 **Union Bank**  
of India  
Department of Personnel  
Industrial Relations Division  
Central Office

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

Staff Circular No.5677

Dated: 24<sup>th</sup> June, 2010

To:

All Branches/Offices:

**HIGHLIGHTS OF THE CIRCULAR**

- Salary revision for Officers finalised
- Revised salary effective from 01.11.2007
- New Pension Scheme introduced subject to Government of India approval

**Salary Revision for Officers - Payment of Ad-hoc Amount**  
- Joint Note dated 27.04.2010 signed between IBA & Officers' Associations

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A Joint Note dated 27.04.2010 regarding salary revision of Officers has been signed between Indian Banks' Association and Officers' Associations viz. All India Bank Officers' Confederation (AIBOC), All India Bank Officers' Association (AIBOA), Indian National Bank Officers' Congress (INBOC) and National Organisation of Bank Officers (NOBO).

Since the procedure for amendment in the Officers' Service Regulations, 1979 / Bank Employees' Pension Regulations, 1995 will take some time, on the recommendations of the Indian Banks' Association, the Government of India has conveyed its 'No Objection' to IBA for advising the Banks to disburse the Ad-hoc amount equivalent to the net arrears payable for the period between 01.11.2007 and 30.04.2010 and further continue to pay revised salary and allowances on Ad-hoc basis, i.e. Ad-hoc amount equivalent to the increase in emoluments on the basis of month to month calculation of old and revised emoluments from 01.11.2007 onwards till formalities for amending the Officers' Service Regulations are completed.

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Based on the guidelines received from IBA, we enclose the following Annexures, which contain the complete package of salary for Officer employees governed by the Officers' Service Regulations for Public Sector Banks:

- 1) Joint Note dated 27.04.2010 (Annexure-I)
- 2) Chart showing existing CCA/HRA and revised CCA/HRA for Officers-Annexure 'A'
- 3) Chart showing existing dearness allowance payable to Officers for the period November 2007 to April 2010 - Annexure 'B'
- 4) Chart showing revised dearness allowance payable to Officers for the period November 2007 to April 2010 - Annexure 'C'

Branches/offices are required to calculate/work out and pay the Ad-hoc amount for the period 01.11.2007 to 30.04.2010 and continue to pay the Ad-hoc amount from May 2010 onwards till further instructions are issued for giving effect to salary revision as per the package worked out by IBA.

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

The various provisions of this Settlement shall take effect from the dates specified hereunder, unless provided to the contrary in the Settlement.

		<u>w.e.f.</u>
1.	Scales of Pay	1 <sup>st</sup> November 2007
2.	Dearness Allowance - Single Slab Rate (i.e. 0.15% of Pay)	1 <sup>st</sup> November 2007
3.	House Rent Allowance, City Compensatory Allowance, Recovery of House/Furniture Rent, Fixed Personal Pay/ Professional Qualification Pay, Hill & Fuel Allowance, Special Area Allowance, Project Area Allowance, Split Duty Allowance, Medical Aid Allowance.	1 <sup>st</sup> November 2007

4.	Hospitalisation Expenses	1 <sup>st</sup> May 2010
5.	Halting Allowance	1 <sup>st</sup> May 2010
6.	Deputation Allowance	1 <sup>st</sup> May 2010
7.	Mid Academic Transfer Allowance	1 <sup>st</sup> May 2010
8.	Compensation on Transfer	1 <sup>st</sup> May 2010
9	All other items agreed to but not covered by the above Clauses.	Specifically provided in the Joint Note

Branches/Offices are required to note the following while calculating arrears of salary:-

- a. Appropriate adjustment may be made on account of :
  - i) Sick Leave on half pay
  - ii) unauthorised 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 Officers 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 Officer concerned will be given the salary revision on the due date and his Subsistence Allowance will be fixed as per his revised salary. The arrears of salary and Subsistence Allowance shall be paid to him accordingly.
- c. Officer employee will receive payment from the branches/offices where he was posted as on 30<sup>th</sup> June 2010. The concerned branch/office may ask for the salary particulars from the branch where the Officer employee was working earlier.
- d. While paying arrears of salary to Officers, 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.
- e. The consequential difference in cash equivalent on encashment of privilege leave availed during the period 01.11.2007 to 31.05.2010 on account of salary revision may be paid to the Officers.

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- f. As regards release of arrears to Officers, who ceased to be in service on or after 1<sup>st</sup> November, 2007, following procedure is to be followed:
- i) Arrears on Ad-hoc basis, equivalent to the net arrears payable (including leave encashment, if any), may be released to an officer employee who had retired/ceased to be in service on or after 1<sup>st</sup> November, 2007.
  - ii) Since amendments to the Officers' Service Regulations to incorporate the new pay scales would take sometime, the differential amount in gratuity on account of application of revised pay scales to those who retired/ceased to be in service on or after 01.11.2007 shall become payable, both under the Payment of Gratuity Act, 1972 and the Officers' Service Regulations, only after the amendments to Officers' Service Regulations are in place.

**g. One more option for Pension**

One more significant development has taken place in respect of PF optees. As per Joint Note dated 27<sup>th</sup> April, 2010 between the Indian Banks' Association and the Officers Union, another option for joining the existing Pension Scheme shall be extended to the Officers.

The IBA has sought the approval of the Government to implement the terms of the Pension Settlement pending amendment to the Regulations. They will advise us in the matter as soon as approval is obtained from the Government. In view of the above, in respect of Officers who are in service as on 27.04.2010 and presently covered by the Contributory Pension Fund, while making payment of arrears, the following procedure may be adopted for smooth implementation of the Pension Settlement:

- (a) An amount equal to 2.8 times of the 'Pay' for the month of November, 2007 be withheld and kept in a Suspense Account for crediting to the Pension Fund in case the officer opts to join the Pension Scheme complying with the terms of the Settlement dated 27<sup>th</sup> April, 2010.
- (b) If any officer gives in writing an irrevocable letter stating that he does not intend to join the Pension Scheme, in terms of the Joint Note, 2.8 times of the November, 2007 pay as above need not be withheld.
- (c) Once the offer is made to join the Pension Scheme, on expiry of the period of option, the amount withheld in respect of those who exercised the option to join the Pension Scheme should be transferred to the Pension Fund. The arrears withheld in respect of those who did not opt for pension within the stipulated time, be refunded to them.

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- (d) No portion of arrears be withheld in respect of non-optee officers who retired from 1<sup>st</sup> November, 2007 to 27<sup>th</sup> April, 2010. They will be joining the Pension Scheme by making contribution towards funding gap as retired officers in terms of the Joint Note.

**Note : 'Pay' means Revised Basic Pay, FPP and PQP, if any, as per Joint Note dated 27.04.2010.**

- h. When the funds are transferred to the Pension Fund, please forward to the Terminal Benefits Division, Department of Personnel a statement of details as per the enclosed format (Annexure-I).
- i. As regards Provident Fund deductions from the arrears paid as also deductions made from the Ad-hoc amounts paid from May, 2010 onwards, the same can be credited to the Provident Fund account of the employees. Accordingly the branches can remit the Provident Fund amount to Provident Fund Division.

In case of Medical Aid on and from 1<sup>st</sup> November, 2007, reimbursement of medical expenses shall be as under :

- a) Officers in JMG & MMG Scales-Rs.3,750/-p.a.  
b) Officers in SMG & TEG Scales - Rs.5,000/-p.a.

The difference in Medical Aid for the years from November, 2007 and December, 2009 may be paid to the Officers on their making application for reimbursement. The Medical Aid accrued as per the revised quantum from 1st January, 2010 onwards may be reimbursed from the subsequent year onwards, as per extant guidelines.

IBA has advised us about certain discrepancies crept in the Special Area Allowance payable at different places at Mizoram, Uttar Pradesh and Uttaranchal (Uttarakhand) as mentioned in Annexure-IV to the Joint Note dated 27.04.2010. They have forwarded revised Annexure-IV, a copy of which is enclosed for information. Please calculate Special Area Allowance, as applicable at respective places while finalizing the arrears.

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 account Central Office for the period 01.11.2007 to 31.03.2010 from their respective Regional Offices alongwith a copy of arrears sheet. Arrears sheet may be prepared in quadruplicate as per the proforma

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enclosed Annexure D-1 to D-4. One copy of arrears sheet may be handed over to the respective employee against acknowledgement. Two clean copies may be sent to respective Regional Office who will scrutinize the same and return one copy of the arrears sheet to the branch/office for rectification of errors, if any. On rectification of errors, if any, the same should be confirmed to the respective Regional Office. Based on arrears sheet /POB advice received from branches/offices, after verification of the calculation, Regional Offices will claim the consolidated amount of arrears for the period 01.11.2007 to 31.03.2010 from Personnel Administration Division, Central Office. The relevant POB Claim (IBR Code 5800 40) should accompany the hard copy of the data/information alongwith a soft copy and should be sent to Personnel Administration Division, Central Office. It may kindly be noted that Ad-hoc amount payable to officer employee w.e.f. April, 2010 onwards will be controlled in the Books of Account of the branches/offices to the debit of 'Suspense A/c - Ad-hoc payment of Officers' (Subsidiary Code No.6154141) till further instructions.

Branches/Offices are advised to take a careful note of the amendments/ modifications to the provision and ensure compliance.

While paying these arrears, due care should be taken regarding deduction of Income Tax as per the prevailing Income Tax Rules.

All branches/offices in Raigad, Greater Mumbai and Thane are covered under Salary Section, Central Office, Mumbai and therefore the calculation of arrears will be done at Salary Section, Central Office.

It is sincerely requested that the arrears now being released are properly utilized/invested.

