conditions of workmen to IBA and requested for negotiations on the same, with a view to arriving at an amicable settlement.

(C) Simultaneously, IBA also raised with the Unions, issues on behalf of the managements of banks concerned, to be discussed and settled with a view to improving efficiency of operations in banks.

(D) The parties agreed that the total quantum of wage revision increase (salaryslip component) shall be ₹2270 crores being 15% of the salaryslip component of Establishment Expenses of Public Sector Banks which are parties to this settlement for the year ending March 2012. It was further agreed that the new salary of pay would be constructed, after merging Dearness Allowance corresponding to 4440 points and with a loading of about 2%. It was further agreed that every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days. All other issues of the Management and Workmen Unions discussed during the process of negotiations would be settled to the mutual satisfaction. The parties signed and exchanged minutes in this regard on 23rd February 2015 at Mumbai.

(E) The parties negotiated the aforesaid demands and issues and have reached an agreement as set out hereinunder in full satisfaction of their demands.

(F) The agreement reached as aforesaid shall amend, modify and supersede the relevant provisions of the Awards and Settlements wherever referred to in this Settlement.

NOW, IT IS HEREBY AGREED AND DECLARED by and between the parties hereto as under:-

TERMS OF THE SETTLEMENT

GENERAL

1. In respect of 43 Banks listed in Schedule 1 to this Memorandum of Settlement, except the State Bank of India, Indian Overseas Bank and Bank of Baroda, the provisions of the Sastry Award in Reference No.S.R.O. 35 dated 5th January 1952, notified on 26th March 1953 as finally modified and enacted by the Industrial Disputes (Banking Companies) Decision Act, 1955, the Industrial Disputes (Banking Companies) Decision Amendment Act, 1957 and the provisions of the Award of the National Industrial Tribunal presided over by Mr. Justice K T Desai in Reference No.1 of 1960 which Award inter alia modifies certain provisions of the Sastry Award (hereinafter referred to as the Awards) as modified by the settlements dated 19th October, 1966, 12th October, 1970, 23rd July, 1971, 8th November, 1973, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions except to the extent the same are modified by this settlement.

2. (i) In respect of State Bank of India, the provisions of the Awards as modified by the Settlements dated 31st March, 1967, 24th February, 1970, 15th September, 1970, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 15th September, 1998, 27th March 2000, 10th April 2002, 22nd July 2003, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.

(ii) In respect of Bank of Baroda, the provisions of the Awards as further modified by the Settlements dated 23rd December, 1966, 19th December, 1970, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.

(iii) In respect of Indian Overseas Bank, the provisions of the Awards as further modified by the Settlements dated 14th December, 1966, 17th December, 1970, 29th July, 1972, 23rd March, 1973, 1st August, 1979, 31st October, 1979, 21st April, 1980, 8th September, 1983, 17th September, 1984, 5th January, 1987, 10th April, 1989, 29th June, 1990, 16th July, 1991, 29th October, 1993, 14th February, 1995, 14th December, 1996, 28th November, 1997, 27th March 2000, 10th April 2002, 2nd June 2005 and 27th April 2010 shall continue to govern the service conditions of the workmen except to the extent the same are modified by this settlement.

(iv) In respect of State Bank of India, Bank of Baroda and Indian Overseas Bank, Settlements referred to in Clauses 2(i), (ii) and (iii) above refer to settlements entered into between State Bank of India, Bank of Baroda and Indian Overseas Bank with the All India State Bank of India Staff Federation, All India Bank of Baroda Employees' Federation and the All India Overseas Bank Employees' Union, respectively, representing the workmen of those banks (hereinafter referred to as the said separate settlements).

3. (i) The provisions of the said Awards, the First Bipartite Settlement dated 19th October, 1966 and/or other subsequent settlement(s) including the above mentioned separate settlements hereinafter collectively referred to as said

settlements shall stand modified or superseded to the extent and in the manner detailed hereunder.

(ii) Provisions in the aforesaid Awards/Settlements which have not been amended/ modified or superseded by this Settlement shall continue to remain in force.

4. **Scales of Pay**

In modification of Clause 4 of Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012 the scales of pay shall be as under:-

Clerical Staff

11765	655/3	13730	815/3	16175	980/4	20095	1145/7
28110	2120/1	30230	1310/1	31540	(20 years)		

Subordinate Staff

9560	325/4	10860	410/5	12910	490/4	14870	570/3
16580	655/3	18545	(20 years)				

Note:
(a) Fitment in the new scales of pay shall be on a stage-to-stage basis.
(b) There shall be no change in the dates of annual increments because of the fitment.

5. **Stagnation Increments**

In partial modification of Clause 5 of Bipartite Settlement dated 27th April 2010, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for eight stagnation increments w.e.f. 1st November 2012 at the rate and frequency as stated herein under:

The clerical and subordinate staff including permanent part-time employees on scale wages on reaching the maximum in their respective scales of pay, shall draw eight stagnation increments at the rate of ₹1310/- and ₹655/- (pro rata in respect of permanent part-time employees) each due under this settlement, and at frequencies of 3 years and 2 years respectively, from the dates of reaching the maximum of their scales as aforesaid except that in the case of clerical staff, sixth, seventh and eighth stagnation increments will be released two years after receipt of fifth, sixth and seventh stagnation increments respectively, provided that an employee who has completed two years or more after receiving fifth stagnation increment as on 1st November 2012 shall receive the sixth stagnation increment as on 1st November 2012.

Provided further that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of seven stagnation increments shall be eligible for the eighth stagnation increment on 1st May 2015 or two years after receiving the seventh stagnation increment, whichever is later.

6. Definition of 'Pay'

In reiteration of Clause 6 of the Bipartite Settlement dated 27th April 2010, 'Pay' for the purpose of Dearness Allowance, House Rent Allowance (HRA) and superannuation benefits including for contribution to National Pension System (NPS) shall mean Basic Pay, Stagnation increments, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any.

Note:
The increment component of Fixed Personal Pay as given in column 2 of Schedule III shall rank for superannuation benefits.

7. **Dearness Allowance**

In substitution of Clause 7 of Bipartite Settlement dated 27th April 2010 with effect from 1st November 2012, the Dearness Allowance shall be payable as per the following rates:-

Clerical and Subordinate Staff

0.10% of 'pay'

Note:

Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 4440 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100.

(a) It is clarified that there shall be no ceiling on Dearness Allowance.

(b) Dearness Allowance shall be calculated and paid on Basic Pay, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any, payable under this settlement in respect of both clerical and subordinate staff.

(c) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.

8. **House Rent Allowance**

In substitution of Clause 9 of the Bipartite Settlement dated 27th April 2010 with effect from 1st November 2012, the House Rent Allowance payable shall be as under:

	Area	Rate as percentage of Pay [No Minimum/No Maximum]
(i)	Places with population of more than 45 lakhs and Project Area Centres in Group 'A'	10.00%
(ii)	Places with population of 12 lakhs and above including State of Goa and Project Area Centres in Group 'B'	9.00%
(iii)	Other places not covered in (i) and (ii) above	7.50%

Note:

(1) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.3% of the first stage of the Scales of Pay.

(2) All other existing provisions relating to House Rent Allowance shall remain unchanged.

9. Special Allowance

With effect from 1.11.2012, workmen employees shall be paid Special Allowance at 7.75% of the Basic pay with applicable DA thereon.

Note : The Special Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., pension including contribution to NPS, PF & Gratuity.

10. Transport Allowance

In partial modification of Clause 10 of the Bipartite Settlement dated 27th April 2010, Transport Allowance shall be paid as under, with effect from 1st November, 2012:

Clerical and Subordinate Staff

Upto 15th stage of the scale of Pay	-	₹425/- per month
16th stage of the scale of Pay and above	-	₹470/- per month

Provided that a sub-staff drawing transport allowance at ₹470/- per month, on being promoted to clerical cadre is fitted at a stage lower than 16th stage, he shall continue to be paid the same Transport Allowance of ₹470/- per month.

Note:

(i) All permanent part time employees including those on probation and drawing scale wages shall be paid transport allowance on pro rata basis as under:

Upto 15 years of service	-	Pro rata @₹425/- per month
Above 15 years of service	-	Pro rata @₹470/- per month

(ii) This provision by itself will not preclude the payment of any existing allowance of this nature paid as a result of Government guidelines/bank level settlements.

11. Special Pay

In modification of Clause 11 of the Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012:

(i) The Special Pay payable to the clerical staff and subordinate staff in banks other than State Bank of India, shall be as mentioned under Part-A in Schedule II to this Settlement.

(ii) In all other aspects, the general rules and provisions contained in Chapter V of the Bipartite Settlement dated 19th October 1966 relating to special pay carrying posts, as modified from time-to-time, shall continue to apply.

(iii) With effect from 1st November 2012, Graduation Pay and Professional Qualification Pay payable to the clerical staff in banks shall be as mentioned in Part B of Schedule II to this Settlement.

(iv) The Special Pay, Graduation Pay and Professional Qualification Pay as mentioned in Part B of Schedule II shall rank for superannuation benefits.

(v) The rates of Special Pay and the duties of Special Pay carrying posts for workmen staff in State Bank of India may be reviewed and settled at the bank level.

(vi) In reiteration of sub-clause (xv) of Clause 11 of the Bipartite Settlement dated 27th April 2010, a member of the non-subordinate cadre acquiring a Graduate/National Diploma in Commerce or JAIIB/CAIIB (either or both parts) qualification/s at a time when he/she does not have the requisite number of increments in the scale to be earned as advance increments shall in the first instance be released

increments for such qualification(s) acquired to the extent available in the scale and in lieu of the remaining increments(s) not available for being so released as advance increments be granted / released the first installment of Graduation Pay or PQP, as the case may be. Release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided that in the case of an employee acquiring such qualifications after reaching the maximum of the scale of pay, he shall be granted from the date of acquiring such qualification the first installment of Graduation Pay or PQP, as the case may be and the release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided further that in case where the non-subordinate employee as on the date of this Settlement, has already acquired JAIIB (Part-I) or CAIIB (Part-II)/ Graduation after reaching maximum of the scale of Pay (in case of JAIIB/ CAIIB/ Graduation) or after reaching 19th stage of scale of Pay (in case of CAIIB/Graduation), and has not earned increment(s), otherwise entitled on account of acquiring such qualification, when there were no increments to provide in the scale of pay of those employees, the stagnation increment in such cases may be advanced by one year or two years as the case may be.

12. **Hill and Fuel Allowance**

In partial modification of Clause 12 of the Bipartite Settlement dated 27th April 2010, the Hill and Fuel Allowance shall be payable at the following rates with effect from 1st November 2012:

a.	At places situated at a height of 3000 metres and above	8% of pay (Max. ₹1500/-p.m.)
b.	At places situated at a height of and over 1500 metres but below 3000 metres	4% of pay (Max. ₹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. ₹500/-p.m.)

Note: All other existing provisions shall remain unchanged.

13. Fixed Personal Pay

In partial modification of Clause XIV of Bipartite Settlement dated 29th October 1993, Clause 13 of Bipartite Settlement dated 27th March 2000, Clause 13 of the Bipartite Settlement dated 2nd June 2005 and Clause 13 of Bipartite Settlement dated 27th April 2010, the Fixed Personal Pay shall be revised with effect from 1st November 2012 as per Schedule III.

Note : Only employees who were in the service of the bank on or before 1st November 1993 will be eligible for FPP, one year after reaching the maximum scale of pay, they are placed in.

14. Payment of Overtime Allowance

The overtime allowance paid to the employees for the overtime work performed uptil the date of this settlement shall not be recalculated on account of this Settlement.

15. Pension (including State Bank of India)

With effect from 1st November 2012, the Pay as defined under Clause 6 of this Settlement and drawn by the employees 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: Employees 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.

15(A). Pension for Part-time Employees

With effect from 1st November 2012, for the purpose of calculating the amount of pension in respect of permanent part time employees in scale wages who are covered by the Pension Scheme, their actual service shall be reckoned for qualifying service and not pro rata. The actual service/qualifying service shall be calculated from the date of recruitment/appointment as permanent part time employee in scale wages or from 1st September 1978 whichever is later.

15(B). Dearness Relief on Pension

With effect from 1st November, 2012, in respect of employees who retired or died while in service on or after 1st November, 2012, Dearness Relief shall be payable at 0.10 % of the Basic Pension or Family Pension or Invalid Pension or compassionate allowance as the case may be. Dearness Relief in the above manner shall be paid half yearly for every rise or fall of 4 points over 4440 points in the quarterly average of the All India Consumer Price Index for industrial workers in the series 1960=100.

16. Provident Fund

It is reiterated that -

(a) The employees who are presently covered under the Pension Scheme shall continue to contribute 10% of the Pay towards Provident Fund, but there shall be no matching contribution.

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

(c) Employees who are presently covered under Contributory Provident Fund Scheme and have not opted for Pension Scheme under the Settlement dated 27th April 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

17. Medical Aid

In partial modification of Clause 17 of the Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012, the reimbursement of medical expenses under medical aid scheme shall be restricted to an amount of ₹2200 /- per annum.

For the year 2012, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2012.

18. Definition of 'Family':

In substitution of Clause 18 of the Bipartite Settlement dated 27th April 2010, for the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean -

(i) 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.

(ii) 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 employee.

(iii) A married female employee may include her natural / legal 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.

19. Leave Fare Concession

(i) In modification of Paragraph 19 of Bipartite Settlement dated 27th April 2010, with effect from the date of this Settlement, leave fare concession payable will be the actual return railway fare or steamer fare incurred by the workman and members of his family subject to the following:

a) For availment of leave fare concession under a 2 year block for visit to any place within India, the maximum permissible distance shall be 2500 kms. (one way), for the subordinate staff and 2000 kms. (one way) for non-subordinate staff.

b) For availment of leave fare concession under a 4 year block for visit to any place in India, the maximum permissible distance shall be 5000 kms. (one way) for subordinate staff and 4000 kms. (one way) for non-subordinate staff.

(ii) With the effect from 1st June 2015, the class of fare to which the workman and the members of his family would be entitled, shall be as follows:

Subordinate Staff :
AC III Tier for the journey by mail/express train.
By Steamer – II Class Cabin

Non-subordinate Staff :
II AC for the journey by mail/express train.
By Steamer – I Class Cabin

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

Provided further that where the non-subordinate employee and / or members of his family undertake travel by air either to his place of domicile or to any other place for rest and recuperation within India, he shall be entitled to be

reimbursed the actual air fare so incurred or the II AC class fare by train by a direct route in case of travel to place of domicile or to the extent of the maximum admissible distance in case of travel to any other place for rest and recuperation, during the two year/four year block respectively, whichever is less.

(iii) An employee and/or members of his family, when availing leave fare concession may undertake travel by any mode of surface transport between places and the employee will be eligible to claim in respect of such journey his actual expenditure or the notional train fare by the entitled class for the admissible distance, whichever is less, within his overall entitlement.

For the purpose of this sub-clause, travel by any approved mode of surface transport would mean such travel undertaken through any public transport or transport (including taxi) operated by agencies / tour operators approved by appropriate Government authorities or motorcar owned by the employee with permission of the Bank.

(iv) By exercising an option anytime during a block of 2 years or 4 years, as the case may be, an employee can either undertake travel availing of leave fare concession and claim reimbursement upto his entitlement or to encash the facility for the concerned block. The option so exercised shall be irrevocable for the block concerned. On opting to encash the facility, he will be entitled to receive a lump sum equivalent to notional train fare for the admissible distance (depending on a 2 year or 4 year block) by the entitled class, subject to deduction of admissible tax at source. Leave Fare Concession for travel to place of domicile is not encashable. An employee opting to encash his LFC shall prefer the claim for himself and his 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 LFC.

(v) All employees will be given an opportunity to exercise an option within 90 days from the date of this Settlement to avail LFC under two years/four years block as the case may be. If no option is exercised within the stipulated period, the earlier option will continue to be operative.

20. Hospitalisation (other than SBI)

In substitution of Clause 20 of the Bipartite Settlement dated 27th April 2010, the reimbursement of hospital expenses shall be as per the Medical Insurance Scheme detailed in Schedule IV to this Settlement.

21. Compensation on Transfer

In supersession of Clause 22 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, compensation on transfer, shall be as under:-

An employee on transfer shall be paid the cost actually incurred for transporting his personal effects, as under:

By Train:

	Non Sub-staff	**Sub-staff**
a. For married persons	3000 kg.	2000 kg.
b. For unmarried persons	2000 kg.	1150 kg.

By Road: 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.

22. Compensation for losses due to breakage or damage to goods on Transfer

In modification of Clause 23 of Bipartite Settlement dated 27th April 2010, with effect from the 1st June 2015, compensation on transfer, shall be as under:-

a. Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum of:

Clerical Staff	:	₹1,500/-
Subordinate Staff	:	₹1,000/-

b. Where no receipts/statement of loss are produced, a lumpsum payment of:

Clerical Staff	:	₹1,000/-
Subordinate Staff	:	₹750/-

23. Halting Allowance

In modification of Clause 24 of the Bipartite Settlement dated 27th April 2010 , with effect from 1st June 2015, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

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

24. Washing Allowance

In supersession of Clause 25 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, washing allowance shall be payable at ₹150/- p.m., where the washing of livery is not arranged by the bank.

25. Cycle Allowance

In supersession of Clause 26 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, cycle allowance is payable to the members of the subordinate staff who are required to use a cycle on regular assignment for outdoor duties at ₹100/- p.m. at all centers.

Cycle allowance would not be paid to workman member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

26. Split Duty Allowance

In partial modification of Clause 27 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, Split Duty Allowance shall be payable at all centers at ₹150/- p.m.

27. Project Area Compensatory Allowance

In partial modification of Clause 28 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, workmen in project areas shall be paid project area compensatory allowance as under :

Project Area Group 'A'	Project Area Group 'B'
Clerical Staff – ₹250/-p.m.	Clerical Staff – ₹200/- p.m.
Sub-Staff - ₹200/- p.m.	Sub-Staff - ₹175/- p.m.

28. Special Area Allowance

In partial modification of Clause 29 of Bipartite Settlement dated 27th April 2010, in view of revision in 'Pay Scale', w.e.f. 1st November 2012, the Pay referred to under Columns (3) and (4) of Schedule VI of Bipartite Settlement dated 27.4.2010, shall be read as ₹24,000/- instead of 14,700/-, the rates, other details and conditions remaining unchanged.

29. Reimbursement of expenses on Road Travel

In substitution of Clause 31 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st June 2015, where an employee has to travel on duty / LFC between two places he shall be reimbursed actual road mileage cost or at ₹6/- per k.m., whichever is less.

30. Privilege Leave

In partial modification to Clause 13.20 of Bipartite Settlement dated 19.10.1966 (other than State Bank of India) and para 7.20 of Settlement dated 31st March 1967 (in case of State Bank of India), an employee other than a member of the Executive Committee of a registered trade union of the employees of the Bank shall not be entitled to take privilege leave on more than four occasions in a calendar year.

Where however, the reasons for the request by an employee for leave on more than four occasions in a year are adequate and genuine and it is not administratively inconvenient, such leave may be granted.

Privilege Leave should be applied not less than 15 days before the proposed date of commencement of such leave.

In partial modification to Clause 8 of Bipartite Settlement dated 29.6.1990, Privilege Leave accruing to an employee on or after the date of this settlement, shall be allowed to be accumulated beyond 240 days up to a maximum of 270 days. However, encashment of privilege leave shall be restricted up to a maximum of 240 days.

31. Maternity Leave

Clause 30 of Bipartite Settlement dated 27th April 2010 shall be substituted by the following:

(a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee 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 employee 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 permanent part-time employees are also eligible for grant of leave for adoption of a child.

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

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

32. **Paternity Leave**

With effect from the 1st June 2015, male 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 may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

33. Casual Leave

In supersession of Clause 13.22 of Bipartite Settlement dated 19.10.1966 (in case of State Bank of India, Clause 7.22 of the Settlement dated 31st March 1967), an employee shall be entitled to Casual Leave upto a maximum of 12 days in each calendar year, provided that not more than 4 days may be taken continuously. It is reiterated that holidays and weekly offs prefixing/suffixing or falling within the period of Casual Leave will not be treated as part of Casual Leave.

34. Sick Leave

In partial modification to Clause 27 of Bipartite Settlement dated 27.3.2000, 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.

35. Special Sick Leave

With effect from the 1st June 2015, 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.

36. Extraordinary Leave

In partial modification of Clause 13.34 of Settlement dated 19th October 1966, (in case of State Bank of India, Clause 7.34 of Agreement dated 31st March 1967) in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion and upto a maximum of 24 months during the entire period of an employees' service.

37. Joining Time

It is agreed by and between the parties that with effect from the date of the Settlement, joining time of six days allowable under Para 511 of Sastry Award may be granted either immediately after relieving or within three months after joining the new place of posting.

38. Holidays

In terms of understanding dated 23rd February 2015 reached between IBA and Workmen Unions, 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.

39. Special provision for State Bank of India

Special compensatory provisions in respect of State Bank of India as in bank level settlements may be reviewed and settled at bank level.

40. Implementation

The various provisions of this Settlement shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating therefrom shall be given effect to within a period of 90 days from the date of this Settlement.

		With effect from
1.	Scales of Pay: As per Clause 4	1st November 2012
2.	Dearness Allowance, Professional Qualification Pay/ Graduation Pay, House Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill & Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Compensatory Allowance	1st November 2012
3.	Stagnation Increment - 8th	1st May 2015
4.	Special Allowance	1st November 2012
5.	Special Pay	1st November 2012

6.	Halting Allowance, Washing Allowance, Compensation on Transfer, Compensation for losses due to breakage of damage to goods on transfer, Reimbursement of Expenses on Road Travel	1st June 2015
7.	LFC, Definition of Family, Amendments in PL, Sick Leave, Casual Leave, Extraordinary Leave	1st June 2015
8.	Accumulation of PL up to 270 days	1st June 2015
9.	Paternity Leave	1st June 2015
10.	Special Sick Leave	1st June 2015
11.	Maternity Leave , Joining Time	25th May 2015

41. Date of Effect and Operation

i. This Settlement shall be binding on the parties for five years from 1st November 2012.

ii. The terms and conditions hereof shall continue to govern and bind the parties even thereafter until the Settlement is terminated by either party giving to the other a statutory notice as prescribed in law for the time being in force.

iii. The Bank Karmachari Sena Mahasangh (BKSM) and the National Union of Bank Employees (NUBE) on behalf of the workmen agree that during the operation of this Settlement, the workmen will not for any reason whatsoever, raise any demand of any nature whatsoever on any of the banks in respect of matters, monetary or otherwise, covered by this Memorandum of Settlement.

iv. Copies of the Memorandum of Settlement will be jointly forwarded by the parties to the authorities listed in Rule 58 of the Industrial Disputes (Central) Rules, 1957 so that terms and conditions thereof are binding on the parties as provided in law.

42. Interpretation

If there is any difference of opinion regarding interpretation of any of the provision of this Settlement the matter will be taken up only at the level of the Indian Banks' Association, the Bank Karmachari Sena Mahasangh (BKSM) and the National Union of Bank Employees (NUBE) for discussion and settlement.

Dated: 25th May 2015

Indian Banks' Association	Bank Karmachari Sena Mahasangh
T M Bhasin	Anil Desai
Ashwani Kumar	Rajan Tulaskar
Animesh Chauhan	Nitin Rege
Shyam Srinivasan	Rajesh Matkari
Ashwini Mehra	Deepak Bhosale

M V Tanksale

Chintaman Dalvi

K Unnikrishnan

National Union of Bank Employees

K S Chauhan

L Balasubramanian

R Parthasarathy

Dilip Kumar Chatterjee

Chittaranjan Mondal

WITNESSES

W Ferreira

Rashmi P Patwardhan

Vilas Ghugare

Vinod Nikam

Naresh S Bodalia

Tapan Roy

CC TO: 1. Assistant Labour Commissioner (Central)
2. Regional Labour Commissioner (Central)
3. Chief Labour Commissioner (Central), New Delhi
4. The Secretary to the Government of India,
Ministry of Labour, New Delhi.

SCHEDULE - I

LIST OF BANKS TO BIPARTITE SETTLEMENT

1. Allahabad Bank
2. Andhra Bank
3. Bank of Baroda
4. Bank of India
5. Bank of Maharashtra
6. Canara Bank
7. Central Bank of India
8. Corporation Bank
9. Dena Bank
10. Indian Bank
11. Indian Overseas Bank
12. Oriental Bank of Commerce
13. Punjab & Sind Bank
14. Punjab National Bank
15. Syndicate Bank
16. UCO Bank
17. Union Bank of India
18. United Bank of India
19. Vijaya Bank
20. State Bank of India
21. State Bank of Bikaner & Jaipur
22. State Bank of Hyderabad
23. State Bank of Mysore
24. State Bank of Patiala
25. State Bank of Travancore
26. The Catholic Syrian Bank Ltd.
27. The Dhanalakshmi Bank Ltd.
28. The Federal Bank Ltd.

29. ING Vysya Bank Ltd. (now Kotak Mahindra Bank Ltd.)
30. The Jammu & Kashmir Bank Ltd.
31. The Karnataka Bank Ltd.
32. The Karur Vysya Bank Ltd.
33. The Lakshmi Vilas Bank Ltd.
34. The Nainital Bank Ltd.
35. Ratnakar Bank Ltd.
36. The South Indian Bank Ltd.
37. The Bank of Tokyo-Mitsubishi UFJ, Ltd.
38. BNP Paribas
39. Citibank, N.A.
40. The Hongkong & Shanghai Banking Corporation Ltd.
41. The Royal Bank of Scotland, N.V.
42. Sonali Bank
43. Standard Chartered Bank

SCHEDULE - II

PART A
SPECIAL PAY

For Clerical Staff (w.e.f. 1.12.2012)

Sr. No.	Post	Special Pay (₹)
1.	Single Window Operator 'B'	820
2.	Head Cashier - II	1280
3.	Special Assistant	1930

For Subordinate Staff (w.e.f. 1.12.2012)

Sr. No.	Post	Special Pay (₹)
1.	Armed Guard	390
2.	Bill Collector	390
3.	Daftary	560
4.	Head Peon	740
5.	Electrician	2040
6.	AC Plant Operator	2040
7.	Driver	2370
8.	Head Messenger in IOB	1630

SCHEDULE - II

PART B

GRADUATION PAY/ PROFESSIONAL QUALIFICATION PAY

For those workmen who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of educational qualification(s), Graduation Pay/ Professional Qualification Pay shall be payable as under:

1. Those who are graduates and/or NDC -
   ₹410/- p.m. after they complete 1 year
   ₹800/- p.m. after they complete 2 years

2. Those who have passed JAIIB or Part I of CAIB/CAIIB-
   ₹410/- p.m. after they complete 1 year

3. Those who have passed JAIIB and CAIIB or Both Parts of CAIB/CAIIB -
   ₹410/- p.m. after they complete 1 year
   ₹800/- p.m. after they complete 2 years
   ₹1210/- p.m. after they complete 3 years

4. Those who are graduates/NDC and have passed JAIIB or Part I of CAIB/CAIIB –
   ₹410/- p.m. after they complete 1 year
   ₹800/- p.m. after they complete 2 years
   ₹1210/- p.m. after they complete 3 years

5. Those who are graduates/NDC and have passed JAIIB or Both Parts of CAIB/CAIIB –

   ₹410/- p.m. after they complete 1 year
   ₹800/- p.m. after they complete 2 years
   ₹1210/- p.m. after they complete 3 years
   ₹1620/- p.m. after they complete 4 years
   ₹2010/- p.m. after they complete 5 years.
   Note: Refer to Clause 11 of this Settlement

SCHEDULE - III

FIXED PERSONAL PAY

Area of Posting	Total FPP payable where bank's accommodation is not provided	Total FPP payable where bank's accommodation is provided	Increment Component of FPP
(1)	(2)	(3)	(4)
CLERICAL STAFF			
(i) Places with population of more than 45 lakhs	1585	1450	1310
(ii) Places with population of 12 lakhs and above including State of Goa	1570	1450	1310
(iii) Other places not covered in (i) and (ii) above	1550	1450	1310
SUBORDINATE STAFF			
(i) Places with population of more than 45 lakhs	790	730	655
(ii) Places with population of 12 lakhs and above including State of Goa	790	730	655
(iii) Other places not covered in (i) and (ii) above	780	730	655

SCHEDULE IV

SCHEDULE FOR REIMBURSEMENT OF HOSPITALISATION EXPENSES

MEDCIAL INSURANCE SCHEME

Having regard to the need to extend better coverage and reimbursement of hospitalization and medical expenses incurred by the officers / employees/dependent family members, the demand for full reimbursement of expenses connected with hospitalisation and medical treatment including domiciliary hospitalization and domiciliary treatment was discussed by and between the parties and a new scheme for reimbursement of medical expenses has been formulated.