  
(U.B. RAIKAR)  
GENERAL MANAGER (P)

Encl: as above  
(Hindi version follows)  
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**Annexure IV**  
(Joint Note dated 27.4.2010)

**Special Area Allowance**

Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
1.	<b>Mizoram</b>		
	a) Chhimguipui District and areas beyond 25 kms. from Lunglei Town in Lunglei District	2000	2600
	b) Entire Lunglei District excluding areas beyond 25 kms. from Lunglei town	1600	2100
	c) Throughout Aizawl District	1200	1500
2.	<b>Nagaland</b>	1600	2100
3.	<b>Andaman &amp; Nicobar Islands</b>		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman (including Port Blair)	1600	2100
4.	<b>Sikkim</b>	2000	2600
5.	<b>Lakshadweep Islands</b>	2000	2600
6.	<b>Assam</b>	320	400
7.	<b>Meghalaya</b>	320	400
8.	<b>Tripura</b>		
	a) Difficult areas of Tripura	1600	2100
	b) Throughout Tripura except difficult areas.	1200	1500
9.	<b>Manipur</b>	1200	1500
10.	<b>Arunachal Pradesh</b>		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throughout Arunachal Pradesh other than difficult areas.	1600	2100

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Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
11.	<b>Jammu &amp; Kashmir</b>		
	1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi	2000	2600
	2) Udhampur District: a) Dudu Basantgarh, Lander Bhamag Illaqa, Thakrakote and Nagote, All Areas in Mahore Tehsil other than those included in Part 2(b). b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	2000 1600	2600 2100
	3) Doda District: Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	2000	2600
	4) Leh District : All places in the District	2000	2600
	5) Barmulla District a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua b) Matchill	2000 1600	2600 2100
	6) Poonch and Rajouri District : Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts	1200	1500
	7) Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border allowance from time-to-time by the State Government for their own staff.	1200	1500
12.	<b>Himachal Pradesh</b>		
	(1) Chamba District  (a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata	2000	2600





Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	1600	2100
	(c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper).	1200	1500
	(2) Kinnaur District:		
	a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi, PooH Sub-Division, excluding the Panchayat Areas specified above.	2000	2600
	b) Entire District other than Areas included in (a) above.	1600	2100
	(3) Kullu District:		
	a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	2000	2600
	b) Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand).	1200	1500
	(4) Lahaul and Spiti District :		
	Entire area of Lahaul and Spiti	2000	2600
	(5) Shimla District :		
	a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda.	2000	2600
	b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan.	1600	2100
	c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu).	1200	1500



Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(6) Kangra District:		
	a) Areas of Bara Bhangal and Chhota Bhangal	1600	2100
	b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiari, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar.	1200	1500
	Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town - H.P. Krishi Vishwavidyalaya Campus, Cattle Development Office/Jersey Farm, Banuri, Sericulture Office/Indo-German Agriculture Workshop/HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.		
	(7) Mandi District:		
	Chhuhar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil-of Bagraa, Chatri, Chhotdhar, Garagushain, Gattoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharampur Block- Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil - Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil - Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.	1200	1500
	(8) Sirmaur District:		
	Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bheneri (Paonta Tehsil), Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgin Tract	1200	1500
	(9) Solan District :		
	Mangal Panchayat.	1200	1500



Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.	320	400
13.	<b>Uttarakhand</b> Areas under Chamoli, Pithoragarh, Uttarkashi, Rudraprayag and Champavat Districts.	2000	2600



## Annexure-II to Staff Circular No. 5677 dated 24.06.2010

<b>Contribution towards funding gap by Provident Fund optees who join the Pension Scheme in terms of the Settlement dated 27/04/2010</b>				
	<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>
	<b>Number of PF Optees</b>	<b>No. of employees opted for Pension</b>	<b>Pay for November, 2007 in respect of (Col.2)</b>	<b>Contribution made @2.8 times of pay for November, 2007 (Col.3)</b>
<b>Officers</b>				
<b>Clerks</b>				
<b>Sub-staff</b>				
<b>TOTAL</b>				

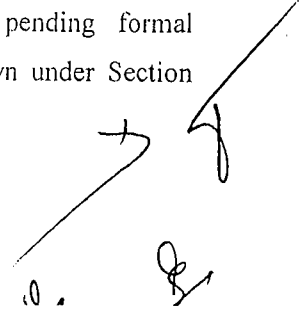
## JOINT NOTE

SALARY REVISION FOR OFFICERS**Conclusion of Discussions between the  
IBA and the Officers' Associations**

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

2. The representatives of the Officers' Associations, a part of United Forum of Bank Unions (UFBU) and IBA entered into a Memorandum of Understanding on 25<sup>th</sup> February 2008 on various issues. Extending another option for pension to those who did not opt for pension when Bank Employees' Pension Regulations, 1995 dated 29<sup>th</sup> September 1995/ 26<sup>th</sup> March 1996 were implemented was one of the issues to be considered. After several rounds of discussions and valuing the liability through an actuarial calculation, it is agreed to extend another option to join the pension scheme to those who did not opt for pension when Bank Employees' Pension Regulations, 1995 dated 29<sup>th</sup> September 1995/ 26<sup>th</sup> March 1996 were implemented, on the terms and conditions agreed and incorporated in the Joint Note dated 27<sup>th</sup> April 2010 signed between the parties.
3. IBA agreed that it shall recommend to the Public Sector Banks, as in Annexure II, to initiate the process of amending the Officers' Service Regulations and Bank Employees' Pension Regulations, 1995 dated 29<sup>th</sup> September 1995/ 26<sup>th</sup> March 1996, in order to implement what is stated in Annexure I. The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.
4. IBA shall take steps to recommend to the Private Sector Banks which are listed in Annexure III and which have authorised the IBA in this regard, to give effect to the salary revision for their officers upto Scale III on the same lines as mentioned in Annexure I.
5. The representatives of Officers' Associations have requested that pending formal amendments to the Officers' Service Regulations as per procedure laid down under Section

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19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980, IBA may advise the banks to disburse immediately an ad-hoc amount, equivalent to the net arrears payable for the period from 1<sup>st</sup> November 2007 to 30<sup>th</sup> April 2010 and continue to pay revised salary and allowances on ad-hoc basis. IBA has agreed to make suitable recommendations to the Government in this regard for its consideration.

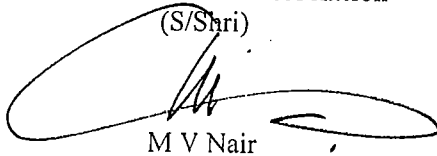
6. The Officers' Associations on behalf of the officer-employees in banks listed in Annexures II & III agree that the understandings reached as detailed in Annexure I hereto are in full satisfaction of their demands.

7. Management proposed that a scheme for introduction of performance linked variable pay in addition to fixed pay be considered as part of this wage revision exercise to increase efficiency in operations. After preliminary discussions, it was decided to pursue the matter further.

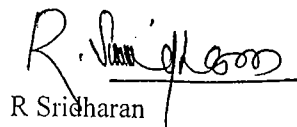
8. Representatives of the Officers' Associations have assured full co-operation on their part, their affiliates and members, in implementation of measures aimed at improving customer service, optimum utilisation of manpower, expansion of banking activities to take on the competition and challenges confronting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

Mumbai  
Dated : 27<sup>th</sup> April 2010

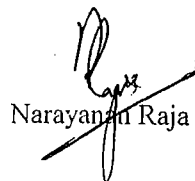
**For Indian Banks' Association**  
(S/Shri)



M V Nair

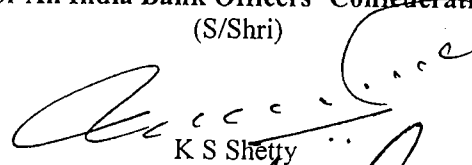


R Sridharan

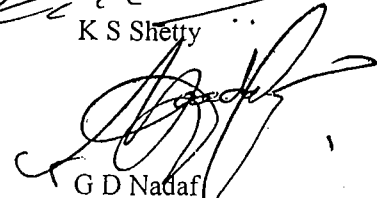


Narayanji Raja

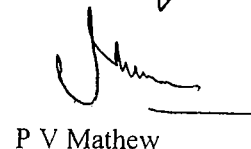
**For All India Bank Officers' Confederation**  
(S/Shri)



K S Shetty



G D Nadaf



P V Mathew



K Ramakrishnan

Rajeev Rishi

B B Das

K Unnikrishnan

M Venugopalan

P K Sarkar

T T Natarajan

K Ananda Kumar

T N Goel

S K Kohli

K Ramakoteswara Rao

G Muthuswamy

K D Kheda

**For All India Bank Officers' Association**  
(S/Shri)

Alok Khare

R J Sidharan



S Nagarajan

D K Pauddar

Sidharth N Dutta

**For Indian National Bank Officers' Congress  
(S/Shri)**

K K Nain

L R Prem Kumar

Subhash W Choudhari

V Ramamohan Reddy

**For National Organisation of Bank Officers  
(S/Shri)**

M S Bhagwat

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A N Madhusudan

Dr. Sunil U Deshpande

S K Rathod



## 1) Scales of Pay

Scale I -	14500	<u>600</u>	18700	<u>700</u>	20100	<u>800</u>	25700
		7		2		7	
Scale II -	19400	<u>700</u>	20100	<u>800</u>	28100		
		1		10			
Scale III -	25700	<u>800</u>	29700	<u>900</u>	31500		
		5		2			
Scale IV -	30600	<u>900</u>	34200	<u>1000</u>	36200		
		4		2			
Scale V -	36200	<u>1000</u>	38200	<u>1100</u>	40400		
		2		2			
Scale VI -	42000	<u>1200</u>	46800				
		4					
Scale VII -	46800	<u>1300</u>	52000				
		4					

**Fitment:**

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

## 2) Stagnation Increments

- a. Officers in JM Grade Scale I who have moved to scale of pay for MMG Scale II in terms of Regulation 5(b) after reaching maximum of the higher scale shall be eligible for four stagnation increments for every three completed years of service of which first two shall be Rs.800/- each and next two Rs.900/- each.

Provided that officers who have completed three years or more after receipt of the second stagnation increment as on 1.11.2007 will get the third stagnation increment on 1.11.2007 and another stagnation increment on or after 1.11.2008 on their completion of six years after receipt of second stagnation increment.

- b. Officers in MMG Scale II who have moved to scale of pay for MMG Scale III in terms of Regulation 5(b) after reaching maximum of higher scale shall be eligible for three stagnation increments of Rs.900/- each for every three completed years of service.

Provided that officers who have completed three years or more after receipt of the first stagnation increment as on 1.11.2007 will get the next stagnation increment with effect from 1.11.2007 and a subsequent stagnation increment on or after



1.11.2008 on their completion of six years after receipt of the first stagnation increment

Provided further those officers in substantive MMG Scale III i.e. those who are recruited in or promoted to MMG Scale III shall be eligible for four stagnation increments of Rs.900/- each for every three completed years of service. Those who have already received two stagnation increments and completed more than three years of service after receipt of second stagnation increment as on 1.11.2007 will get the third stagnation increment on 1.11.2007 and the fourth stagnation increment, on or after 1.11.2008 on their completion of six years after receipt of second stagnation increment

**3) Dearness Allowance**

On and from 1.11.2007, Dearness Allowance shall be payable for every rise or fall of four points over 2836 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at 0.15% of Pay.