The salient feature of the Scheme is as under:

The scheme shall cover expenses of the officers / employees and dependent family members in cases he/she shall contract any disease or suffer from any illness (hereinafter called DISEASE) or sustain any bodily injury through accident (hereinafter called INJURY) and if such disease or injury shall require any employee/ dependent family member, upon the advice of a duly qualified Physician/Medical Specialist/Medical practitioner (hereinafter called MEDICAL PRACTITIONER) or of a duly qualified Surgeon (hereinafter called SURGEON) to incur hospitalization/ domiciliary hospitalization and domiciliary treatment expenses as defined in the Scheme, for medical/surgical treatment at any Nursing Home/ Hospital / Clinic (for domiciliary treatment)/ Day care Centre which are registered with the local bodies in India as herein defined (hereinafter called HOSPITAL) as an inpatient or otherwise as specified as per the scheme.

The Scheme covers Employee + Spouse + Dependent Children + any two of the dependent Parents /Parents-in-law.

- No age limit for dependent children (including step children and legally adopted children).

- A child would be considered dependent if his/her monthly income does not exceed ₹10,000/- per month;
- Widowed Daughter and dependent divorced / separated daughters, sisters including unmarried / divorced / abandoned or separated from husband/ widowed sisters and Crippled Child shall be considered shall be considered as dependent for the purpose of this policy.
- Physically challenged Brother / Sister with 40% or more disability shall also be covered as Dependent.
- No Age Limits for Dependent Parents. Any two, i.e. either dependent parents or parents-in-law will be covered as dependent.
- Parents would be considered dependent if their monthly income does not exceed ₹10,000/- per month or as revised by Indian Banks' Association in due course, and wholly dependent on the employee as defined in this scheme.

All the existing permanent officers / employees of the Banks which are parties to this Settlement shall be covered by this Scheme from the date of introduction/implementation of this Scheme. All New Officers / employees shall be covered from the date of joining as per their appointment in the bank.

Till the new scheme is made effective and gets implemented, the existing provisions as per Bipartite Settlement/ Joint Note dated 27.4.2010 will continue to operate.

The new Scheme as applicable to the officers/ employees in service would be continued beyond their retirement/superannuation/resignation, etc. subject to payment of stipulated premium by them.

The new Scheme would also cover the existing retired officers/ employees of the Banks and dependent spouse subject to payment of stipulated premium by them.

In the event of any claim becoming admissible under this scheme, the Bank will reimburse the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such employee.

Reimbursement shall cover Room and Boarding expenses as provided by the Hospital/Nursing Home not exceeding ₹5000 per day or the actual amount whichever is less. Intensive Care Unit (ICU) expenses not exceeding ₹7500/- per day or actual amount whichever is less. Surgeon, team of surgeons, Assistant surgeon, Anaesthetist, Medical Practitioner, Consultants, Specialists Fees, Nursing Charges, Service Charges, IV Administration Charges, Nebulization Charges, RMO charges, Anaesthetic, Blood, Oxygen, Operation Theatre Charges, surgical appliances, OT consumables, Medicines &

Drugs, Dialysis, Chemotherapy, Radiotherapy, Cost of Artificial Limbs, cost of prosthetic devices implanted during surgical procedure like pacemaker, defibrillator, ventilator, orthopaedic implants, Cochlear Implant, any other implant, Intra-Occular Lenses, infra cardiac valve replacements, vascular stents, any other valve replacement, laboratory/ diagnostic tests, X-ray CT Scan, MRI, any other scan, scopies and such similar expenses that are medically necessary or incurred during hospitalization as per the advice of the attending doctor.

Hospitalization expenses (excluding cost of organ) incurred on donor in respect of organ transplant to officers/ employee/dependent would also be covered for reimbursement.

Pre and Post Hospitalization expenses payable in respect of each hospitalization shall be the actual expenses incurred subject to 30 days prior to hospitalization and 90 days after discharge.

Alternative systems of treatments other than treatment under Allopathy or modern medicine shall include Ayurveda, Unani, Siddha, Homeopathy and Naturopathy in the Indian context, for Hospitalization and Domiciliary treatment.

CASHLESS FACILITY: The scheme also includes the benefit of cashless treatment facility in hospitals under a scheme worked by the Banks and the hospitals under a common insurance scheme.

CONTRIBUTION: The officers / employees shall not be required to share the cost of such benefits under the new scheme. However, in the case of officers / employees retiring from the Banks after the scheme is introduced and those who are already retired from the services of the banks and who opt to avail the benefits of the scheme, the amount of contribution by such persons shall be decided at the respective Bank level.

Day care Treatments shall be covered under the scheme and would refer to medical treatment and or surgical procedure which is

i. undertaken under general or local anaesthesia in a hospital/day care centre in less than a day because of technological advancement, and

ii. which would have otherwise required hospitalisation of more than a day. Treatment normally taken on an out patient basis is not included in the scope of this definition.

DOMICILIARY HOSPITALIZATION: Domiciliary Hospitalization shall be covered under this scheme and would mean medical treatment for an illness/disease/injury which in

the normal course would require care and treatment at a hospital but is actually taken while confined at home under any of the following circumstances :

a) The condition of the patient is such that he/she is not in a condition to be removed to a hospital or

b) the patient takes treatment at home on account of non-availability of room in a hospital.

DOMICILIARY TREATMENT shall also be covered under this scheme i.e. treatment taken for specified diseases which may or may not require hospitalization as mentioned herein below.

Domiciliary Hospitalization / Domiciliary Treatment : Medical expenses incurred in case of the following diseases which need Domiciliary Hospitalization /domiciliary treatment as may be certified by the recognized hospital authorities and bank's 'medical officer shall be deemed as hospitalization expenses and reimbursed to the extent of 100%.

Cancer, Leukemia, Thalassemia, Tuberculosis, Paralysis, Cardiac Ailments , Pleurisy , Leprosy, Kidney Ailment, All Seizure disorders, Parkinson's diseases, Psychiatric disorder including schizophrenia and psychotherapy, Diabetes and its complications, hypertension, Asthma, Hepatitis –B, Hepatitis - C, Hemophilia, Myasthenia gravis, Wilson's disease, Ulcerative Colitis, Epidermolysis bullosa, Venous Thrombosis (not caused by smoking) Aplastic Anaemia, Psoriasis, Third Degree burns, Arthritis, Hypothyroidism, Hyperthyroidism, expenses incurred on radiotherapy and chemotherapy in the treatment of cancer and leukemia, 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 asthamaticus, sequalea of meningitis, osteoporosis, muscular dystrophies, sleep apnea syndrome(not related to obesity), any organ related (chronic) condition, sickle cell disease, systemic lupus erythematous (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 shall be considered for reimbursement under domiciliary treatment.

The cost of medicines, investigations, and consultations, etc.in respect of domiciliary treatment shall be reimbursed for the period stated by the specialist in Prescription. If no period stated, the prescription for the purpose of reimbursement shall be valid for a period not exceeding 90 days.

HOSPITAL / NURSING HOME: A Hospital under this scheme would mean any institution established for in-patient care and day care treatment of illness and/or injuries and which has been registered as a Hospital with the local authorities under the Clinical establishments (Registration and Regulation) Act, 2010 or under the enactments specified under the Schedule of Section 56(1) of the said Act OR complies with all minimum criteria as under:

- Has qualified nursing staff under its employment round the clock.
- Has at least 10 in-patient beds in towns having a population of less than 10 lacs and at least 15 in-patient beds in all other places;
- Has qualified medical practitioner(s) in charge, round the clock;
- Has a fully equipped Operation Theatre of its own where surgical procedures are carried out;
- Maintains daily records of patients and makes these accessible to the insurance company's authorized personnel.

This clause will however be relaxed in areas where it is difficult to find such hospitals. The term ' Hospital / Nursing Home ' shall not include an establishment which is a place of rest, a place for the aged, a place for drug-addicts or place for alcoholics, a hotel or a similar place.

HOSPITALIZATION: Hospitalization would mean admission in a Hospital/ Nursing Home for a minimum period of 24 consecutive hours of inpatient care except for specified procedures/treatments, where such admission could be for a period of less than a day,

ID CARD: In terms of the scheme arrived at between the Banks and insurance companies, ID Cards would be issued to all the officers / employees/ dependent family members/retired officers / employees/their dependents for the purpose of availing cashless facility in network hospitals.

PRE-EXISTING DISEASE: Pre Existing Diseases would be covered for reimbursement under this scheme.

PRE-HOSPITALISATION MEDICAL EXPENSES: Medical expenses incurred immediately 30 days before the insured person is hospitalized will be considered as part of a claim provided that such medical expenses are incurred for the same condition for which the insured person's hospitalization was required.

POST HOSPITALISATION MEDICAL EXPENSES: Relevant medical expenses incurred immediately 90 days after the employee/ dependent/ retirement employee is discharged from the hospital provided that such medical expenses are incurred for the same condition for which the Insured Person's Hospitalization was required.

Additional Ex-Gratia for Critical Illness : In addition to the reimbursement covered under this scheme, officers / employees (only officers / employees and not their dependents or retired officers / employees) shall be provided additional ex gratia of ₹ 1,00,000/- . In case an employee contracts a Critical Illness as listed below, the sum of ₹1,00,000/- shall be paid. This benefit shall be provided on first detection/diagnosis of the Critical Illness.

- Cancer including Leukemia
- Stroke
- Paralysis
- By Pass Surgery
- Major Organ Transplant/Bone marrow transplantation
- End Stage Liver Disease
- Heart Attack
- Kidney Failure
- Heart Valve Replacement Surgery

Hospitalization is not required to claim this benefit.

Expenses on Hospitalization for minimum period of a day are admissible. However, this time limit shall not be applied to specific treatments, such as:

1	Adenoidectomy	19	Haemo dialysis
2	Appendectomy	20	Fissurectomy / Fistulectomy
3	Auroplasty not Cosmetic in nature	21	Mastoidectomy
4	Coronary angiography /Renal	22	Hydrocele
5	Coronary angioplasty	23	Hysterectomy
6	Dental surgery	24	Inguinal/ventral/umbilical/femoral hernia
7	D&C	25	Parenteral chemotherapy
8	Excision of cyst/granuloma/lump/tumor	26	Polypectomy
9	Eye surgery	27	Septoplasty
10	Fracture including hairline fracture /dislocation	28	Piles/ fistula
11	Radiotherapy	29	Prostate surgeries
12	Chemotherapy including parental chemotherapy	30	Sinusitis surgeries

13	Lithotripsy	31	Tonsillectomy
14	Incision and drainage of abscess	32	Liver aspiration
15	Varicocelectomy	33	Sclerotherapy
16	Wound suturing	34	Varicose Vein Ligation
17	FESS	35	All scopies along with biopsies
18	Operations/Micro surgical operations on the nose, middle ear/internal ear, tongue, mouth, face, tonsils & adenoids, salivary glands & salivary ducts, breast, skin & subcutaneous tissues, digestive tract, female/male sexual organs.	36 37	Lumbar puncture Ascitic Pleural tapping

This condition will also not apply in case of stay in hospital of less than a day provided the treatment is undertaken under General or Local Anesthesia in a hospital / day care centre in less than a day because of technological advancement and which would have otherwise required hospitalization of more than a day.

MATERNITY EXPENSES BENEFIT EXTENSION : Hospitalization expenses in respect of the new born child can be covered within the Mother's Maternity expenses. The maximum benefit allowable under this clause will be up to ₹ 50000/- for normal delivery and-₹ 75,000/- for Caesarean Section.

Baby Day one Cover: New born baby is covered from day one. All expenses incurred on the new born baby during maternity will be covered in addition to the maternity limit and up to Rs, 20,000/-.

Ambulance Charges: Ambulance charges are payable up to Rs 2500/- per trip to hospital and / or transfer to another hospital or transfer from hospital to home if medically advised. Taxi and Auto expenses in actual maximum up to Rs750/- per trip will also be reimbursable.

Ambulance charges actually incurred on transfer from one center to another center due to Non availability of medical services/ medical complication shall be payable in full.

Congenital Anomalies: Expenses for Treatment of Congenital Internal / External diseases, defects anomalies are covered under the scheme.

Psychiatric diseases: Expenses for treatment of psychiatric and psychosomatic diseases shall be payable with or without hospitalization.

Advanced Medical Treatment: All new kinds of approved advanced medical procedures for e.g. laser surgery, stem cell therapy for treatment of a disease is payable on hospitalization /day care surgery.

Treatment taken for Accidents can be payable even on OPD basis in Hospital.

Taxes and other Charges : All Taxes , Surcharges , Service Charges , Registration charges, Admission Charges , Nursing , and Administration charges to be payable.

Charges for diapers and sanitary pads are payable,if necessary, as part of the treatment.

Charges for Hiring a nurse / attendant during hospitalization will be payable only in case of recommendation from the treating doctor in case ICU / CCU, Neo natal nursing care or any other case where the patient is critical and requiring special care.

Treatment for Genetic Disorder and stem cell therapy shall be covered under the scheme.

Treatment for Age related Macular Degeneration (ARMD), treatment such as Rotational Field Quantum magnetic Resonance (RFQMR), Enhanced External Counter Pulsation (EECP), etc. are covered under the scheme. Treatment for all neurological/ macular degenerative disorders shall be covered under the scheme.

Rental Charges for External and or durable Medical equipment of any kind used for diagnosis and or treatment including CPAP, CAPD, Bi-PAP, Infusion pump etc. will be covered under the scheme. However purchase of the above equipment to be subsequently used at home in exceptional cases on medical advice shall be covered.

Ambulatory devices i.e., walker, crutches, Belts, Collars, Caps, Splints, Slings, Braces, Stockings, elastocrepe bandages, external orthopaedic pads, sub cutaneous insulin pump, Diabetic foot wear, Glucometer (including Glucose Test Strips)/ Nebulizer/ prosthetic devise/ Thermometer, alpha / water bed and similar related items etc., will be covered under the scheme.

Physiotherapy charges: Physiotherapy charges shall be covered for the period specified by the Medical Practitioner even if taken at home.

While reimbursement to the officers / employees shall be made by the Banks as hitherto, the Scheme shall be administered by the Banks through a scheme worked out between IBA/Banks and Insurance companies and officers / employees would in no way be directly bound by the terms and conditions of such scheme or arrangements.

However, for the purpose of clarity and information, the details of the Scheme worked out between IBA/Banks and insurance companies is appended herein as **Appendix I & II.**

The above stated scheme would not supersede the continuation of any bank-level arrangement or scheme providing for reimbursement of medical expenses, which is not covered herein, that may be in operation in any Bank.

Appendix I

Medical Scheme for the Officers/ Employees of IBA Member Banks, parties to the Bipartite Settlement/ Joint Note dated 25th May 2015 in lieu of the Existing Hospitalization Scheme

The scheme covers expenses of the officers / employees and dependent in cases he/she shall contract any disease or suffer from any illness (hereinafter called DISEASE) or sustain any bodily injury through accident (hereinafter called INJURY) and if such disease or injury shall require any such insured Person, upon the advice of a duly qualified Physician/Medical Specialist/Medical practitioner (hereinafter called MEDICAL PRACTITIONER) or of a duly qualified Surgeon (hereinafter called SURGEON) to incur hospitalization/domiciliary hospitalization and domiciliary treatment expenses as defined in the Scheme, for medical/surgical treatment at any Nursing Home/Hospital / Clinic (for domiciliary treatment)/ Day care Centre which are registered with the local bodies, in India as herein defined (hereinafter called HOSPITAL) as an inpatient or otherwise as specified as per the scheme, to the extent of the sum insured + Corporate buffer.

1.1. The Scheme Covers Employee + Spouse + Dependent Children + 2 dependent Parents /parents-in-law.

- No age limit for dependent children. (including step children and legally adopted children) A child would be considered dependent if their monthly income does not exceed Rs. 10,000/- per month; which is at present, or revised by Indian Banks' Association in due course. Widowed Daughter and dependant divorced / separated daughters, sisters including unmarried / divorced / abandoned or separated from husband/ widowed sisters and Crippled Child shall be considered as dependent for the purpose of this policy. Physically challenged Brother / Sister with 40% or more disability.

- No Age Limits for Dependent Parents. Either Dependent Parents or parents-in-law will be covered. Parents would be considered dependent if their monthly income does not exceed Rs. 10,000/- per month, which is at present, or revised by Indian Banks' Association in due course, and wholly dependent on the employee as defined in this scheme.

(The definition of family shall undergo a change as decided in due course in the negotiations)

1.2.1 All New Officers / employees to be covered from the date of joining as per their appointment letter. For additions /deletions during policy period, premium to be charged /refunded on pro rata basis.

1.2.2 Continuity benefits coverage to officers / employees on retirement and also to the Retired Officers / employees, who may be inducted in the Scheme.

1.3 Sum Insured: Hospitalization and Domiciliary Treatment coverage as defined in the scheme per annum

Officers : Rs.400000
Clerical Staff : Rs.300000
Sub Staff : Rs.300000

Change in sum insured after commencement of policy to be considered in case of promotion of the employee or vice versa.

1.4 Corporate Buffer: Rs. 100,00,00,000/- Corporate buffer may be appropriated as per the premium of the bank. If the Corporate buffer of one bank is exhausted, the remaining amount can be claimed from the unutilized corporate buffer of the other banks. Corporate Buffer can be authorized by the Management, through an Authorized person / Committee as decided by IBA / Bank, and informed directly to the THIRD PARTY ADMINISTRATOR by keeping the Insurance company in the loop.

1.5 In the event of any claim becoming admissible under this scheme, the company will pay through Third Party Administrator to the Hospital / Nursing Home or insured the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such insured but not exceeding the Sum Insured in aggregate mentioned in the schedule hereto.

A. Room and Boarding expenses as provided by the Hospital/Nursing Home not exceeding Rs. 5000 per day or the actual amount whichever is less.

B. Intensive Care Unit (ICU) expenses not exceeding Rs. 7500 per day or actual amount whichever is less.

C. Surgeon, team of surgeons, Assistant surgeon, Anesthetist, Medical Practitioner, Consultants, Specialists Fees.

D. Nursing Charges , Service Charges, IV Administration Charges, Nebulization Charges, RMO charges, Anaesthetic, Blood, Oxygen, Operation Theatre Charges, surgical appliances, OT consumables, Medicines & Drugs, Dialysis, Chemotherapy, Radiotherapy, Cost of Artificial Limbs, cost of prosthetic devices implanted during surgical procedure like pacemaker, Defibrillator, Ventilator, orthopaedic implants, Cochlear Implant, any other implant, Intra-Occular Lenses, , infra cardiac valve replacements, vascular stents, any other valve replacement, laboratory/diagnostic tests, X-ray CT Scan, MRI, any other scan, scopies and such similar expenses that are medically necessary, or incurred during hospitalization as per the advice of the attending doctor.

E. Hospitalization expenses (excluding cost of organ) incurred on donor in respect of organ transplant to the insured.

1.6 Pre and Post Hospitalization expenses payable in respect of each hospitalization shall be the actual expenses incurred subject to 30 days prior to hospitalization and 90 days after discharge.

2. DEFINITIONS:

2.1 ACCIDENT: An accident is a sudden, unforeseen and involuntary event caused resulting in injury -

2.2

A. "Acute condition" – Acute condition is a disease, illness or injury that is likely to respond quickly to treatment which aims to return the person to his or her state of health immediately before suffering the disease/illness/injury which leads to full recovery.

B. "Chronic condition" – A chronic condition is defined as a disease, illness, or injury that has one or more of the following characteristics –

i. It needs ongoing or long-term monitoring through consultations, examinations, check-ups and/or tests –

ii. It needs ongoing or long-term control or relief of symptoms

iii. It requires your rehabilitation or for you to be specially trained to cope with it

iv. It continues indefinitely
v. It comes back or is likely to come back.

2.3 ALTERNATIVE TREATMENTS:

Alternative Treatments are forms of treatment other than treatment "Allopathy" or "modern medicine and includes Ayurveda, unani, siddha homeopathy and Naturopathy in the Indian Context, for Hospitalisation only and Domiciliary for treatment only under ailments mentioned under clause number 3.1

(Ref: 3.4 Alternative Therapy)

2.4 ANY ONE ILLNESS:

Any one illness will be deemed to mean continuous period of illness and it includes relapse within 45 days from the date of last consultation with the Hospital / Nursing Home where treatment has been taken. Occurrence of the same illness after a lapse of 45 days as stated above will be considered as fresh illness for the purpose of this policy.

2.5 CASHLESS FACILITY:

Cashless facility "means a facility extended by the insurer to the insured where the payments, of the cost of treatment undergone by the employee and the dependent family members of the insured in accordance with the policy terms and conditions, or directly made to the network provider by the insurer to the extent pre-authorization approved.

2.6 CONGENITAL ANOMALY:

Congenital Anomaly refers to a condition(s) which is present since birth, and which is abnormal with reference to form, structure or position.

a. Internal Congenital Anomaly which is not in the visible and accessible parts of the body

b. External Congenital Anomaly which is in the visible and accessible parts of the body

2.7 CONDITION PRECEDENT:

Condition Precedent shall mean a policy term or condition upon which the Insurer's liability under the policy is conditional upon.

2.8 CONTRIBUTION:

The Officers / employees will not share the cost of an indemnity claim on a ratable proportion from their personal Insurance Policies.

2.9 DAYCARE CENTRE:

A day care centre means any institution established for day care treatment of illness and/ or injuries or a medical setup within a hospital and which has been registered with the local authorities, wherever applicable, and is under the supervision of a registered and qualified medical practitioner AND must comply with all minimum criteria as under;-

- has qualified nursing staff under its employment
- has all qualified medical practitioner(s) in charge
- has a fully equipped operation theatre of its own where surgical procedures are carried out.
- maintains daily records of patients and will make these accessible to the insurance companies authorised personnel.

2.10 DAY CARE TREATMENT:

Day care Treatment refers to medical treatment and or surgical procedure which is

iii. undertaken under general or local anesthesia in a hospital/day care Centre in less than a day because of technological advancement, and

iv. Which would have otherwise required a hospitalisation of more than a day.

Treatment normally taken on an out patient basis is not included in the scope of this definition.

2.11 DOMICILIARY HOSPITALIZATION:

Domiciliary Hospitalization means medical treatment for an illness/disease/injury which in the normal course would require care and treatment at a hospital but is actually taken while confined at home under any of the following circumstances:

c) The condition of the patient is such that he/she is not in a condition to be removed to a hospital or

d) The patient takes treatment at home on account of non-availability of room in a hospital.

2.12 DOMICILIARY TREATMENT

Treatment taken for specified diseases which may or may not require hospitalization as mentioned in the Scheme under clause Number 3.1

2.13 HOSPITAL / NURSING HOME:

A Hospital means any institution established for in-patient care and day care treatment of illness and/or injuries and which has been registered as a Hospital with the local authorities under the Clinical establishments (Registration and Regulation) Act, 2010 or under the enactments specified under the Schedule of Section 56(1) of the said Act OR complies with all minimum criteria as under

- Has qualified nursing staff under its employment round the clock.
- Has at least 10 in-patient beds in towns having a population of less than 10 lacs and at least 15 in-patient beds in all other places;
- Has qualified medical practitioner(s) in charge round the clock;

- Has a fully equipped Operation Theatre of its own where surgical procedures are carried out;
- Maintains daily records of patients and makes these accessible to the insurance company's authorized personnel.

The term ' Hospital / Nursing Home ' shall not include an establishment which is a place of rest, a place for the aged, a place for drug-addicts or place for alcoholics, a hotel or a similar place.

This clause will however be relaxed in areas where it is difficult to find such hospitals.

2.14 HOSPITALIZATION:

Hospitalization means admission in a Hospital/Nursing Home for a minimum period of 24 consecutive hours of inpatient care except for specified procedures/treatments, where such admission could be for a period of less than a day, as mentioned in clauses 2.9 and 2.10

2.15 ID CARD:

ID Card means the identity card issued to the insured person by the THIRD PARTY ADMINISTRATOR to avail cashless facility in network hospitals.

2.16 ILLNESS:

Illness means a sickness or a disease or pathological condition leading to the impairment of normal physiological function which manifests itself during the policy period and requires medical treatment.

2.17 INJURY:

Injury means accidental physical bodily harm excluding illness or disease which is verified and certified by a medical practitioner.

However all types of Hospitalization is covered under the Scheme.

2.18 IN PATIENT CARE:

In Patient Care means treatment for which the insured person has to stay in a hospital for more than a day for a covered event.

2.19 INTENSIVE CARE UNIT:

Intensive Care Unit means an identified section, ward or wing of a Hospital which is under the constant supervision of a dedicated medical practitioner(s) and which is specially equipped for the continuous monitoring and treatment of patients who are in a critical condition, or require life support facilities and where the level of care and supervision is considerably more sophisticated and intensive than in the ordinary and other wards.

2.20 MATERNITY EXPENSES:

Maternity expenses/treatment shall include:

a) Medical treatment expenses traceable to childbirth (including complicated deliveries and caesarean sections incurred during hospitalization).

b) Expenses towards medical termination of pregnancy during the policy period.

C) Complications on Maternity would be covered up to the Sum Insured plus the Corporate Buffer.

2.21 MEDICAL ADVICE:

Any consultation or advice from a medical practitioner/doctor including the issue of any prescription or repeat prescription.

2.22 MEDICAL EXPENSES:

Medical Expenses means those expenses that an insured person has necessarily and actually incurred for medical treatment on account of illness or accident on the advice of a medical practitioner, as long as these are no more than would have been payable if the insured person had not been insured.

2.23 MEDICALLY NECESSARY:

Medically necessary treatment is defined as any treatment, test, medication or stay in hospital or part of a stay in a hospital which

- is required for the medical management of the illness or injury suffered by the insured;
- must not exceed the level of care necessary to provide safe, adequate and appropriate medical care in scope, duration or intensity;
- must have been prescribed by a medical practitioner;
- must confirm to the professional standards widely accepted in international medical practice or by the medical community in India.

2.24 MEDICAL PRACTITIONER:

Medical Practitioner is a person who holds a valid registration from the Medical Council of any State or Medical Council of India or Council for Indian Medicine or the homeopathy set up by the Government of India or a State Government and is thereby entitled to practice medicine within its jurisdiction; and is acting within the scope and jurisdiction of his license. The term medical practitioner would include physician, specialist and surgeon.