**4) House Rent Allowance**

	I	II
i)	Major "A" Class Cities and Project Area Centres in Group A	8.5% of Pay
ii)	Other places in Area I and Project Area Centres in Group B	7.5% of Pay
iii)	Other places	6.5% of Pay

Provided that if an officer produces a rent receipt, the House Rent Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over 1.2% of Pay in the first stage of the Scale of Pay in which he/she is placed with a maximum of 150% of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

**Note:**

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



5) **City Compensatory Allowance**

	<b>Area</b>	<b>Rate</b>	<b>Maximum Amount</b>
i)	Places in Area 1 and in the State of Goa	4% of Basic Pay	Rs.540/- p.m.
ii)	Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	3% of Basic Pay	Rs.375/- p.m.

6) **Provident Fund**

- (a) While the officers who are presently covered under the Pension Scheme and those who will join the Pension Scheme in terms of option being made available under Joint Note dated 27<sup>th</sup> April, 2010 shall continue to contribute 10% of the Pay towards Provident Fund, there shall be no matching contribution.
- (b) Officers of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.
- (c) Officers who are presently covered under Contributory Provident Fund Scheme who do not opt for Pension Scheme being made available under Joint Note dated 27<sup>th</sup> April, 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.
- (d) There shall be no Provident Fund to officers joining the services of banks on or after 1<sup>st</sup> April 2010. They shall be covered by a Defined Contributory Pension Scheme, where the officer will contribute 10% of Pay plus Dearness Allowance and the bank will make a matching contribution. The Scheme shall be governed by the provisions of the Contributory Pension Scheme as introduced for employees of Central Government w.e.f. 1<sup>st</sup> January 2004 and modified from time to time.

7) **Pension (other than State Bank of India)**

1. The terms of the Bank Employees' Pension Regulations, 1995 dated 29<sup>th</sup> September 1995/ 26<sup>th</sup> March 1996 shall not apply to the officers who join the services of Banks on or after 1<sup>st</sup> April 2010; and they shall be covered by a Defined Contributory Pension Scheme, which shall be governed by the provision of the Contributory Pension Scheme introduced for officers of the Central Government w.e.f.



1<sup>st</sup> January 2004, and as modified from time to time. Necessary amendments to the relevant provisions of the Bank Employees' Pension Regulations, 1995 dated 29<sup>th</sup> September 1995/ 26<sup>th</sup> March 1996 shall be carried out following the procedure in this regard.

2. Further to Clause 6 of the Joint Note signed on 2<sup>nd</sup> June 2005 between representatives of Officers' Associations and IBA, it is agreed between the parties as under:

- (i) With effect from 1<sup>st</sup> May 2005, the pension of officers who retired or died while in service during the period 1<sup>st</sup> April 1998 to 31<sup>st</sup> October 2002 will be re-fixed based on the definition of 'Pay' as defined in Clause 5 of the Joint Note dated 14<sup>th</sup> December 1999. No arrears of pension and commuted value of pension will be payable on account of such re-fixing of pension.
- (ii) With effect from 1<sup>st</sup> May 2005, the pension of officers who retired or died while in service during the period 1<sup>st</sup> November 2002 to 30<sup>th</sup> April 2005 will be re-fixed based on the definition of 'Pay' as defined in Clause 6 of the Joint Note dated 2<sup>nd</sup> June 2005. No arrears of pension or commuted value of pension will be payable on account of such re-fixation of pension.

3. Further to Clause 2(b) of the Joint Note dated 2<sup>nd</sup> June 2005, it is agreed between the parties as under:

- (i) On and from 1.5.2005, in the case of officers who retired during the period 1.4.1998 to 31.10.2002, dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every 4 points over 1684 points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960=100. Such increase or decrease in dearness relief for every said four points shall be calculated in the manner given below:

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Scale of Basic Pension per month	The rate of Dearness Relief payable as a percentage of Basic Pension
(i) Upto Rs. 3550	0.24 per cent
(ii) Rs.3551 to Rs.5650	0.24 per cent of pension exceeding Rs.3550 plus 0.20 per cent of the basic pension in excess of Rs.3550
(iii) Rs.5651 to Rs.6010	0.24 per cent of Rs.3550 plus 0.20 per cent of the difference between Rs.5650 and Rs. 3550 plus 0.12 per cent of basic pension in excess of Rs.5650
(iv) Above Rs.6010	0.24 per cent of Rs. 3550 plus 0.20 per cent of the difference between Rs.5650 and Rs.3550 plus 0.12 per cent difference between Rs.6010 and Rs.5650 plus 0.06 per cent of basic pension in excess of Rs. 6010

- (ii) In respect of retirees for the period 1.11.2002 to 30.4.2005 for whom pension has been revised w.e.f. 1.5.2005 based on definition of pay in terms of Clause 6(2) of the Joint Note dated 2<sup>nd</sup> June 2005, dearness relief shall be payable w.e.f. 1.5.2005 for every rise or be recoverable for every fall as the case may be of every four points over 2288 points in the quarterly average of All India Average Consumer Price Index for Industrial Workers in the series 1960=100 @ 0.18% of the basic pension.
- (iii) In respect of officers who retire on or after 1.5.2005, dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every four points over 2288 points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960=100, at the rate of 0.18 per cent of basic pension.
- (iv) In respect of officers who retired or died while in service on or after 1.05.2005 Dearness Relief shall be payable at 0.18% 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 for every rise or fall of 4 points over 2288 points in the quarterly average of the All India Average Consumer Price Index for industrial workers in the series 1960 = 100.

**Note:**

The Dearness Relief as above shall be payable for the half year commencing from the 1<sup>st</sup> day of February and ending with 31<sup>st</sup> day of July on the quarterly average of index figures published for the months October, November and December of the previous year and for the half year commencing from 1<sup>st</sup> day of August and ending with the 31<sup>st</sup> day of



January on the quarterly average of the index figures published for the months of April, May and June of the same year.

**8) Medical Aid**

On and from 1<sup>st</sup> November 2007, reimbursement of medical expenses shall be as under :

- a) Officers in JMG & MMG Scales—Rs.5100/-p.a.
- b) Officers in SMG & TEG Scales - Rs.6320/-p.a.

**9) Hospitalisation Expenses**

On and from 1<sup>st</sup> May 2010, reimbursement of hospitalisation expenses under Regulation 24(1(b)(i) of Officers' Service Regulations, 1979/1982, shall be in terms of the Hospitalisation Scheme laid down under Bipartite Settlement dated 27<sup>th</sup> April 2010 for workmen employees, subject to following limits:-

Scale of Officer	Limits
a) Junior Management Grade Scale I and Middle Management Grade Scales II & III.	<b>i) Bed Charges</b> Self – Rs.700/- per day. Family – Rs.525/- per day.  <b>ii) Other charges –</b> At the scale of 125% of the limits laid down under the Hospitalisation Scheme applicable to workmen employees.
b) Senior Management Grade Scales IV & V and Top Executive Grade Scales VI & VII.	<b>i) Bed Charges</b> Self – Rs.900/- per day. Family – Rs.675/- per day.  <b>ii) Other charges –</b> At the scale of 150% of the limits laid down under the Hospitalisation Scheme applicable to workmen employees.

**10) Recovery of House/Furniture Rent**

- i. House rent recovery shall be @ 1.20 % of the first stage of the scale of pay in which the officer is placed or the standard rent for the accommodation, whichever is less.
- ii. Furniture rent recovery shall be @ 0.25% of the first stage of the scale of pay in which the officer is placed.

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**11) Fixed Personal Pay (w.e.f. 1.11.2007)**

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

Increment Component (Rs.)	DA as on 01.11.2007 (Rs.)	Total F.P.P. payable where bank's accommodation is provided (Rs.)
(A)	(B)	(C)
800	58	858
900	65	965
1000	72	1072
1100	79	1179
1200	86	1286
1300	94	1394

**Note:**

- (i) F.P.P. as indicated in "C" above shall be payable to those officer employees who are provided with bank's accommodation.
- (ii) F.P.P. for officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance payable on the last increment of the relevant scale of pay.
- (iii) The increment component of F.P.P. shall rank for superannuation benefits.

**12) Professional Qualification Pay (PQP) (w.e.f. 1.11.2007)**

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

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

Rs.410/- p.m. one year after reaching top of the scale.

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

a. Rs.410/- p.m. one year after reaching top of the scale.

b. Rs.1030/- p.m. two years after reaching top of the scale.

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

Provided further that in a case where an officer, as on the date of this Joint Note, has already acquired any of the above said qualifications and has not earned any increment or PQP on account of acquiring such qualification/s, he may be, with





effect from 1<sup>st</sup> November 2007 or the date of acquiring such qualification/s, whichever is later, released PQP as provided herein above.

### 13) Other Allowances

#### (i) Deputation Allowance

On and from 1<sup>st</sup> May 2010, Deputation Allowance shall be at the following rates :

- An officer deputed to serve outside the bank – 7.75% of Pay with a maximum of Rs.2,300/- p.m.
- An officer deputed to an organization at the same place or to the training establishment of the bank – 4% of Pay with a maximum of Rs.1200/- p.m.

#### (ii) Hill and Fuel Allowance (w.e.f. 1.11.2007)

	Place	Rate
a)	Places with an altitude of 1000 metres and above but less than 1500 metres and Mercara Town	2% of Pay subject to a maximum of Rs.550/-p.m.
b)	Places with an altitude of 1500 metres and above but less than 3000 metres.	2.5% of Pay subject to a maximum of Rs.680 p.m.
c)	Places with an altitude of 3000 metres and above.	5% of Pay subject to a maximum of Rs.1570/- p.m.

#### (iii) Halting Allowance (w.e.f. 1.5.2010)

Grade / Scales of Officers	Major 'A' Class Cities (Rs.)	Area I (Rs.)	Other Places (Rs.)
Officers in Scale IV & above	1000/-	800/-	700/-
Officers in Scale I/II/III	800/-	700/-	600/-

Provided that in the case of officers in Scale IV and above, halting allowance payable per diem while on outstation work at the four metros, viz. Delhi, Mumbai, Kolkata and Chennai, shall be Rs.1200/- and for officers in Scale I/II/III Rs.1000/-.