(The Registered practitioner should not be the insured or close family members such as parents, parents-in-law, spouse and children.)

2.25 NETWORK PROVIDER:

Network Provider means hospitals or health care providers enlisted by an insurer or by a Third Party Administrator and insurer together to provide medical services to an insured on payment by a cashless facility.

The list of network hospitals is maintained by and available with the THIRD PARTY ADMINISTRATOR and the same is subject to amendment from time to time.

2.26 NEW BORN BABY:

A new born baby means baby born during the Policy Period aged between one day and 90 days, both days inclusive.

2.27 NON NETWORK :

Any hospital, day care Centre or other provider that is not part of the network.

2.28 NOTIFICATION OF CLAIM

Notification of claim is the process of notifying a claim to the Bank, insurer or Third Party Administrator as well as the address/telephone number to which it should be notified.

2.29 OPD TREATMENT:

OPD Treatment is one in which the insured visits a clinic/hospital or associated facility like a consultation room for diagnosis and treatment based on the advice of medical a practitioner. The insured is not admitted as a day care or in-patient.

2.30 PRE-EXISTING DISEASE:

Pre Existing Disease is any condition, ailment or injury or related condition(s) for which you had signs or symptoms, and/or were diagnosed, and/or received medical advice/treatment, prior to the first policy issued by the insurer.

2.31 PRE – HOSPITALISATION MEDICAL EXPENSES:

Medical expenses incurred immediately 30 days before the insured person is hospitalized will be considered as part of a claim as mentioned under Item 1.2 above provided that;

i. such medical expenses are incurred for the same condition for which the insured person's hospitalization was required and

ii. the inpatient hospitalization claim for such hospitalization is admissible by the insurance company.

2.32 POST HOSPITALISATION MEDICAL EXPENSES:

Relevant medical expenses incurred immediately 90 days after the Insured person is discharged from the hospital provided that;

a. Such Medical expenses are incurred for the same condition for which the Insured Person's Hospitalization was required; and

b. The in-patient Hospitalization claim for such Hospitalization is admissible by the Insurance Company.

2.33 QUALIFIED NURSE:

Qualified Nurse is a person who holds a valid registration from the Nursing Council of India or the Nursing Council of any state in India and/or who is employed on recommendation of the attending medical practitioner.

2.34 REASONABLE AND CUSTOMARY CHARGES:

Reasonable Charges means the charges for services or supplies, which are the standard charges for the specific provider and consistent with the prevailing charges in the geographical area for identical or similar services, taking into account the nature of the illness/injury involved.

2.35 ROOM RENT:

Room Rent shall mean the amount charged by the hospital for the occupancy of a bed on per day basis.

2.36 SUBROGATION:

Subrogation shall mean the right of the insurer to assume the rights of the insured person to recover expenses paid out under the policy that may be recovered from any other source. It shall exclude the medical / accident policies obtained by the insured person separately.

2.37 SURGERY:

Surgery or surgical procedure means manual and/or operative procedure(s) required for treatment of an illness or injury, correction of deformities and defects, diagnosis and cure of diseases, relief of suffering or prolongation of life, performed in a hospital or day care Centre by a medical practitioner.

2.38 Third Party Administrator

Third Party Administrator means a Third Party Administrator who holds a valid License from Insurance Regulatory and Development Authority to act as a THIRD PARTY ADMINISTRATOR and is engaged by the Company for the provision of health services as specified in the agreement between the Company and Third Party Administrator.

2.39 UNPROVEN/EXPERIMENTAL TREATMENT:

Unproven/Experimental treatment is treatment, including drug Experimental therapy, which is not based on established medical practice in India.

3. COVERAGES:

3.1 Domiciliary Hospitalization / Domiciliary Treatment : Medical expenses incurred in case of the following diseases which need Domiciliary Hospitalization /domiciliary treatment as may be certified by the attending medical practitioner and / or bank's 'medical officer shall be deemed as hospitalization expenses and reimbursed to the extent of 100%

Cancer , Leukemia, Thalassemia, Tuberculosis, Paralysis, Cardiac Ailments , Pleurisy , Leprosy, Kidney Ailment , All Seizure disorders, Parkinson's diseases, Psychiatric disorder including schizophrenia and psychotherapy , Diabetes and its complications, hypertension, Hepatitis –B , Hepatitis - C, Hemophilia, Myasthenia gravis, Wilson's disease, Ulcerative Colitis , Epidermolysis bullosa, Venous Thrombosis(not caused by smoking) Aplastic Anaemia, Psoriasis, Third Degree burns, Arthritis , Hypothyroidism , Hyperthyroidism expenses incurred on radiotherapy and chemotherapy in the treatment of cancer and leukemia, Glaucoma, Tumor, Diptheria, 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 / motorneuron disease, status asthamaticus, sequalea of meningitis, osteoporosis, muscular dystrophies, sleep apnea syndrome(not related to obesity), any organ related (chronic) condition, sickle cell disease, systemic lupus erythematous (SLE), any connective tissue disorder, varicose veins, thrombo embolism venous thrombosis/venous thrombo embolism (VTE)|, growth disorders, Graves' disease, Chronic obstructive Pulmonary Disease, Chronic Bronchitis, Asthma, Physiotherapy and swine flu shall be considered for reimbursement under domiciliary treatment.

The cost of Medicines, Investigations, and consultations, etc.in respect of domiciliary treatment shall be reimbursed for the period stated by the specialist and / or the attending doctor and / or the bank's medical officer, in Prescription. If no period stated, the prescription for the purpose of reimbursement shall be valid for a period not exceeding 90 days.

3.2 Critical Illness : To be provided to the employee only subject to a sum insured of Rs. 1,00,000/- . Cover starts on inception of the policy. In case an employee contracts a Critical Illness as listed below, the total sum insured of Rs.1,00,000/- is paid, as a benefit. This benefit is provided on first detection/diagnosis of the Critical Illness.

- Cancer including Leukemia
- Stroke
- Paralysis
- By Pass Surgery
- Major Organ Transplant
- End Stage Liver Disease
- Heart Attack
- Kidney Failure
- Heart Valve Replacement Surgery

Hospitalization is not required to claim this benefit. Further the Employee can claim the cost of hospitalization on the same from the Group Mediclaim Policy as cashless / reimbursement of expenses for the treatment taken by him.

3.3 Expenses on Hospitalization for minimum period of a day are admissible. However, this time limit is not applied to specific treatments, such as

1	Adenoidectomy	20	Haemo dialysis
2	Appendectomy	21	Fissurectomy / Fistulectomy
3	Ascitic / Plueral tapping	22	Mastoidectomy
4	Auroplasty not Cosmetic in nature	23	Hydrocele
5	Coronary angiography /Renal	24	Hysterectomy
6	Coronary angioplasty	25	Inguinal/ ventral/ umbilica/ femoral hernia
7	Dental surgery	26	Parenteral chemotherapy
8	D&C	27	Polypectomy
9	Excision of cyst/ granuloma/lump/tumor		
10	Eye surgery	28	Septoplasty
11	Fracture including hairline fracture /dislocation	29	Piles/ fistula
12	Radiotherapy	30	Prostate surgeries
13	Chemotherapy including parental chemotherapy	31	Sinusitis surgeries
14	Lithotripsy	32	Tonsillectomy
15	Incision and drainage of abscess	33	Liver aspiration

16	Varicocelectomy	34	Sclerotherapy
17	Wound suturing	35	Varicose Vein Ligation
18	FESS	36	All scopies along with biopsies
19	Operations/Micro surgical operations on the nose, middle ear/internal ear, tongue, mouth, face, tonsils & adenoids, salivary glands & salivary ducts, breast, skin & subcutaneous tissues, digestive tract, female/male sexual organs.	37	Lumbar puncture

This condition will also not apply in case of stay in hospital of less than a day provided –

a. The treatment is undertaken under General or Local Anesthesia in a hospital / day care Centre in less than a day because of technological advancement and

b. Which would have otherwise required hospitalization of more than a day.

3.4 Alternative Therapy : Reimbursement of Expenses for hospitalization or domiciliary treatment (under clause 3.1) under the recognized system of medicines , viz, Ayurvedic ,Unani, Sidha, Homeopathy , Naturopathy , if such treatment is taken in a clinic /hospital registered, by the central and state government .

3.5 MATERNITY EXPENSES BENEFIT EXTENSION

The hospitalization expenses in respect of the new born child can be covered within the Mother's Maternity expenses. The maximum benefit allowable under this clause will be up to Rs. 50000/- for Normal Delivery and-Rs. 75,000/- for Caesarean Section.

Special conditions applicable to Maternity expenses Benefit Extension:

I. 9 months waiting period under maternity benefit will be waived from the policy.

II. Pre-natal & post natal charges in respect of maternity benefit are covered under the policy up to 30 days and 60 days only, unless the same requires hospitalization.

III. Missed Abortions , Miscarriage or abortions induced by accidents are covered under the limit of Maternity

IV. Complications in Maternity including operations for extra uterine pregnancy ectopic pregnancy would be covered in the up to the Sum Insured + Corporate Buffer

V. Expenses incurred for Medical Termination of Pregnancy

VI. Claim in respect of delivery to be given irrespective of the number of children

3.6 Baby Day one Cover: New born baby is covered from day one. All expenses incurred on the new born baby during maternity will be covered in addition to the maternity limit up to Rs, 20000/-.

However if the baby contacts any illness the same shall be considered in the Sum Insured + Corporate buffer. Baby to be taken as an additional member within the normal family floater.

3.7 Ambulance Charges: Ambulance charges are payable up to Rs 2500/- per trip to hospital and / or transfer to another hospital or transfer from hospital to home if medically advised. Taxi and Auto expenses in actual maximum up to Rs750/- per trip.
Ambulance charges actually incurred on transfer from one center to another center due to Non availability of medical services/ medical complication shall be payable in full.

3.8 Pre- Existing Diseases / Ailments: Pre-existing diseases are covered under the scheme.

3.9 Congenital Anomalies: Expenses for Treatment of Congenital Internal / External diseases, defects anomalies are covered under the policy

3.10 Psychiatric diseases: Expenses for treatment of psychiatric and psychosomatic diseases be payable with or without hospitalization.

3.11 Advanced Medical Treatment: All new kinds of approved advanced medical procedures for e.g. laser surgery, stem cell therapy for treatment of a disease is payable on hospitalization /day care surgery.

3.12 Treatment taken for Accidents can be payable even on OPD basis in Hospital up to Sum Insured.

3.13 Taxes and other Charges : All Taxes , Surcharges , Service Charges , Registration charges , Admission Charges , Nursing , and Administration charges to be payable.

Charges for diapers and sanitary pads are payable if necessary as part of the treatment
Charges for Hiring a nurse / attendant during hospitalization will be payable only in case of recommendation from the treating doctor in case ICU / CCU, Neo natal nursing care or any other case where the patient is critical and requiring special care.

3.14 Treatment for Genetic Disorder and stem cell therapy is covered under the scheme.

3.15 Treatment for Age related Macular Degeneration (ARMD), treatment such as Rotational Field Quantum magnetic Resonance (RFQMR), Enhanced External Counter Pulsation (EECP). etc. are covered under the scheme. Treatment for all neurological/ macular degenerative disorders shall be covered under the scheme.

3.16 Rental Charges for External and or durable Medical equipment of any kind used for diagnosis and or treatment including CPAP, CAPD, Bi-PAP, Infusion pump etc. will be covered under the scheme. However purchase of the above equipment to be subsequently used at home in exceptional cases on medical advice shall be covered.

3.17 Ambulatory devices i.e., walker, crutches, Belts, Collars, Caps, Splints, Slings, Braces, Stockings, elastocrepe bandages, external orthopaedic pads, sub cutaneous insulin pump, Diabetic foot wear, Glucometer (including Glucose Test Strips)/ Nebulizer/ prosthetic devise/ Thermometer, alpha / water bed and similar related items etc., will be covered under the scheme.

3.18 Physiotherapy charges: Physiotherapy charges shall be covered for the period specified by the Medical Practitioner even if taken at home.

All claims admitted in respect of any/all insured person/s during the period of insurance shall not exceed the Sum Insured stated in the schedule and Corporate Buffer if allocated.

4. EXCLUSIONS:

The company shall not be liable to make any payment under this policy in respect of any expenses whatsoever incurred by any Insured Person in connection with or in respect of:

4.1 Injury / disease directly or indirectly caused by or arising from or attributable to War, invasion, Act of Foreign enemy, War like operations (whether war be declared or not).

4.2 a. Circumcision unless necessary for treatment of a disease not excluded hereunder or as may be necessitated due to an accident.

b. Vaccination or inoculation.

c. Change of life or cosmetic or aesthetic treatment of any description is not covered.

d. Plastic surgery other than as may be necessitated due to an accident or as part of any illness.

4.3 Cost of spectacles and contact lenses, hearing aids. Other than Intra-Ocular Lenses and Cochlear Implant.

4.4 Dental treatment or surgery of any kind which are done in a dental clinic and those that are cosmetic in nature.

4.5 Convalescence, rest cure, Obesity treatment and its complications including morbid obesity, , treatment relating disorders, Venereal disease, intentional self-injury and use of intoxication drugs / alcohol.

4.6 All expenses arising out of any condition directly or indirectly caused to or associated with Human T-Cell Lymphotropic Virus Type III (HTLB - III) or lymphadinopathy Associated Virus (LAV) or the Mutants Derivative or Variation Deficiency Syndrome or any syndrome or condition of a similar kind commonly referred to as AIDS.

4.7 Charges incurred at Hospital or Nursing Home primarily for diagnosis x-ray or Laboratory examinations or other diagnostic studies not consistent with or incidental to the diagnosis and treatment of positive existence of presence of any ailment, sickness or injury, for which confinement is required at a Hospital / Nursing Home, unless recommended by the attending doctor.

4.8 Expenses on vitamins and tonics unless forming part of treatment for injury or diseases as certified by the attending physician

4.9 Injury or Disease directly or indirectly caused by or contributed to by nuclear weapon / materials.

4.10 All non-medical expenses including convenience items for personal comfort such as charges for telephone, television, /barber or beauty services, died t charges, baby food, cosmetics, tissue paper, diapers, sanitary pads, toiletry items and similar incidental expenses, unless and otherwise they are necessitated during the course of treatment.

5. CONDITIONS:

5.1 Contract: the proposal form, declaration, and the policy issued shall constitute the complete contract of insurance.

5.2 Every notice or communication regarding hospitalization or claim to be given or made under this Policy shall be communicated to the office of the Bank, dealing with Medical Claims, and/or the THIRD PARTY ADMINISTRATOR office as shown in the Schedule. Other matters relating to the policy may be communicated to the policy issuing office.

5.3 The premium payable under this Policy shall be paid in advance. No receipt for Premium shall be valid except on the official form of the company signed by a duly authorized official of the company. The due payment of premium and the observance and fulfillment of the terms, provisions, conditions and endorsements of this Policy by the Insured Person in so far as they relate to anything to be done or complied with by the Insured Person shall be a condition precedent to any liability of the Company to make any payment under this Policy. No waiver of any terms, provisions, conditions and endorsements of this policy shall be valid unless made in writing and signed by an authorised official of the Company.

5.4 Notice of Communication: Upon the happening of any event which may give rise to a claim under this Policy notice with full particulars shall be sent to the Bank or Regional Office or THIRD PARTY ADMINISTRATOR named in the schedule at the earliest in case of emergency hospitalization within 7 days from the time of Hospitalisation/Domiciliary Hospitalisation .

5.5 All supporting documents relating to the claim must be filed with the office of the Bank dealing with the claims or THIRD PARTY ADMINISTRATOR within 30 days from the date of discharge from the hospital. In case of post-hospitalisation, treatment (limited to 90 days), (as mentioned in para 2.32) all claim documents should be submitted within 30 days after completion of such treatment.

Note: Waiver of these Conditions 5.4 and 5.5 may be considered in extreme cases of hardship where it is proved to the satisfaction of the Bank that under the circumstances in which the insured was placed it was not possible for him or any other person to give such notice or deliberate or file claim within the prescribed time-limit. The same would be waived by the TPA without reference to the Insurance Company.

5.5.1 The Insured Person shall obtain and furnish to the office of the Bank dealing with the claims / THIRD PARTY ADMINISTRATOR with all original bills, receipts and other documents upon which a claim is based and shall also give such additional information and assistance as the Bank through the THIRD PARTY ADMINISTRATOR/Company may require in dealing with the claim.

5.5.2 Any medical practitioner authorised by the Bank / Third Party Administrator / shall be allowed to examine the Insured Person in case of any alleged injury or disease leading to Hospitalisation, if so required.

5.6 The Company shall not be liable to make any payment under this policy in respect of any claim if such claim be in any manner fraudulent or supported by any fraudulent means or device whether by the Insured Person or by any other person acting on his behalf.

5.7 DISCLOSURE TO INFORMATION NORM

The claim shall rejected in the event of misrepresentation, mis-description or non-disclosure of any material fact.

5.8 Claims will be managed through the same Office of the Bank from where it is managed at present. The Insurance Companies third party administrator will be setting up a help desk at that office and supporting the bank in clearing all the claims on real time basis.

5.9 In case of rejection of claims it would go through a Committee set up of the Bank, Third Party Administrator and United India Insurance Co Ltd. unless rejected by the committee in real time the claim should not be rejected.

5.10 There would be a continuity of this Scheme / benefits to the Retiring Officers / employees and their family and also to the Retired Officers / employees and their family.

Appendix II

Mapping the underwriting, process, servicing and claims for the Medical Scheme of the Employees and their family members of Member Banks of Indian Banks' Association

1. The policy will be issued in the name of Indian Banks' Association Member Banks and the list of the member banks would be mentioned giving the data of the employees bifurcated into:-
   a) Officers with the data of their dependent family members.
   b) Clerical staff with the data of their dependent family members.
   c) Sub staff with the data of their dependent family members.

   The premium is decided by the number of employees uniformly but not based on the number of dependent family members. The collection of data of dependent family members at the initial stage may take long time. In such cases claims pertaining to dependent family members of employees pending collection of data may be settled on certification and recommendation of the appropriate authority of the respective bank.

2. The policy will commence on a uniform date for all the member banks to ensure they get the benefit of the large number of employees which has been instrumental in the procurement of the most competitive premium quote and would eventually also reflect in a positive claim ratio.

3. The member banks will submit their data and pay the premium to the lead Insurance Company viz. United India Insurance Co. Ltd., in proportion to their employee strength.

4. The insured name of Indian Banks' Association is used for getting the benefit of mass scale underwriting and a positive claim ratio that would benefit all the member Banks. All underwriting, process and claim servicing will be done by the member Banks' directly with United India Insurance Co. Ltd. and K. M. Dastur Reinsurance Brokers Pvt. Ltd.

5. The Corporate Buffer of all the member banks will be in proportion to the percentage of their premium contribution.

6. The allocation and use of this Corporate Buffer would rest with the individual management of the member bank. At the end of the year we would have a joint review on how many banks have totally utilized their Corporate Buffer and how many other member banks have not utilized their Corporate Buffer totally. The unutilized Corporate Buffer of the member banks would now be proportionately available to the member banks whose Corporate Buffer has been totally utilized. This would be one of the major benefits of the Group underwriting of all the

member banks under one policy and at the same time individual underwriting of each member banks for data processing, servicing and claims.

7. The claim settlement of the member banks would be done in the same process as followed in the past, by each individual member banks.

8. The Third Party Administrator, appointed by the lead insure viz United India Insurance Co. Ltd. will station their representative at the banks regional/ nodal offices from where these banks have been settling medical claims of their employees.
9. The Third Party Administrator, would have a Dedicated Office, Server and a 24 X 7 Call Centre for the Member Banks of the Indian Banks' Association.

10. The employees would submit the claims to the same regional / nodal offices where they have been submitting in the past and the Third Party Administrator representative will be the backup support and ensure claim settlement is completed in thirty minutes.
11. (The Third Party Administrator should ensure placement of representative in all the regional/nodal offices of the member banks where the employees have been submitting their claims in the past)

12. No claims would be rejected by the insurance company/ Third Party Administrator unless the same is rejected by the committee comprising of the Bank management, Insurance Company, Third Party Administrator and K. M. Dastur Reinsurance Brokers Pvt Ltd.

13. All the employees and their family members would be issued ID cards by the Third Party Administrator, of the Insurance Company ie. United India Insurance Co. Ltd. In case the employee or his family member gets admitted in any of the preferred Provider Network of hospitals on production of ID card, the hospital authority in turn shall notify by fax / mail the details of hospitalisation along with ID card number and Name of the employee to the Third Party Administrator, who would again revert by fax / mail a confirmation to the hospital to proceed with the claim. This would even enable them to claim from anywhere in India and they would be able to admit themselves in hospitals anywhere in India by merely calling the dedicated call centres of the Third Party Administrator, which would be working on a 24x7 basis. The Third Party Administrator, would even be able to advise the employees on the nearest hospital available in their area. In case of an emergency admission to a hospital which is not in PP Network, the employees also have a benefit to get himself admitted on a cashless basis by intimating the Third Party Administrator, call centre number, mentioning his ID card No and name. The hospital authority would fax / mail the details of hospitalisation to the Third Party Administrator, who would again revert by fax / mail a confirmation to the hospital to proceed with the claim.

14. Most of the claims would be cashless; which would be paid directly to the hospital concerned.

15. The reimbursement claims of pre and post hospitalisation or in a few cases of actual hospitalisation would be paid to the employees through the banks regional/ nodal offices or directly credited to the employees account.

16. In case of reimbursement claim where the employee has not informed the banks Regional / Nodal offices; they may phone the 24 X 7 call centre of the Third Party Administrator giving the details of their card ID number and name. In such cases the reimbursement claim should be submitted on completion of hospitalisation and not later than 30 days of discharge from the hospital. In case of post-hospitalisation treatment, all claim documents should be submitted within 30 days after completion of such treatment. Wherever the hospitals are not in the approved list of Third Party Administrator, the Third Party Administrator should take necessary action for addition of those hospitals on their network hospital list in consultation with bank. In an emergency the claim payment would be paid to the hospital account and empanelment of the hospital would be considered.

17. All the addition and deletion of the employees and dependents of the various member banks would be done on a monthly basis. A newly recruited employee would automatically be admitted in the medical scheme from the date of his appointment letter. This has to be reflected in the addition / deletion statement to be sent to the Third Party Administrator/ K. M. Dastur Reinsurance Broker Pvt. Ltd., before the 10th of the beginning of every month.

18. ID cards will be prepared within 10 working days from the date of receipt of data. These cards can be couriered to the respective branch office in which the employee is located. The cards can be distributed by at the branch office by the bank's branch manager / any other person who is made responsible for the same. Corrections in cards, if any can be e-mailed to an exclusive id which will be exclusive for cards correction errors. This cards will be corrected and resent within 2 working days from the receipt of correction mail.

19. An adequate deposit premium have to be placed by the member banks for this addition, as this is a regulatory compliance under section 64 V B of the Insurance Act; wherein no insurance can be initiated without the payment of the premium.

20. At the same time refund premium of all deletions would be credited in the deposit account of the member banks.

21. All additions / deletions of employees and family members would be on prorata basis. In case, some member banks joined the scheme sometime after the main master policy has been incepted, they would also be joining on a prorate premium.

ANNEXURE-II

Indian Banks' Association

HR & INDUSTRIAL RELATIONS

No.CIR/HR&IR/2015-16/XBPS/ G2/851
June 4, 2015

Designated Officers of Member Banks
which are parties to the Bipartite Settlement

Dear Sirs,

Revision in Pension of employees who retired on or after 01/11/2012 consequent upon the wage revision as per 10th Bipartite Settlement and Joint Note dated 25.5.2015

Please refer to our letters No.CIR/HR&IR/XBPS/**803** dated 25th May 2015 with regard to wage revision to Award Staff/Officers respectively in terms of Bipartite Settlement/Joint Note dated 25th May 2015.

Consequent upon the above wage revision, the pension, dearness relief, family pension, minimum pension, etc., payable in respect of those employees who ceased to be in service on or after 1.11.2012 and are eligible for pension, need to be revised. We give below for your guidance, the details in this regard.

(I) PENSION

The basic pension will be revised on the basis of the revised pay w.e.f. 1.11.2012.

(II) DEARNESS RELIEF

The dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every 4 points over **4440 points** in the monthly average of All India Consumer price index for Industrial Workers in the series 1960 = 100 at the rate of **0.10 per cent** per slab on the basic pension.

(III) FAMILY PENSION

In respect of employees (other than part-time employees) who retire/retired from service on or after 1.11.2015 the ordinary rate of pension shall be as under:

World Trade Centre Complex, Centre 1, 6th Floor, Cuffe Parade, Mumbai - 400 005. • Tel: +91 22 2217 4040 • Fax: +91 22 2218 4222 / 2215 4131
Website : www.iba.org.in

Scale of pay per month	Amount of monthly family pension
Upto ₹11,100	30 per cent of the 'pay' subject to a **Minimum of ₹2,785 per month.**
₹11,101 to ₹22,200	20 per cent of the 'pay' subject to a **Minimum of ₹3,422 per month.**
Above ₹22,200	15 per cent of the 'pay' subject to a **Minimum of ₹4,448 per month and Maximum of ₹9,284 per month.**

Note:- In the case of part-time employees, the minimum amount of family pension and the maximum amount of family pension shall be in proportion to the rate of scale wages drawn by the employee.

(IV) MINIMUM PENSION

In respect of employees other than part-time employees, who retired on or after 01/11/2012, the amount of **minimum pension shall be ₹2,785 p.m.** In respect of part-time employees who retired on or after 01/11/2012, the minimum pension payable **shall be ₹932 p.m.** in respect of part-time employees drawing **1/3 scale wages, ₹1,397 p.m.** in respect of part-time employees drawing **½ scale wages** and **₹2,096 p.m.** in respect of part-time employees drawing **¾ scale wages.**

Pending amendments to Bank Employees Pension Regulations, 1995, bank may compute pension as above. Before, however, giving effect to the revised pension, a suitable undertaking may be obtained from the pensioners as well as from family members/nominees, to enable the pension fund to make adjustments, if any, at a later date.

Member banks may please be guided as above.

Yours faithfully,

K Unnikrishnan
Deputy Chief Executive

Pd/BPS/XBP/Final/Circulars

Indian Banks' Association

HR & Industrial Relations

No.CIR/HR&IR/2015-16/XBPS/G2//862
June 5, 2015

Designated Officers of Member Banks which are parties to the Bipartite Discussions

Dear Sir/Madam,

CORRIGENDUM

Revision in Pension of employees who retired on or after 01/11/2012 consequent upon the wage revision as per 10th Bipartite Settlement and Joint Note dated 25/05/2015

Please refer to our circular No.CIR/HR&IR/2015-16/XBPS/G2/851 dated 4th June 2015 on the captioned subject.

2. There is a typographical error in the date mentioned in para (III) - FAMILY PENSION of the above circular. Kindly read as under -

> "In respect of employees (other than part-time employees) who retire/retired from service on or after **1.11.2012 (instead of 1.11.2015,** as mentioned in the circular) the ordinary rate of pension....."

Inconvenience caused is regretted.