#### (iv) Special Area Allowance (w.e.f. 1.11.2007)

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

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**(v) Mode of Travel and Expenses on Travel (w.e.f. 1.5.2010)**

The following provisions shall apply wherever an officer is required to travel on duty :

- (a) An officer in Junior Management Grade is entitled to travel by 1<sup>st</sup> Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if so permitted by the Competent authority, having regard to the exigencies of business or public interest.
- (b) An officer in Middle Management Grade is entitled to travel by 1<sup>st</sup> Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if the distance to be travelled is more than 1000 kms. He may, however, travel by air (economy class) even for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.
- (c) An officer in Senior Management or Top Executive Grade is entitled to travel by AC 1<sup>st</sup> Class by train or by air (economy class).
- (d) An officer in Senior Management or Top Executive Grade may travel by car between places not connected by air or rail provided that the distance does not exceed 500 km. However, when a major part of the distance between the two places can be covered by air or rail only the rest of the distance should normally be covered by car.
- (e) Any other officer may be authorised by the Competent Authority, having regard to the exigencies of business, to travel by his own vehicle or by taxi or by the Bank's vehicle.

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

**(vi) Leave Travel Concession (w.e.f. 1.5.2010)**

1. During each block of 4 years, an officer shall be eligible for leave travel concession for travel to his place of domicile once in each block of two years. Alternatively, he may travel in one block of two years to his place of domicile and in another block of two years to any place in India by the shortest route.
2. Alternatively, an officer, by exercising an option anytime during a 4 year block or two year block, as the case may be, surrender and encash his LTC (other than travel to place of domicile) upon which he shall be entitled to receive an amount equivalent to 75% of the eligible fare for the class of travel by train to which he is entitled upto a distance of 4500 kms. (one way) for officers in JMG Scale I and MMG Scale II & III and 5500 kms (one way) for officers in SMG Scale IV and above. An officer opting



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

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

**(vii) Definition of Family:**

- a. For the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an officer shall mean an officer's spouse, wholly dependent unmarried children (including step children and legally adopted children), physically challenged brother/sister with 40% or more disability, as also parents ordinarily residing with and wholly dependent on the officer.
- b. The term wholly dependent child/parent, wholly dependent physically challenged brother/ sister shall mean such member of the family having a monthly income not exceeding Rs.3500/- p.m.

If the income of one of the parents exceeds Rs.3,500/- p.m. or the aggregate income of both the parents exceeds Rs.3,500/- p.m., both the parents shall not be considered as wholly dependent on the officer.

**14) Project Area Allowance**

On and from 1<sup>st</sup> November 2007, Project Area Compensatory Allowance shall be payable at the following rates :

Project Areas falling in Group A – Rs.290/- p.m.

Project Areas falling in Group B – Rs.255/- p.m.

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15) **Mid Academic Year Transfer Allowance**

On and from 1<sup>st</sup> May 2010, Mid Academic Year Transfer Allowance shall be payable at Rs.700/- p.m. subject to other conditions.

16) **Split Duty Allowance**

On and from 1<sup>st</sup> November 2007, Split Duty Allowance shall be payable at Rs.165/- p.m.

17) **Compensation on Transfer (w.e.f. 1.5.2010)**

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

<u>Grade/Scale of Officer</u>	<u>(Rs.)</u>
Officers in Scale IV and above	12,000/-
Officers in Scale I, II and III	9,000/-

18) **Maternity Leave (w.e.f. 1.5.2010)**

- (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 45 days.

19) **Provision for State Bank of India**

The disposal of the balancing cost of pension in respect of State Bank of India arising out of this Joint Note shall be decided by the bank with the concurrence of Government of India.

- 20) The Officers' Associations who are parties to this Joint Note have offered and agreed that all officers in the service of the banks as on 27<sup>th</sup> April 2010 and who exercise their option to join the Pension Scheme in terms of the Joint Note dated 27<sup>th</sup> April 2010 for the purpose will contribute from their arrears on account of wage revision in terms of this

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Joint Note, an amount of Rs.922 crores towards their share in the amount of Rs.1800 crores offered by UFBU towards 30% of the estimated funding gap of Rs.6000 crores. The said amount is worked out @2.8 times of the revised pay payable for the month of November 2007.

**21) Date of Effect**

For payment of arrears, the benefits under various provisions as above, shall be from 1<sup>st</sup> November 2007, unless otherwise specified against the relevant provisions.

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**Annexure II**

**List of Public Sector Banks**

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 Indore
24. State Bank of Mysore
25. State Bank of Patiala
26. State Bank of Travancore

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## Annexure III

### List of Private Sector Banks

1. Bank of Rajasthan Ltd.
2. The Catholic Syrian Bank Ltd.
3. The Dhanalakshmi Bank Ltd.
4. The Federal Bank Ltd.
5. ING Vysya Bank Ltd
6. The Jammu & Kashmir Bank Ltd.
7. The Karnataka Bank Ltd.
8. The Karur Vysya Bank Ltd.
9. The Lakshmi Vilas Bank Ltd.
10. The Nainital Bank Ltd.
11. The Ratnakar Bank Ltd.
12. The South Indian Bank Ltd.

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Annexure IV

Special Area Allowance

Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
1.	Mizoram		
	a) Throughout Lunglei District excluding areas beyond 25 kms. from Lunglei town of Mizoram.	2000	2600
	b) Throughout Aizawl	1600	2100
	c) District of Mizoram	1200	1500
2.	Nagaland	1600	2100
3.	Andaman & Nicobar Islands		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman (including Port Blair)	1600	2100
4.	Sikkim	2000	2600
5.	Lakshadweep Islands	2000	2600
6.	Assam	320	400
7.	Meghalaya	320	400
8.	Tripura		
	a) Difficult areas of Tripura	1600	2100
	b) Throughout Tripura except difficult areas.	1200	1500
9.	Manipur	1200	1500
10.	Arunachal Pradesh		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throughout Arunachal Pradesh other than difficult areas.	1600	2100

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Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
11.	Jammu & Kashmir		
	1) Kathua District:		
	Niabat Bani, Lohi, Malhar and Machhodi	2000	2600
	2) Udhampur District:		
	a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2(b).	2000	2600
	b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	1600	2100
	3) Doda District:		
	Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	2000	2600
	4) Leh District :		
	All places in the District	2000	2600
	5) Barmulla District		
	a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqa	2000	2600
	b) Matchill	1600	2100
	6) Poonch and Rajouri District :		
	Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts	1200	1500
	7) Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border allowance from time-to-time by the State Government for their own staff.	1200	1500
12.	Himachal Pradesh		
	(1) Chamba District		
	(a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata	2000	2600

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Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	1600	2100
	(c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper).	1200	1500
	(2) Kinnaur District:		
	a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi, Pooch Sub-Division, excluding the Panchayat Areas specified above.	2000	2600
	b) Entire District other than Areas included in (a) above.	1600	2100
	(3) Kullu District:		
	a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	2000	2600
	b) Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand).	1200	1500
	(4) Lahaul and Spiti District :		
	Entire area of Lahaul and Spiti	2000	2600
	(5) Shimla District :		
	a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda.	2000	2600
	b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghoris Chaibis of Pargana Sarahan.	1600	2100
	c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghoris Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu).	1200	1500

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Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(6) Kangra District:		
	a) Areas of Bara Bhangal and Chhota Bhangal	1600	2100
	b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiar, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar.	1200	1500
	Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town - H.P. Krishi Vishwavidhalaya Campus, Cattle Development Office/Jersey Farm, Banuri, Sericulture Office/Indo-German Agriculture Workshop/HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.		
	(7) Mandi District:		
	Chhuhar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil-of Bagraa, Chatri, Chhotdhar, Garagushain, Gattoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharampur Block- Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil - Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil - Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.	1200	1500
	(8) Sirmaur District:		
	Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bheneri (Paonta Tehsil), Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgin Tract	1200	1500
	(9) Solan District :		
	Mangal Panchayat.	1200	1500

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Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.	320	400
13.	Uttar Pradesh: Areas under Chamoli, Pithoragarh and Uttar Kashi Districts	2000	2600
14.	Uttaranchal (Uttarakhand): Areas under Rudraprayag and Champavat Districts.	1600	2100

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## Annexure-II to Staff Circular No. 5677 dated 24.06.2010

<b>Contribution towards funding gap by Provident Fund optees who join the Pension Scheme in terms of the Settlement dated 27/04/2010</b>				
	<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>
	<b>Number of PF Optees</b>	<b>No. of employees opted for Pension</b>	<b>Pay for November, 2007 in respect of (Col.2)</b>	<b>Contribution made @2.8 times of pay for November, 2007 (Col.3)</b>
<b>Officers</b>				
<b>Clerks</b>				
<b>Sub-staff</b>				
<b>TOTAL</b>				





**Annexure IV**  
(Joint Note dated 27.4.2010)

**Special Area Allowance**

Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
1.	<b>Mizoram</b>		
	a) Chhimguipui District and areas beyond 25 kms. from Lunglei Town in Lunglei District	2000	2600
	b) Entire Lunglei District excluding areas beyond 25 kms. from Lunglei town	1600	2100
	c) Throughout Aizawl District	1200	1500
2.	<b>Nagaland</b>	1600	2100
3.	<b>Andaman &amp; Nicobar Islands</b>		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman (including Port Blair)	1600	2100
4.	<b>Sikkim</b>	2000	2600
5.	<b>Lakshadweep Islands</b>	2000	2600
6.	<b>Assam</b>	320	400
7.	<b>Meghalaya</b>	320	400
8.	<b>Tripura</b>		
	a) Difficult areas of Tripura	1600	2100
	b) Throughout Tripura except difficult areas.	1200	1500
9.	<b>Manipur</b>	1200	1500
10.	<b>Arunachal Pradesh</b>		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throughout Arunachal Pradesh other than difficult areas.	1600	2100



Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
11.	<b>Jammu &amp; Kashmir</b>		
	1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi	2000	2600
	2) Udampur District: a) Dudu Basantgarh, Lander Bhamag Illaqa, Thakrakote and Nagote, All Areas in Mahore Tehsil other than those included in Part 2(b). b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	2000 1600	2600 2100
	3) Doda District: Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	2000	2600
	4) Leh District : All places in the District	2000	2600
	5) Barmulla District a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua b) Matchill	2000 1600	2600 2100
	6) Poonch and Rajouri District : Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts	1200	1500
	7) Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border allowance from time-to-time by the State Government for their own staff.	1200	1500
12.	<b>Himachal Pradesh</b>		
	(1) Chamba District a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata	2000	2600



Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	1600	2100
	(c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper).	1200	1500
	(2) Kinnaur District:		
	a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupri, Pooh Sub-Division, excluding the Panchayat Areas specified above.	2000	2600
	b) Entire District other than Areas included in (a) above.	1600	2100
	(3) Kullu District:		
	a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	2000	2600
	b) Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand).	1200	1500
	(4) Lahaul, and Spiti District :		
	Entire area of Lahaul and Spiti	2000	2600
	(5) Shimla District :		
	a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda.	2000	2600
	b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan.	1600	2100
	c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu).	1200	1500



Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(6) Kangra District:		
	a) Areas of Bara Bhangal and Chhota Bhangal	1600	2100
	b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiari, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar.	1200	1500
	Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town - H.P. Krishi Vishwavidyalaya Campus, Cattle Development Office/Jersey Farm, Banuri, Sericulture Office/Indo-German Agriculture Workshop/HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.		
	(7) Mandi District:		
	Chhuhar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil-of Bagraa, Chatri, Chhotdhar, Garagushain, Gatoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharampur Block- Binga, Kamla, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil - Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil - Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.	1200	1500
	(8) Sirmaur District:		
	Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bheneri (Paonta Tehsil), Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgin Tract	1200	1500
	(9) Solan District:		
	Mangal Panchayat.	1200	1500



Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.	320	400
13.	<b>Uttarakhand</b> Areas under Chamoli, Pithoragarh, Uttarkashi, Rudraprayag and Champavat Districts.	2000	2600





**Union Bank  
of India**  
Department of Personnel  
Industrial Relations Division  
Central Office

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

Staff Circular No. 5676

Dated: 23<sup>rd</sup> June, 2010

All Branches/ Offices :

**IX<sup>th</sup> Bipartite Settlement dated 27<sup>th</sup> April, 2010**  
**- Workmen Staff**  
**- Implementation thereof**  
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1. Attention is invited to Staff Circular No. 5668 dated 26.05.2010 advising all concerned to make payment of revised salary for May, 2010 in terms of the IX<sup>th</sup> Bipartite Settlement dated 27.04.2010.
2. We are pleased to inform that approval has since been received from the Government of India conveyed by Indian Banks' Association for payment of arrears as per the IX<sup>th</sup> Bipartite Settlement dated 27.04.2010 on wage revision.
3. All branches / offices are therefore, advised to make payment of arrears from 01.11.2007 to 30.04.2010 as per the arrears report provided by respective Regional Offices and continue to pay revised salary / allowances as per Settlement dated 27.04.2010 from June 2010 onwards.
4. The Settlement dated 27.04.2010 shall amend, modify and supersede the relevant provisions of the Award and Settlements wherever referred to in the Settlement.
5. The Settlement dated 27.04.2010 covers / provides modified Scales of Pay, Stagnation Increments, Definition of Pay, Dearness Allowance, City Compensatory Allowance, House Rent Allowance, Transport Allowance, Special Pay, Hill & Fuel Allowance, Fixed Personal Pay, Payment of Overtime Allowance, Provident Fund, Pension, Medical Aid, Definition of Family, Leave Fare Concession, Hospitalization, Wages to Part-Time Employees, 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, Maternity Leave, Reimbursement of Expenses on Road Travel and another option for Pension.

6. A copy of this Memorandum of Settlement dated 27<sup>th</sup> April, 2010 is enclosed as Annexure-I for implementation by the Branches / Offices.
7. 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.
8. 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.
9. The various provisions of the Settlement dated 27.04.2010 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
a. Scales of Pay:	
As per Clause 4 (a)	1st November 2007
As per Clause 4(b)	1st May 2010
b. Stagnation Increment including 7th stagnation increment, 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 2007
c. Part-time employees:	
a) Increase in lumpsum wage:	1st November 2007
b) Elevation to one third scale wages	1st May 2010
d. Special Pay:	
a) Clause 11(i) and Clause 11(x)	1st November 2007
b) Clause 11 (ii) to Clause (xii)	1st May 2010
c) Clause 11 (xvi)	Date of Settlement (27th April 2010)
e. Halting Allowance and Washing Allowance	1st May 2010
f. LFC, Hospitalization, Definition of Family, Special Leave for Hysterectomy, road mileage	Date of Settlement (27th April 2010)

10. To facilitate implementation of the Settlement dated 27.04.2010 and calculation of arrears, the following charts are also enclosed:

A.	Chart showing old and revised Basic Pay, Dearness Allowances, City Compensatory Allowance, House Rent Allowance and Transport Allowance payable to clerks	-	Annexure A
B.	Chart showing old and revised Basic Pay, Dearness Allowances, City Compensatory Allowance, House Rent Allowance and Transport Allowance payable to subordinate staff	-	Annexure B
C.	Chart showing existing Dearness Allowance payable to clerks for the period November, 2007 to April, 2010	-	Annexure C
D.	Chart showing revised Dearness Allowance payable to clerks for the period November, 2007 to April, 2010	-	Annexure C-1
E.	Chart showing existing Dearness Allowance payable to subordinate for the period November, 2007 to April, 2010	-	Annexure D
F.	Chart showing revised Dearness Allowance payable to subordinate staff for the period November, 2007 to April, 2010	-	Annexure D-1
G.	General guidelines for calculation	-	Annexure E
H.	Proforma of Arrears sheet	-	Annexure F

8. The reimbursement of Medical Expenses under Medical Aid Scheme shall be restricted to Rs.2,000/- per annum. For the year 2007, the reimbursement of Medical Expenses under Medical Aid Scheme, shall be enhanced proportionately for two months i.e. November and December, 2007.

#### 9. One more option for Pension

One more significant development has taken place in respect of PF optees. As per Memorandum of Settlement dated 27<sup>th</sup> April, 2010 between the Indian Banks' Association and the Workmen Unions, another option for joining the existing Pension Scheme shall be extended to the employees. A copy of the Memorandum of



Settlement dated 27<sup>th</sup> April, 2010 is enclosed (Annexure-II), the contents of which are self-explanatory.

The IBA has sought the approval of the Government of India to implement the terms of the Pension Settlement pending amendment to the Regulations. They will advise the Bank in the matter as soon as approval is obtained from the Government of India. In view of the above, for smooth implementation of the Pension Settlement in respect of Officers who are in service as on 27.04.2010 and presently covered by the Contributory Provident Fund, while making payment of arrears, the following procedure shall be adopted:

- (a) An amount equal to 2.8 times of the 'Pay' (\*) for the month of November, 2007 be withheld and kept in a Suspense Account for crediting to the Pension Fund in case the employee opts to join the Pension Scheme complying with the terms of the Settlement dated 27<sup>th</sup> April, 2010.
- (b) If any employee gives in writing an irrevocable letter stating that he does not intend to join the Pension Scheme, in terms of the Settlement, 2.8 times of the November, 2007 pay (\*) as above need not be withheld.
- (c) Once the offer is made to join the Pension Scheme, on expiry of the period of option, the amount withheld in respect of those who exercised the option to join the Pension Scheme should be transferred to the Pension Fund. The arrears withheld in respect of those who did not opt for pension within the stipulated time, be refunded to them.
- (d) No portion of arrears be withheld in respect of non-optee employees who retired from 1<sup>st</sup> November, 2007 to 27<sup>th</sup> April, 2010. They will be joining the Pension Scheme by making contribution towards funding gap as retired employees in terms of the Settlement.

**Note:** 'Pay' means Basic Pay + Special Pay + FPP +PQP as per Memorandum of Settlement dated 27.04.2010.

10. When the funds are transferred to the Pension Fund, please forward to the Terminal Benefits Division, Department of Personnel, Central Office a statement of details as per the enclosed format (Annexure-III).
11. For the purpose of controlling Pension Fund amount, each Regional Office should open a "Suspense A/c - Pension Fund"
12. Appropriate adjustments on account of the following may be made while calculating arrears of salary:-

- a. Sick Leave on half pay
  - b. Unauthorized absence and leave on loss of pay and allowances.
  - c. Postponement of increment due to leave on loss of pay and allowances/ unauthorized absence/ disciplinary action.
  - d. Suspension during the period.
  - e. Workman will receive payment from the branches/offices where he was posted as on 30th April 2010.
  - f. In the case of Workmen staff who have ceased to be in the Bank's services on or after 01.11.2007, arrears of salary shall be payable till the date they were in the Bank's services. While paying arrears of salary to such employees, care should be taken regarding the recovery of Bank's dues, if any.
  - g. 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.
  - h. Bonus entitlement for the accounting years ended March 2008, March 2009 and March 2010 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.
  - i. The consequential difference in cash equivalent on encashment of privilege leave availed during the period 01.11.2007 to 30.04.2010 on account of wage revision may be paid to the employees. From June, 2010 onwards revised salary / allowances may be paid to the employees as per the provisions under this circular.
13. In view of certain modifications / improvements, employees will be given one more opportunity to exercise their option for 2 years / 4 years block for which a separate circular is being issued.
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 01.11.2007 to 30.04.2010 from their respective Regional Offices along with a copy of arrear 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 01.11.2007 to 30.04.2010 arising out of the Settlement from Personnel Administration Division, Central Office. The relevant POB Claim should accompany data/information regarding arrears paid to employees in the region. In a CD to be sent to Personnel Administration Division, Central Office (IBR Code 580040).

15. Branches / Offices are advised to take careful note of the amendments / modifications to the provisions of the Bipartite Settlement and ensure compliance. Arrears Sheet of employees shall be prepared in triplicate by the respective Regional Offices. One copy of the arrears sheet may be handed over to the respective employee against acknowledgement and one copy shall be retained for Branch record. Two copies may be sent to the respective Regional Office who will scrutinize the same and return one copy of the arrears sheet to the branch/office for rectification of errors, if any. On rectification of the errors, if any, the same should be confirmed to the respective Regional Office.