Yours faithfully,

K S Chauhan
Sr. Vice President

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ANNEXURE-'A'

Chart showing EXISTING and REVISED BP, DA, HRA , TRANSPORT ALLOWANCE AND SPECIAL ALLOWANCE - CLERKS (as on November 2012)

EXISTING

Stages	Basic Pay	DA as on Nov.'12	HRA >45 lakhs	HRA >12 and <45 lakhs	HRA >5-<12 lakhs	HRA <5 lakhs	Transport Allow.
		76.50%	10.00%	9.00%	7.50%	7.00%	
1	7200	5508	720	648	540	504	225
2	7600	5814	760	684	570	532	225
3	8000	6120	800	720	600	560	225
4	8400	6426	840	756	630	588	225
5	8900	6809	890	801	668	623	225
6	9400	7191	940	846	705	658	225
7	9900	7574	990	891	743	693	225
8	10500	8033	1050	945	788	735	225
9	11100	8492	1110	999	833	777	225
10	11700	8951	1170	1053	878	819	225
11	12300	9410	1230	1107	923	861	225
12	13000	9945	1300	1170	975	910	225
13	13700	10481	1370	1233	1028	959	225
14	14400	11016	1440	1296	1080	1008	225
15	15100	11552	1510	1359	1133	1057	225
16	15800	12087	1580	1422	1185	1106	275
17	16500	12623	1650	1485	1238	1155	275
18	17200	13158	1720	1548	1290	1204	275
19	18500	14153	1850	1665	1388	1295	275
20	19300	14765	1930	1737	1448	1351	275
+21	20100	15377	2010	1809	1508	1407	275
+22	20900	15989	2090	1881	1568	1463	275
+23	21700	16601	2170	1953	1628	1519	275
+24	22500	17213	2250	2025	1688	1575	275
+25	23300	17825	2330	2097	1748	1631	275
+26	24100	18437	2410	2169	1808	1687	275
+27	24900	19049	2490	2241	1868	1743	275

REVISED

Stages	REVISED Basic Pay	Revised DA as on Nov.'12	HRA >45 lakhs	HRA >12 and <45 lakhs	HRA Other places	Transport Allow.	SPECIAL ALLOWANCE (incl. DA)
		10.90%	10.00%	9.00%	7.50%		7.75%
1	11765	1282	1177	1059	882	425	1011
2	12420	1354	1242	1118	932	425	1067
3	13075	1425	1308	1177	981	425	1124
4	13730	1497	1373	1236	1030	425	1180
5	14545	1585	1455	1309	1091	425	1250
6	15360	1674	1536	1382	1152	425	1320
7	16175	1763	1618	1456	1213	425	1390
8	17155	1870	1716	1544	1287	425	1474
9	18135	1977	1814	1632	1360	425	1559
10	19115	2084	1912	1720	1434	425	1643
11	20095	2190	2010	1809	1507	425	1727
12	21240	2315	2124	1912	1593	425	1826
13	22385	2440	2239	2015	1679	425	1924
14	23530	2565	2353	2118	1765	425	2022
15	24675	2690	2468	2221	1851	425	2121
16	25820	2814	2582	2324	1937	470	2219
17	26965	2939	2697	2427	2022	470	2318
18	28110	3064	2811	2530	2108	470	2416
19	30230	3295	3023	2721	2267	470	2598
20	31540	3438	3154	2839	2366	470	2711
+21	32850	3581	3285	2957	2464	470	2823
+22	34160	3723	3416	3074	2562	470	2936
+23	35470	3866	3547	3192	2660	470	3049
+24	36780	4009	3678	3310	2759	470	3161
+25	38090	4152	3809	3428	2857	470	3274
+26	39400	4295	3940	3546	2955	470	3386
+27	40710	4437	4071	3664	3053	470	3499
+28	42020						

Indian Banks' Association

ANNEXURE-'B'

Chart showing EXISTING and REVISED BP, DA, HRA , TRANSPORT ALLOWANCE AND SPECIAL ALLOWANCE - SUB-STAFF

(as on November 2012)

EXISTING								REVISED							
Stages	Basic Pay	DA as on Nov.'12	HRA				Transport Allow.	Stages	REVISED Basic Pay	Revised DA as on Nov.'12	HRA			Transport Allow.	SPECIAL ALLOWANCE (incl. DA)
			>45 lakhs	>12 and <45 lakhs	>5-<12 lakhs	<5 lakhs					>45 lakhs	>12 and <45 lakhs	Other places		
		76.50%	10.00%	9.00%	7.50%	7.00%				10.90%	10.00%	9.00%	7.50%		7.75%
1	5850	4475	585	527	439	410	225	1	9560	1042	956	860	717	425	822
2	6050	4628	605	545	454	424	225	2	9885	1077	989	890	741	425	850
3	6250	4781	625	563	469	438	225	3	10210	1113	1021	919	766	425	878
4	6450	4934	645	581	484	452	225	4	10535	1148	1054	948	790	425	905
5	6650	5087	665	599	499	466	225	5	10860	1184	1086	977	815	425	933
6	6900	5279	690	621	518	483	225	6	11270	1228	1127	1014	845	425	969
7	7150	5470	715	644	536	501	225	7	11680	1273	1168	1051	876	425	1004
8	7400	5661	740	666	555	518	225	8	12090	1318	1209	1088	907	425	1039
9	7650	5852	765	689	574	536	225	9	12500	1363	1250	1125	938	425	1074
10	7900	6044	790	711	593	553	225	10	12910	1407	1291	1162	968	425	1110
11	8200	6273	820	738	615	574	225	11	13400	1461	1340	1206	1005	425	1152
12	8500	6503	850	765	638	595	225	12	13890	1514	1389	1250	1042	425	1194
13	8800	6732	880	792	660	616	225	13	14380	1567	1438	1294	1079	425	1236
14	9100	6962	910	819	683	637	225	14	14870	1621	1487	1338	1115	425	1278
15	9450	7229	945	851	709	662	225	15	15440	1683	1544	1390	1158	425	1327
16	9800	7497	980	882	735	686	275	16	16010	1745	1601	1441	1201	470	1376
17	10150	7765	1015	914	761	711	275	17	16580	1807	1658	1492	1244	470	1425
18	10550	8071	1055	950	791	739	275	18	17235	1879	1724	1551	1293	470	1481
19	10950	8377	1095	986	821	767	275	19	17890	1950	1789	1610	1342	470	1538
20	11350	8683	1135	1022	851	795	275	20	18545	2021	1855	1669	1391	470	1594
+21	11750	8989	1175	1058	881	823	275	+21	19200	2093	1920	1728	1440	470	1650
+22	12150	9295	1215	1094	911	851	275	+22	19855	2164	1986	1787	1489	470	1706
+23	12550	9601	1255	1130	941	879	275	+23	20510	2236	2051	1846	1538	470	1763
+24	12950	9907	1295	1166	971	907	275	+24	21165	2307	2117	1905	1587	470	1819
+25	13350	10213	1335	1202	1001	935	275	+25	21820	2378	2182	1964	1637	470	1875
+26	13750	10519	1375	1238	1031	963	275	+26	22475	2450	2248	2023	1686	470	1932
+27	14150	10825	1415	1274	1061	991	275	+27	23130	2521	2313	2082	1735	470	1988
+28								+28	23785						

Association Banks Union

ANNEXURE-'C'

EXISTING

DEARNESS ALLOWANCE PAID TO CLERKS for the quarter commencing -

Stages	Basic Pay	Nov-12	Feb-13	May-13	Aug-13	Nov-13	Feb-14	May-14	Aug-14	Nov-14	Feb-14	May-15
		76.50%	80.25%	84.15%	88.95%	96.15%	99.90%	97.50%	102.45%	109.80%	110.10%	110.70%
1	7200	5508	5778	6059	6404	6923	7193	7020	7376	7906	7927	7970
2	7600	5814	6099	6395	6760	7307	7592	7410	7786	8345	8368	8413
3	8000	6120	6420	6732	7116	7692	7992	7800	8196	8784	8808	8856
4	8400	6426	6741	7069	7472	8077	8392	8190	8606	9223	9248	9299
5	8900	6809	7142	7489	7917	8557	8891	8678	9118	9772	9799	9852
6	9400	7191	7544	7910	8361	9038	9391	9165	9630	10321	10349	10406
7	9900	7574	7945	8331	8806	9519	9890	9653	10143	10870	10900	10959
8	10500	8033	8426	8836	9340	10096	10490	10238	10757	11529	11561	11624
9	11100	8492	8908	9341	9873	10673	11089	10823	11372	12188	12221	12288
10	11700	8951	9389	9846	10407	11250	11688	11408	11987	12847	12882	12952
11	12300	9410	9871	10350	10941	11826	12288	11993	12601	13505	13542	13616
12	13000	9945	10433	10940	11564	12500	12987	12675	13319	14274	14313	14391
13	13700	10481	10994	11529	12186	13173	13686	13358	14036	15043	15084	15166
14	14400	11016	11556	12118	12809	13846	14386	14040	14753	15811	15854	15941
15	15100	11552	12118	12707	13431	14519	15085	14723	15470	16580	16625	16716
16	15800	12087	12680	13296	14054	15192	15784	15405	16187	17348	17396	17491
17	16500	12623	13241	13885	14677	15865	16484	16088	16904	18117	18167	18266
18	17200	13158	13803	14474	15299	16538	17183	16770	17621	18886	18937	19040
19	18500	14153	14846	15568	16456	17788	18482	18038	18953	20313	20369	20480
20	19300	14765	15488	16241	17167	18557	19281	18818	19773	21191	21249	21365
+21	20100	15377	16130	16914	17879	19326	20080	19598	20592	22070	22130	22251
+22	20900	15989	16772	17587	18591	20095	20879	20378	21412	22948	23011	23136
+23	21700	16601	17414	18261	19302	20865	21678	21158	22232	23827	23892	24022
+24	22500	17213	18056	18934	20014	21634	22478	21938	23051	24705	24773	24908
+25	23300	17825	18698	19607	20725	22403	23277	22718	23871	25583	25653	25793
+26	24100	18437	19340	20280	21437	23172	24076	23498	24690	26462	26534	26679
+27	24900	19049	19982	20953	22149	23941	24875	24278	25510	27340	27415	27564

Indian Banks' Association

ANNEXURE-'D'

REVISED

DEARNESS ALLOWANCE PAYABLE TO CLERKS for the quarter commencing -

Stages	Basic Pay	Nov-12	Feb-13	May-13	Aug-13	Nov-13	Feb-14	May-14	Aug-14	Nov-14	Feb-14	May-15
DA@ 0.10% per Slab	Average Index (CPI)	4876	4976	5080	5208	5400	5500	5436	5568	5764	5772	5788
		10.90%	13.40%	16.00%	19.20%	24.00%	26.50%	24.90%	28.20%	33.10%	33.30%	33.70%
1	11765	1282	1577	1882	2259	2824	3118	2929	3318	3894	3918	3965
2	12420	1354	1664	1987	2385	2981	3291	3093	3502	4111	4136	4186
3	13075	1425	1752	2092	2510	3138	3465	3256	3687	4328	4354	4406
4	13730	1497	1840	2197	2636	3295	3638	3419	3872	4545	4572	4627
5	14545	1585	1949	2327	2793	3491	3854	3622	4102	4814	4843	4902
6	15360	1674	2058	2458	2949	3686	4070	3825	4332	5084	5115	5176
7	16175	1763	2167	2588	3106	3882	4286	4028	4561	5354	5386	5451
8	17155	1870	2299	2745	3294	4117	4546	4272	4838	5678	5713	5781
9	18135	1977	2430	2902	3482	4352	4806	4516	5114	6003	6039	6111
10	19115	2084	2561	3058	3670	4588	5065	4760	5390	6327	6365	6442
11	20095	2190	2693	3215	3858	4823	5325	5004	5667	6651	6692	6772
12	21240	2315	2846	3398	4078	5098	5629	5289	5990	7030	7073	7158
13	22385	2440	3000	3582	4298	5372	5932	5574	6313	7409	7454	7544
14	23530	2565	3153	3765	4518	5647	6235	5859	6635	7788	7835	7930
15	24675	2690	3306	3948	4738	5922	6539	6144	6958	8167	8217	8315
16	25820	2814	3460	4131	4957	6197	6842	6429	7281	8546	8598	8701
17	26965	2939	3613	4314	5177	6472	7146	6714	7604	8925	8979	9087
18	28110	3064	3767	4498	5397	6746	7449	6999	7927	9304	9361	9473
19	30230	3295	4051	4837	5804	7255	8011	7527	8525	10006	10067	10188
20	31540	3438	4226	5046	6056	7570	8358	7853	8894	10440	10503	10629
+21	32850	3581	4402	5256	6307	7884	8705	8180	9264	10873	10939	11070
+22	34160	3723	4577	5466	6559	8198	9052	8506	9633	11307	11375	11512
+23	35470	3866	4753	5675	6810	8513	9400	8832	10003	11741	11812	11953
+24	36780	4009	4929	5885	7062	8827	9747	9158	10372	12174	12248	12395
+25	38090	4152	5104	6094	7313	9142	10094	9484	10741	12608	12684	12836
+26	39400	4295	5280	6304	7565	9456	10441	9811	11111	13041	13120	13278
+27	40710	4437	5455	6514	7816	9770	10788	10137	11480	13475	13556	13719
+28	42020											14161

Indian Banks' Association

ANNEXURE-'E'