16. While paying these arrears, due care should be taken regarding deduction of Income Tax as per the prevailing Income Tax Rules.

**17. Other Administrative Guidelines -**

- a. In terms of the Settlement, on and from 1st May, 2010 onwards, in Clerical Cadre, there are only three Special Pay carrying posts, i.e. Single Window Operator 'B', Head Cashier-II & Special Assistant and all the existing Special Pay carrying posts have been integrated into these three posts. Hence, on and from 01.05.2010, there shall be no Special Pay posts except the above three categories and no other Special Pay should be paid to clerical staff.
- b. It may be observed from the Settlement that Special Pay posts for clerical cadre have been rationalized and on & from 1st May, 2010, all existing Clerical staff who are not drawing any Special Pay as on 30th April, 2010 stands designated as Single Window Operator 'A'. Consequently, they have to discharge the duties as provided in IXth Bipartite Settlement dated 27th April 2010. Further, all Clerical staff joining the Bank on and from 1st May, 2010 are liable to discharge the duties as provided in Part C in Schedule II of the Settlement. Duties, which require special skill such as Stenographer, Telephone Operator, etc., are to be assigned only to those who possess the required skills.
- c. On and from 1st May, 2010, the Clerical staff who are presently drawing Special Pay upto and that of including Computer Operator A on permanent basis i.e. Telephone Operators, Relieving Telephone Operators, Stenographers and Computer Operator 'A' (as far as our Bank is concerned) stands designated as 'Single

Window Operator B' and their Special Pay stands rationalized as enumerated in the Settlement and accordingly, they shall be paid a special pay of Rs.500/- p.m. Further, on and from 1st May, 2010, all these clerical staff should perform the duties of 'Single Window Operator B' as set out in Schedule-III of the Settlement as amended / modified, from time to time. The balance of Rs.1000/- will be merged with Basic Pay.

- d. On and from 1st May, 2010, the existing Head Cashier-II and Special Assistants and those who will be identified / selected as such hereinafter, should perform the duties as enumerated in Schedule III of the Settlement as amended / modified from time to time. Their Special Pay stands rationalized as enumerated in the Settlement. Accordingly, on and from 1st May, 2010, while the Special Assistants are to be paid a special pay of Rs.1180/- p.m., the Head Cashier-II are to be paid a Special Pay of Rs.780/- p.m. The balance of Rs.1000/- in both these cases will be merged with Basic Pay.
- e. With effect from 1st May, 2010, all existing Sub-ordinate staff who are not drawing any Special Pay are liable to discharge the duties as provided in Part C in Schedule II to the Settlement dated 27th April, 2010. Further, all subordinate staff joining the Banks on and from 1st May 2010 is liable to discharge the duties as provided in Part C in Schedule II to the IX Bipartite Settlement dated 27th April, 2010. Duties, which require special skill such as liftman etc., shall be assigned only to those who possess the required skills.
- f. With effect from 1st May 2010, the Special Pay of all the existing Sub-ordinate staff as on 30th April 2010 and continuing in service on 1st May, 2010, stands rationalized and the Special Pay payable thereafter shall be as provided in Part B of Schedule II of the Settlement. With effect from 1st May 2010, the duties and responsibilities of Sub-ordinate staff shall be as set out in Schedule III to the IX Bipartite Settlement dated 27th April 2010. In addition, w.e.f. 1st May 2010, they shall also be liable to discharge the duties of Cash Peon / Liftman / Relieving Liftman / Cyclostyle Machine Operator according to their suitability.
- g. 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.
- h. All other provisions of the Settlement on duties and responsibilities of clerical and sub-ordinate staff those who are not drawing special pay and those drawing Special Pay, as enumerated therein should be scrupulously complied with.

18. All other aspects narrated in the Settlement are clear and need no further clarification. The branches / offices are advised to comply with the same scrupulously. Needless to state that for payment of arrears and implementation of this Settlement, the effective date as stated in Clause No.6 of this Circular and No.34 of the Settlement should be adhered to.
19. Vide Staff Circular no.5668 dated 26.05.2010, we had forwarded copy of the Memorandum of Settlement dated 27.04.2010 signed between Indian Banks' Association and various Workmen Unions. IBA has now advised about certain discrepancies crept in the Special Area Allowance payable at different places at Mizoram, Uttar Pradesh and Uttaranchal (Uttarakhand) at Serial no.1, 13 and 14 of Schedule VI. They have accordingly forwarded revised Schedule VI, a copy of which is enclosed for information. Please calculate Special Area Allowance, as applicable at respective places while finalizing the arrears.
20. It is sincerely requested that the arrears, which are being released, are properly utilized/invested.
21. All branches / offices are requested to take note of the above enclosures 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 (P)

Encl: as above

(Hindi version follows)

M/venk/staff circular/9th BPS-employees



## Annexure-III to Staff Circular No. 5676 dated 23.06.2010

<b>Contribution towards funding gap by Provident Fund optees who join the Pension Scheme in terms of the Settlement dated 27/04/2010</b>				
	<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>
	<b>Number of PF Optees</b>	<b>No. of employees opted for Pension</b>	<b>Pay for November, 2007 in respect of (Col.2)</b>	<b>Contribution made @2.8 times of pay for November, 2007 (Col.3)</b>
<b>Officers</b>				
<b>Clerks</b>				
<b>Sub-staff</b>				
<b>TOTAL</b>				



**SCHEDULE VI**  
(Bipartite Settlement dated 27.4.2010)

**Special Area Allowance for Workmen**

Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
1.	<b>Mizoram</b>		
	a) Chimgtuipui District and areas beyond 25 kms. from Lunglei Town in Lunglei District	2000	2600
	b) Entire Lunglei District excluding areas beyond 25 kms. from Lunglei town	1600	2100
	c) Throughout Aizawl District	1200	1500
2.	<b>Nagaland</b>	1600	2100
3.	<b>Andaman &amp; Nicobar Islands</b>		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman (including Port Blair)	1600	2100
4.	<b>Sikkim</b>	2000	2600
5.	<b>Lakshadweep Islands</b>	2000	2600
6.	<b>Assam</b>	320	400
7.	<b>Meghalaya</b>	320	400
8.	<b>Tripura</b>		
	a) Difficult areas of Tripura	1600	2100
	b) Throughout Tripura except difficult areas.	1200	1500
9.	<b>Manipur</b>	1200	1500
10.	<b>Arunachal Pradesh</b>		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throughout Arunachal Pradesh other than difficult areas.	1600	2100



Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
11.	<b>Jammu &amp; Kashmir</b>		
	1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi	2000	2600
	2) Udhampur District:		
	a) Dudu Basantgarh, Lander Bhamag Illaqa, Thakrakote and Nagote, All Areas in Mahore Tehsil other than those included in Part 2(b)	2000	2600
	b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	1600	2100
	3) Doda District:		
	Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	2000	2600
	4) Leh District :		
	All places in the District	2000	2600
	5) Barmulla District		
	a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua	2000	2600
	b) Matchill	1600	2100
	6) Poonch and Rajouri District :		
	Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts.	1200	1500
	7) Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border allowance from time-to-time by the State Government for their own staff.	1200	1500
12.	<b>Himachal Pradesh</b>		
	(1) Chamba District		
	a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata	2000	2600
	b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	1600	2100





Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper).	1200	1500
	(2) Kinnaur District:		
	a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi, Pooch Sub-Division, excluding the Panchayat Areas specified above.	2000	2600
	b) Entire District other than Areas included in (a) above.	1600	2100
	(3) Kullu District:		
	a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	2000	2600
	b) Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand).	1200	1500
	(4) Lahaul and Spiti District :		
	Entire area of Lahaul and Spiti	2000	2600
	(5) Shimla District :		
	a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda.	2000	2600
	b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghorl Chaibis of Pargana Sarahan.	1600	2100
	c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghorl Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu).	1200	1500
	(6) Kangra District:		
	a) Areas of Bara Bhangal and Chhota Bhangal	1600	2100



Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
	<p>b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiari, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar.</p> <p>Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town - H.P. Krishi Vishwavidyalaya Campus, Cattle Development Office/Jersey Farm, Banuri, Sericulture Office/Indo-German Agriculture Workshop/HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.</p>	1200	1500
	<p>(7) Mandi District: Chuhar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil-of Bagraa, Chatri, Chhotdhar, Garagushain, Gatoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharampur Block- Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil - Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil - Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.</p>	1200	1500
	<p>(8) Sirmaur District: Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharg Bheneri (Paonta Tehsil), Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgin Tract</p>	1200	1500
	<p>(9) Solan District : Mangal Panchayat.</p>	1200	1500
	<p>(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.</p>	320	400
13.	<b>Uttarakhand</b>  Areas under Chamoli, Pithoragarh, Uttarkashi, Rudraprayag and Champavat Districts.	2000	2600



ANNEXURE-I  
to Staff Circular No: 5676 dated 23.06.2010

SALIENT FEATURES OF MEMORANDUM OF SETTLEMENT  
DATED 27<sup>TH</sup> APRIL, 2010

**1. Scales of Pay**

(a) In supersession of Clause 4 of Bipartite Settlement dated 2nd June 2005, with effect from 1st November, 2007 the scales of pay shall be as under:-

Clerical Staff							
6200	400	7400	500	8900	600	11300	700
	3		3		4		7
16200	1300	17500	800	18300	(20 years)		
	1		1				

Subordinate Staff							
5500	200	6300	250	7550	300	8750	350
	4		5		4		3
9800	400	11000	(20 years)				
	3						

(b) With effect from 1st May 2010, the scales of pay shall be as under:

Clerical Staff							
7200	400	8400	500	9900	600	12300	700
	3		3		4		7
17200	1300	18500	800	19300	(20 years)		
	1		1				

Subordinate Staff							
5850	200	6650	250	7900	300	9100	350
	4		5		4		3
10150	400	11350	(20 years)				
	3						

**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.

## 2. Stagnation Increments

In partial modification of Clause 5 of Bipartite Settlement dated 2nd June 2005 both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for seven stagnation increments w.e.f. 1st November 2007 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 seven stagnation increments at the rate of Rs.800/- and Rs.400/- (pro rata in respect of 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 the seventh stagnation increment in clerical cadre will be released after two years of receiving the sixth stagnation increment. Provided that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of six stagnation increments shall be eligible for the seventh stagnation increment on 1st November 2007 or two years after receiving the sixth stagnation increment, whichever is later.