EXISTING

DEARNESS ALLOWANCE PAID TO SUB-STAFF for the quarter commencing -

Stages	Basic Pay	Nov-12	Feb-13	May-13	Aug-13	Nov-13	Feb-14	May-14	Aug-14	Nov-14	Feb-14	May-15
		76.50%	80.25%	84.15%	88.95%	96.15%	99.90%	97.50%	102.45%	109.80%	110.10%	110.70%
1	5850	4475	4695	4923	5204	5625	5844	5704	5993	6423	6441	6476
2	6050	4628	4855	5091	5381	5817	6044	5899	6198	6643	6661	6697
3	6250	4781	5016	5259	5559	6009	6244	6094	6403	6863	6881	6919
4	6450	4934	5176	5428	5737	6202	6444	6289	6608	7082	7101	7140
5	6650	5087	5337	5596	5915	6394	6643	6484	6813	7302	7322	7362
6	6900	5279	5537	5806	6138	6634	6893	6728	7069	7576	7597	7638
7	7150	5470	5738	6017	6360	6875	7143	6971	7325	7851	7872	7915
8	7400	5661	5939	6227	6582	7115	7393	7215	7581	8125	8147	8192
9	7650	5852	6139	6437	6805	7355	7642	7459	7837	8400	8423	8469
10	7900	6044	6340	6648	7027	7596	7892	7703	8094	8674	8698	8745
11	8200	6273	6581	6900	7294	7884	8192	7995	8401	9004	9028	9077
12	8500	6503	6821	7153	7561	8173	8492	8288	8708	9333	9359	9410
13	8800	6732	7062	7405	7828	8461	8791	8580	9016	9662	9689	9742
14	9100	6962	7303	7658	8094	8750	9091	8873	9323	9992	10019	10074
15	9450	7229	7584	7952	8406	9086	9441	9214	9682	10376	10404	10461
16	9800	7497	7865	8247	8717	9423	9790	9555	10040	10760	10790	10849
17	10150	7765	8145	8541	9028	9759	10140	9896	10399	11145	11175	11236
18	10550	8071	8466	8878	9384	10144	10539	10286	10808	11584	11616	11679
19	10950	8377	8787	9214	9740	10528	10939	10676	11218	12023	12056	12122
20	11350	8683	9108	9551	10096	10913	11339	11066	11628	12462	12496	12564
+21	11750	8989	9429	9888	10452	11298	11738	11456	12038	12902	12937	13007
+22	12150	9295	9750	10224	10807	11682	12138	11846	12448	13341	13377	13450
+23	12550	9601	10071	10561	11163	12067	12537	12236	12857	13780	13818	13893
+24	12950	9907	10392	10897	11519	12451	12937	12626	13267	14219	14258	14336
+25	13350	10213	10713	11234	11875	12836	13337	13016	13677	14658	14698	14778
+26	13750	10519	11034	11571	12231	13221	13736	13406	14087	15098	15139	15221
+27	14150	10825	11355	11907	12586	13605	14136	13796	14497	15537	15579	15664

Indian Banks' Association

ANNEXURE-'F'

REVISED

DEARNESS ALLOWANCE PAYABLE TO SUB-STAFF for the quarter commencing-

Stages	Basic Pay	Nov-12	Feb-13	May-13	Aug-13	Nov-13	Feb-14	May-14	Aug-14	Nov-14	Feb-14	May-15
DA@ 0.10% per Slab	Average Index (CPI)	4876	4976	5080	5208	5400	5500	5436	5568	5764	5772	5788
		10.90%	13.40%	16.00%	19.20%	24.00%	26.50%	24.90%	28.20%	33.10%	33.30%	33.70%
1	9560	1042	1281	1530	1836	2294	2533	2380	2696	3164	3183	3222
2	9885	1077	1325	1582	1898	2372	2620	2461	2788	3272	3292	3331
3	10210	1113	1368	1634	1960	2450	2706	2542	2879	3380	3400	3441
4	10535	1148	1412	1686	2023	2528	2792	2623	2971	3487	3508	3550
5	10860	1184	1455	1738	2085	2606	2878	2704	3063	3595	3616	3660
6	11270	1228	1510	1803	2164	2705	2987	2806	3178	3730	3753	3798
7	11680	1273	1565	1869	2243	2803	3095	2908	3294	3866	3889	3936
8	12090	1318	1620	1934	2321	2902	3204	3010	3409	4002	4026	4074
9	12500	1363	1675	2000	2400	3000	3313	3113	3525	4138	4163	4213
10	12910	1407	1730	2066	2479	3098	3421	3215	3641	4273	4299	4351
11	13400	1461	1796	2144	2573	3216	3551	3337	3779	4435	4462	4516
12	13890	1514	1861	2222	2667	3334	3681	3459	3917	4598	4625	4681
13	14380	1567	1927	2301	2761	3451	3811	3581	4055	4760	4789	4846
14	14870	1621	1993	2379	2855	3569	3941	3703	4193	4922	4952	5011
15	15440	1683	2069	2470	2964	3706	4092	3845	4354	5111	5142	5203
16	16010	1745	2145	2562	3074	3842	4243	3986	4515	5299	5331	5395
17	16580	1807	2222	2653	3183	3979	4394	4128	4676	5488	5521	5587
18	17235	1879	2309	2758	3309	4136	4567	4292	4860	5705	5739	5808
19	17890	1950	2397	2862	3435	4294	4741	4455	5045	5922	5957	6029
20	18545	2021	2485	2967	3561	4451	4914	4618	5230	6138	6175	6250
+21	19200	2093	2573	3072	3686	4608	5088	4781	5414	6355	6394	6470
+22	19855	2164	2661	3177	3812	4765	5262	4944	5599	6572	6612	6691
+23	20510	2236	2748	3282	3938	4922	5435	5107	5784	6789	6830	6912
+24	21165	2307	2836	3386	4064	5080	5609	5270	5969	7006	7048	7133
+25	21820	2378	2924	3491	4189	5237	5782	5433	6153	7222	7266	7353
+26	22475	2450	3012	3596	4315	5394	5956	5596	6338	7439	7484	7574
+27	23130	2521	3099	3701	4441	5551	6129	5759	6523	7656	7702	7795
+28	23785											8016

Indian Bankers' Association

ANNEXURE-G1

Chart Showing SPECIAL ALLOWANCE payable to WORKMEN for the quarter commencing -

	Stage	Basic Pay	Nov-12	Feb-13	May-13	Aug-13	Nov-13	Feb-14	May-14	Aug-14	Nov-14	Feb-15	May-15
			10.90%	13.40%	16.00%	19.20%	24.00%	26.50%	24.90%	28.20%	33.10%	33.30%	33.70%
CLERKS	1	11765	1011	1034	1058	1087	1131	1153	1139	1169	1214	1215	1219
7.75% OF Basic Pay +DA thereon	2	12420	1067	1092	1117	1147	1194	1218	1202	1234	1281	1283	1287
	3	13075	1124	1149	1175	1208	1257	1282	1266	1299	1349	1351	1355
	4	13730	1180	1207	1234	1268	1319	1346	1329	1364	1416	1418	1423
	5	14545	1250	1278	1308	1344	1398	1426	1408	1445	1500	1503	1507
	6	15360	1320	1350	1381	1419	1476	1506	1487	1526	1584	1587	1592
	7	16175	1390	1422	1454	1494	1554	1586	1566	1607	1668	1671	1676
	8	17155	1474	1508	1542	1585	1649	1682	1661	1704	1770	1772	1778
	9	18135	1559	1594	1630	1675	1743	1778	1755	1802	1871	1873	1879
	10	19115	1643	1680	1718	1766	1837	1874	1850	1899	1972	1975	1981
	11	20095	1727	1766	1807	1856	1931	1970	1945	1997	2073	2076	2082
	12	21240	1826	1867	1909	1962	2041	2082	2056	2110	2191	2194	2201
	13	22385	1924	1967	2012	2068	2151	2195	2167	2224	2309	2313	2319
	14	23530	2022	2068	2115	2174	2261	2307	2278	2338	2427	2431	2438
	15	24675	2121	2169	2218	2279	2371	2419	2388	2452	2545	2549	2557
	16	25820	2219	2269	2321	2385	2481	2531	2499	2565	2663	2667	2675
	17	26965	2318	2370	2424	2491	2591	2644	2610	2679	2782	2786	2794
	18	28110	2416	2470	2527	2597	2701	2756	2721	2793	2900	2904	2913
	19	30230	2598	2657	2718	2793	2905	2964	2926	3004	3118	3123	3132
	20	31540	2711	2772	2835	2914	3031	3092	3053	3134	3253	3258	3268
	+21	32850	2823	2887	2953	3035	3157	3221	3180	3264	3389	3394	3404
	+22	34160	2936	3002	3071	3156	3283	3349	3307	3394	3524	3529	3540
	+23	35470	3049	3117	3189	3277	3409	3477	3433	3524	3659	3664	3675
	+24	36780	3161	3232	3307	3398	3535	3606	3560	3654	3794	3800	3811
	+25	38090	3274	3348	3424	3519	3660	3734	3687	3784	3929	3935	3947
	+26	39400	3386	3463	3542	3640	3786	3863	3814	3915	4064	4070	4083
	+27	40710	3499	3578	3660	3761	3912	3991	3941	4045	4199	4206	4218
	+28	42020											
SUB-STAFF	1	9560	822	840	859	883	919	937	925	950	986	988	991
7.75% OF Basic Pay +DA thereon	2	9885	850	869	889	913	950	969	957	982	1020	1021	1024
	3	10210	878	897	918	943	981	1001	988	1014	1053	1055	1058
	4	10535	905	926	947	973	1012	1033	1020	1047	1087	1088	1092
	5	10860	933	954	976	1003	1044	1065	1051	1079	1120	1122	1125
	6	11270	969	990	1013	1041	1083	1105	1091	1120	1163	1164	1168
	7	11680	1004	1026	1050	1079	1122	1145	1131	1160	1205	1207	1210
	8	12090	1039	1063	1087	1117	1162	1185	1170	1201	1247	1249	1253
	9	12500	1074	1099	1124	1155	1201	1225	1210	1242	1289	1291	1295
	10	12910	1110	1135	1161	1193	1241	1266	1250	1283	1332	1334	1338
	11	13400	1152	1178	1205	1238	1288	1314	1297	1331	1382	1384	1388
	12	13890	1194	1221	1249	1283	1335	1362	1345	1380	1433	1435	1439
	13	14380	1236	1264	1293	1328	1382	1410	1392	1429	1483	1486	1490
	14	14870	1278	1307	1337	1374	1429	1458	1439	1477	1534	1536	1541
	15	15440	1327	1357	1388	1426	1484	1514	1495	1534	1593	1595	1600
	16	16010	1376	1407	1439	1479	1539	1570	1550	1591	1651	1654	1659
	17	16580	1425	1457	1491	1532	1593	1625	1605	1647	1710	1713	1718
	18	17235	1481	1515	1549	1592	1656	1690	1668	1712	1778	1781	1786
	19	17890	1538	1572	1608	1653	1719	1754	1732	1777	1845	1848	1854
	20	18545	1594	1630	1667	1713	1782	1818	1795	1843	1913	1916	1922
	+21	19200	1650	1687	1726	1774	1845	1882	1859	1908	1981	1984	1989
	+22	19855	1706	1745	1785	1834	1908	1947	1922	1973	2048	2051	2057
	+23	20510	1763	1803	1844	1895	1971	2011	1985	2038	2116	2119	2125
	+24	21165	1819	1860	1903	1955	2034	2075	2049	2103	2183	2187	2193
	+25	21820	1875	1918	1962	2016	2097	2139	2112	2168	2251	2254	2261
	+26	22475	1932	1975	2021	2076	2160	2203	2176	2233	2318	2322	2329
	+27	23130	1988	2033	2079	2137	2223	2268	2239	2298	2386	2390	2397
	+28	23785											

ANNEXURE - H(1)

Indian Banks' Association

HR & Industrial Relations

No.CIR/HR&IR/2015-16/XBPS/918
June 16, 2015

Designated Officers of Member Banks which are parties to the Bipartite Discussions

Dear Sir/Madam,

CORRIGENDUM - Clause 37 of 10th Bipartite Settlement

Please refer to our letter No.CIR/HR&IR/XBPS/803 dated 25th May 2015 forwarding for your information, copies of the Bipartite Settlements signed on 25th May 2015.

There is a typographical error in Clause 37, wherein in place of "Para 551", "Para 511" has been typed. Kindly read Clause 37 as under -

"37. **Joining Time**

It is agreed by and between the parties that with effect from the date of the Settlement, joining time of six days allowable under **Para 551** of Sastry Award may be granted either immediately after relieving or within three months after joining the new place of posting."

Inconvenience caused is regretted.

Yours faithfully,

R S Chauhan
Sr. Vice President

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ANNEXURE-H(3)

Indian Banks' Association

HR & Industrial Relations
No.CIR/HR&IR/XBPS/KU/919
June 16, 2015

Designated Officers of Banks which are parties to the 10th Bipartite Settlement/ Workmen Union dated 25.5.2015

Dear Sir,

Stagnation Increment

Under the recently signed 10th Bipartite Settlement, it has been agreed that employees shall be eligible for 8th stagnation increment on 1st May, 2015 or two years after receiving the seventh stagnation increment, whichever is later.

It has been further agreed that the period of 3 years shall be reduced to 2 years for sanction of 6th stagnation increment. Accordingly it has been provided in the Settlement that an employee who has completed two years or more after receiving the fifth stagnation increment as on 1st November, 2012 shall receive the sixth stagnation increment as on 1st November, 2012.

In this connection, we advise that the financial benefit on account of this reduction of eligibility from 3 to 2 years for sanction of the 6th stagnation increment shall accrue on or after 1.5.2015 since the additional cost of such reduction in periodicity from 3 to 2 years has been adjusted at 50 % of the actual cost and hence to be effective from 1.5.2015 (30 months out of 60 months of the period of the Settlement).

However, under clause 40 of the settlement dated 25.5.2015 in 'Implementation' it has been inadvertently mentioned as under :

3	Stagnation Increment – 8th	1st May, 2015

In view of the adjustment of cost as 50% of the total cost towards improvements in stagnation increment/s, this needs to be corrected and read as under :

3	Stagnation Increment improvements (5th to 6th & 7th to 8th Stagnation increment)	1st May, 2015

Member banks may kindly take a note of the above.

Yours faithfully,

K Unnikrishnan
Dy. Chief Executive

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cc to : AIBEA,NCBE,BEFI,NOBW,INBEF,NUBE,BKSM