## 3. Definition of 'Pay'

In reiteration of Clause 6 of the Bipartite Settlement dated 2nd June 2005, 'Pay' for the purpose of D.A., HRA and superannuation benefits 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 IV shall rank for superannuation benefits.

## 4. Dearness Allowance

In substitution of Clause 7 of Bipartite Settlement dated 2nd June 2005 with effect from 1st November 2007, the dearness allowance shall be payable as per the following rates:-

**Clerical and Subordinate Staff**  
0.15% of 'pay'

**Note:**

Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 2836 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.

**5. City Compensatory Allowance**

Clause 8 of the Bipartite Settlement dated 2nd June 2005 stands superceded and accordingly no City Compensatory Allowance shall be payable w.e.f. 1st November 2007.

**6. House Rent Allowance**

In substitution of Clause 9 of the Bipartite Settlement dated 2nd June 2005 with effect from 1st November, 2007 the House Rent Allowance payable shall be as under:

Area	Rate as percentage of Pay [No Minimum/Maximum]
(i) Places with population of more than 45 lakhs	10.00
(ii) Places with population of 12 lakhs and above including State of Goa	9.00
(iii) Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in (i) and (ii) above	7.50
(iv) Places with population below 5 lakhs not covered in (i), (ii) and (iii) above.	7.00

**Note:**

- (1) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.5% of the first stage of the Scales of Pay.

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

## 7. Transport Allowance

In partial modification of Clause 10 of the Bipartite Settlement dated 2nd June 2005, Transport Allowance shall be paid as under with effect from 1st November, 2007.

### Clerical and Subordinate Staff

Upto 15th stage of the scale of Pay	- Rs.225/- per month
16th stage of the scale of Pay and above	- Rs.275/- 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 @Rs.225/- per month |
| Above 15 years of service | - Pro rata @Rs.275/- 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.

## 8. Special Pay

- (i) In supersession of Clause 11 of the Bipartite Settlement dated 2nd June 2005, with effect from 1st November 2007 and upto 30th April 2010, 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 (a), (b), (c) and (d) in Schedule II to this Settlement.
- (ii) With effect from 1st May, 2010, posts attracting Special Pay in Clerical cadre as mentioned in Part A (a) of Schedule II to this agreement shall stand modified and members of clerical staff performing the said duties shall be treated as those assigned with duties of Single Window Operator 'B'.

With effect from 1st May, 2010, posts attracting Special Pay in Subordinate cadre as mentioned in Part A (c) of Schedule II to this agreement shall stand modified and members of Subordinate Staff performing the said duties shall be assigned with the duties

of Cash Peon/ Liftman, Cyclostyle Machine operator / Relieving Liftman according to their suitability.

- (iii) With effect from 1st May, 2010, posts attracting Special Pay and Special Pay thereon shall be as provided in **Part B of Schedule II** to this Settlement.
- (iv) With effect from 1st May, 2010, Clerical staff who are drawing Special Pay for posts mentioned in **Part A (a) in Schedule II** to this Settlement as on 30th April, 2010 shall continue to discharge the Special Pay duties as hitherto and as provided in Schedule III of Bipartite Settlement dated 2nd June, 2005. In addition, upon their re-designation as Single Window Operator `B' w.e.f. 1st May 2010 as provided in Clause (2) above, they shall also be liable to discharge the duties of Single Window Operator `B'.

W.e.f. 1st May 2010, Subordinate staff who are drawing Special Pay for posts mentioned in **Part A (c) in Schedule II** to this Settlement as on 30th April 2010 shall continue to discharge the Special Pay duties as hitherto and as provided in Schedule III of Bipartite Settlement dated 2nd June 2005. In addition, w.e.f. 1st May 2010, they shall also be liable to discharge the duties of Cash Peon/ Liftman/ Relieving Liftman/ Cyclostyle Machine Operator according to their suitability.

- (v) (a) With effect from 1st May 2010, all existing clerical staff who are not drawing any Special Pay as on 30th April 2010 shall be paid a Special Pay of Rs. 1000/- per month which shall be merged in their Basic Pay with effect from that date. They shall be designated as Single Window Operator `A' and shall be liable to discharge the duties as provided in **Part C in Schedule II** to this Settlement.
- (b) With effect from 1st May 2010, all existing Subordinate staff who are not drawing any Special Pay as on 30th April, 2010, shall be paid a Special pay of Rs. 350/- per month and they shall be liable to discharge the duties as provided in **Part C in Schedule II** to this Settlement.
- (vi) With effect from 1st May 2010, all Clerical and Subordinate Staff joining the Banks on and from 1st May 2010 shall be liable to discharge the duties as provided in Part C in Schedule II to this Settlement. Duties which require special skill such as Stenographer, Telephone Operator, Liftman, etc. shall be assigned only to those who possess the required skills.

- (vii) With effect from 1st May 2010, clerical staff recruited in the Banks on and from 1st May 2010 may be required to perform, in addition to the duties provided herein under **Part C of Schedule II**, specialized duties like Stenographer, Telephone Operator, etc. if their terms of recruitment so provides.
- (viii) With effect from 1st May 2010, for all the existing Clerical staff as on 30th April 2010 and continuing in service on 1st May 2010, out of the Special Pay payable to them, an amount of Rs. 1000/- shall be merged into Basic Pay and balance amount shall be payable as Special Pay. Basic Pay shall stand increased accordingly on and from 1st May 2010. Special Pay payable thereafter shall be as provided in Part B of Schedule II to this Settlement
- (ix) With effect from 1st May 2010, for all the existing Subordinate Staff as on 30th April 2010 and continuing in service on 1st May 2010, out of the Special Pay payable to them, an amount of Rs. 350/- shall be merged into Basic Pay and balance amount shall be payable as Special Pay. Basic Pay shall stand increased accordingly on and from 1st May 2010. Special Pay payable thereafter shall be as provided in Part B of Schedule II to this Settlement
- (x) With effect from 1st May 2010, the duties and responsibilities of Clerical and Subordinate Staff other than in State Bank of India shall be as set out in **Schedule III** to this Settlement.
- (xi) 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.
- (xii) With effect from 1st November 2007, Graduation Pay and Professional Qualification Pay payable to the clerical staff in banks shall be as mentioned in **Part D of Schedule II** to this Settlement.
- (xiii) The special pay, graduation pay and professional qualification pay as mentioned in **Schedule II** shall rank for superannuation benefits.
- (xiv) 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. While deciding the rates of Special



Pay, the merger of Rs.1000/- and Rs.350/- in the Basic Pay in respect of clerical and subordinate staff respectively, w.e.f. 1st May 2010 shall be implemented as in the case of other banks.

- (xv) In reiteration of sub-clause (2) of clause 11 of the Bipartite Settlement dated 2nd June 2005, a member of the non-subordinate cadre acquiring a Graduate/National Diploma in Commerce or a 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 a case where the employee as on 27th April 2010, has already acquired any of the said qualifications and has not earned any increment or Graduation Pay / Professional Qualification Pay on account of acquiring such qualification, he may be, with effect from 1st November 2007 or the date of acquiring any of the said qualifications, whichever is later, released increment/s or Graduation Pay / PQP as provided herein above.

- (xvi) Graduation Pay/ Additional increment for Direct Post Graduation:

In partial modification of Clause 34 of Bipartite Settlement dated 2nd June 2005, while non-subordinate employees who acquire graduation qualification from Universities/Open Universities which are recognized by University Grants Commission will be eligible for being granted two additional increments for graduation/ graduation pay as the case may be, those who acquire post graduate qualification without being a graduate will

be granted two additional increments for graduation/ graduation pay as the case may be subject to the following conditions:

- (i) Employees who are registered under the Post Graduation courses of Open University have either passed the foundation/entrance course or attended the Bachelors preparatory Programme; and
- (ii) They pursue the same course and take the same examination as the formal stream students.

These provisions shall have effect from the date of this settlement.

#### **9. Hill and Fuel Allowance**

In partial modification of Clause 12 of the Bipartite Settlement dated 2nd June 2005, the Hill and Fuel Allowance shall be payable at the following rates with effect from 1st November 2007:

- |  |                                   |
|--|-----------------------------------|
| a. At places situated at a height of 3000 metres and above                                       | 8% of pay<br>(Max. Rs.1295/-p.m.) |
| b. At places situated at a height of and over 1500 metres but below 3000 metres                  | 4% of pay<br>(Max. Rs.510/-p.m.)  |
| c. At places situated at a height of over 1000 metres but less than 1500 metres and Mercara Town | 3% of pay<br>(Max. Rs.410/-p.m.)  |

**Note:**

All other existing provisions shall remain unchanged.

#### **10. 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 and Clause 13 of the Bipartite Settlement dated 2nd June 2005, the Fixed Personal Pay shall be revised with effect from 1st November 2007 as per Schedule IV.

## **11. Payment of Overtime Allowance**

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

## **12. Provident Fund**

- (a) While the employees who are presently covered under the Pension Scheme and those who will join the Pension Scheme in terms of option being made available under Settlement dated 27th April, 2010 shall continue to contribute 10% of the Pay towards Provident Fund, 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 who do not opt for Pension Scheme being made available under the Settlement dated 27th April, 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.
- (d) There shall be no Provident Fund to employees joining the services of banks on or after 1st April 2010. They shall be covered by a Defined Contributory Pension Scheme, where the employee will contribute 10% of Pay plus Dearness Allowance and the bank will make a matching contribution. The Scheme shall be governed by the provisions of the Contributory Pension Scheme as introduced for employees of Central Government with effect from 1st January 2004 and modified from time to time.

## **13. Pension (in Banks other than State Bank of India)**

- 1. It is agreed between the parties that the terms of the Bank Employees' Pension Regulations, 1995 dated 29th September 1995/ 26th March 1996 shall not apply to the employees who join the services of Banks on or after 1st April 2010; and they shall be covered by a Defined Contributory Pension Scheme, which shall be governed by the provision of the Contributory Pension Scheme introduced for employees of the Central Government w.e.f. 1st January 2004, and as modified from time to time. Necessary amendments to the relevant provisions of the Bank Employees' Pension Regulations, 1995 dated 29th September 1995/ 26th March 1996 shall be carried out following the procedure in this regard.
- 2. Further to Clause 6 of the Bipartite Settlement dated 2nd June 2005, it is agreed between the parties as under:

- (i) With effect from 1st May 2005, the pension of employees who retired or died while in service during the period 1st April 1998 to 31st October 2002 will be re-fixed based on the definition of 'Pay' as defined in Clause 6(ii) of the Bipartite Settlement dated 27th March 2000. No arrears of pension and commuted value of pension will be payable on account of such re-fixing of pension.
- (ii) With effect from 1st May 2005, the pension of employees who retired or died while in service during the period 1st November 2002 to 30th April 2005 will be re-fixed based on the definition of 'Pay' as defined in Clause 6 of the Bipartite Settlement dated 2nd June 2005. No arrears of pension or commuted value of pension will be payable on account of such re-fixation of pension.

3. Further to Clause 7(2) of the Bipartite Settlement dated 2nd June 2005, it is agreed between the parties as under:

- (i) On and from 1.5.2005, in the case of employees who retired during the period 1.4.1998 to 31.10.2002, dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every 4 points over 1684 points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960=100. Such increase or decrease in dearness relief for every said four points shall be calculated in the manner given below:

Scale of Basic Pension per month	The rate of Dearness Relief payable as a percentage of Basic Pension
(i) Upto Rs. 3550	0.24 percent
(ii) Rs.3551 to Rs.5650	0.24 per cent of pension exceeding Rs.3550 plus 0.20 per cent of the basic pension in excess of Rs.3550
(iii) Rs.5651 to Rs.6010	0.24 per cent of Rs.3550 plus 0.20 per cent of the difference between Rs.5650 and Rs. 3550 plus 0.12 per cent of basic pension in excess of Rs.5650
(iv) Above Rs.6010	0.24 per cent of Rs. 3550 plus 0.20 per cent of the difference between Rs.5650 and Rs.3550 plus 0.12 per cent difference between Rs.6010 and Rs.5650 plus 0.06 per cent of basic pension in excess of Rs.6010

- (ii) In respect of retirees for the period 1.11.2002 to 30.4.2005 for whom pension has been revised w.e.f. 1.5.2005 based on definition of pay in terms of Clause 6 of the Bipartite Settlement dated 2nd June 2005, dearness relief shall be payable w.e.f. 1.5.2005 for every rise or be recoverable for every fall as the case may be of every four points over 2288 points in the quarterly average of All India Average Consumer Price Index for Industrial Workers in the series 1960=100 @ 0.18% of the basic pension.
- (iii) In respect of employees who retire on or after 1.5.2005, dearness relief shall be payable for every rise or be recoverable for every fall, as the case may be, of every four points over 2288 points in the quarterly average of the All India Average Consumer Price Index for Industrial Workers in the series 1960=100, at the rate of 0.18 per cent of basic pension.
- (iv) In respect of employees who retired or died while in service on or after 1.05.2005 Dearness Relief shall be payable at 0.18% 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 for every rise or fall of 4 points over 2288 points in the quarterly average of the All India Average Consumer Price Index for industrial workers in the series 1960 = 100.

**Note:**

The Dearness Relief as above shall be payable for the half year commencing from the 1st day of February and ending with 31st day of July on the quarterly average of index figures published for the months October, November and December of the previous year and for the half year commencing from 1st day of August and ending with the 31st day of January on the quarterly average of the index figures published for the months of April, May and June of the same year.

**14. Medical Aid**

In substitution of Clause 17 of the Bipartite Settlement dated 2nd June 2005, with effect from 1st November 2007, the reimbursement of medical expenses under medical aid scheme shall be restricted to an amount of Rs.2,000/- per annum. For the year 2007, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2007.

## 15. Definition of 'Family':

- a. In substitution of Clause 18 of the Bipartite Settlement dated 2nd June 2005, for the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children), wholly dependent physically challenged brother / sister with 40% or more disability, as also parents ordinarily residing with and wholly dependent on the employee.
- b. The term wholly dependent child/parent, physically challenged brother/sister shall mean such member of the family having a monthly income not exceeding Rs.3500/- p.m.

If the income of one of the parents exceeds Rs.3,500/- p.m. or the aggregate income of both the parents exceeds Rs.3,500/- p.m., both the parents shall not be considered as wholly dependent on the employee.

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

## 16. Leave Fare Concession

- (i) In supersession of Paragraph 19 of Bipartite Settlement dated 2nd June 2005, 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 km. for subordinate staff and 2000 km. 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 km. for subordinate staff and 4000 km. for non-subordinate staff.
- (ii) With the effect from the date of settlement, 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.

**Non-subordinate Staff :**

AC II Tier for the journey by mail/express train.

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 AC II Tier class fare by train by a direct route in case of travel to place of domicile 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 distance so travelled, 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 75% of 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.

Provided, however that an employee so encashing the facility of leave fare concession shall proceed on leave for a minimum period of one day.

- (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.

### **17. Hospitalisation**

In substitution of Clause 20 of the Bipartite Settlement dated 2nd June 2005, with effect from the 1st May 2010, the reimbursement of hospitalisation expenses shall be as detailed in Schedule V to this Settlement.

### **18. Part-Time Employees**

In substitution of Clause 21 of the Bipartite Settlement dated 2nd June 2005, with effect from 1st November 2007, Part-Time employees who are members of the subordinate staff on consolidated wages and whose normal working hours per week are 'upto 3 hours' and 'more than 3 hours but less than 6 hours' shall be paid one third scale wages w.e.f. 1st May 2010. From 1st November 2007 to 30th April 2010, they shall be paid consolidated wages as under:

- a. Upto 3 hours at bank's discretion with a minimum of Rs.1030/- p.m.
- b. More than 3 hours but less than 6 hours at bank's discretion with minimum of Rs.1140/- p.m.

The employees recruited on or after 1st May 2010 in part-time scale wages shall be at minimum of one third scale wages.

### **19. Compensation on Transfer**

In supersession of Clause 10 of Bipartite Settlement dated 5th January 1987, with effect from 1st May 2010, 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:**

	<b>Non Sub-staff</b>	<b>Sub-staff</b>
a. For married persons	3000 kg.	2000 kg.
b. For unmarried persons	2000 kg.	1150 kg.

**By Road:** If the places are not connected by rail/ out agency, actual expenses will be reimbursed for transporting the personal effects by road upto the stipulated weights by an IBA approved Transport Operator.

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

In supersession of Clause 22 of Bipartite Settlement dated 2nd June 2005, with effect from 1st May 2010, 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	: Rs.1,120/-
Subordinate Staff	: Rs.745/-

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

Clerical Staff	: Rs.745/-
Subordinate Staff	: Rs.560/-

**21. Halting Allowance**

In modification of clause 23 of the Bipartite Settlement dated 2nd June 2005, with effect from 1st May 2010, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

	<b>(A)</b> Places with population of 12 lakhs and above and States of Goa	<b>(B)</b> Places with population of 5 lakhs and above, State Capitals/ Capitals of Union Territories not covered in (A)	<b>(C)</b> Other Places
Clerical Staff	Rs.500/- per diem	Rs.375/- per diem	Rs.300/- per diem
Subordinate Staff	Rs.375/- per diem	Rs.250/- per diem	Rs.185/- per diem

## 22. Washing Allowance

In supersession of Clause 24 of Bipartite Settlement dated 2nd June 2005, with effect from 1st May 2010, washing allowance shall be payable at Rs.100/- p.m., where the washing of livery is not arranged by the bank.

## 23. Cycle Allowance

In supersession of clause 25 of Bipartite Settlement dated 2nd June 2005, w.e.f. 1st November 2007, 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 Rs.75/- p.m. at all centers.

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

## 24. Split Duty Allowance

In partial modification of Clause 26 of the Bipartite Settlement dated 2nd June 2005, w.e.f. 1st November 2007, Split Duty Allowance shall be payable at all centers at Rs.125/- p.m.

## 25. Project Area Compensatory Allowance

In partial modification of Clause 27 of the Bipartite Settlement dated 2nd June 2005, w.e.f. 1st November 2007, workmen in project areas shall be paid a project area compensatory allowance as under :

- (i) Project Area Group `A`  
Clerical Staff - Rs.205/-p.m.  
Sub-Staff - Rs.180/- p.m.
- (ii) Project Area Group `B`  
Clerical Staff - Rs.180/- p.m.  
Sub-Staff - Rs.150/- p.m.

## 26. Special Area Allowance

In supersession of all earlier provisions relating to Special Area Allowance, w.e.f. 1st November 2007, Special Area Allowance shall be payable at places specified in column 2 of the **Schedule VI** hereto, as per the quantum indicated in column 3 thereof against each such place, subject to the condition that if at any of the places mentioned in column 2 of Schedule VI hereto, Hill and Fuel Allowance is payable in terms of

this Settlement, then at such places only higher of the two allowances shall be payable.

## **27. Maternity Leave**

Clause 26 of Bipartite Settlement dated 27th March 2000 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 45 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 two months or till the child reaches the age of one year, whichever is earlier 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 temporary and part-time employees are not eligible for grant of leave for adoption of a child.

## **28. Reimbursement of expenses on Road Travel**

In substitution of Clause 30 of Bipartite Settlement dated 2nd June 2005 w.e.f. 1st May 2010, where an employee has to travel on duty / LFC between two places he shall be reimbursed actual road mileage cost or at Rs.3/- per k.m., whichever is less.

## **29. Another Option for Pension (in Banks other than State Bank of India)**

Workmen employees in the service of the bank as on 27th April 2010 and who exercise their option to join the Pension Scheme in terms of the Settlement dated 27th April 2010 will contribute from their arrears on account of wage revision in terms of this Settlement an amount of Rs.878 crores towards their share in the amount of Rs.1800 crores offered by UFBU towards 30% of the estimated funding gap of Rs.6000

crores. The said amount is worked out @2.8 times of the revised pay payable for the month of November 2007.

### 30. Provision for State Bank of India

- i) The provisions of Settlements dated 30th January 1995 and 22nd July 2003 relating to Special Compensatory Allowance (SCA) as prevailing in the Bank shall be continued unchanged.
- ii) The disposal of the balancing cost of pension in respect of State Bank of India arising out of this Settlement shall be decided by the bank with the concurrence of Government of India.

### 31. 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.

1. Scales of Pay: As per Clause 4 (a)	<b>With effect from</b> 1st November 2007
As per Clause 4(b)	1st May 2010
2. Stagnation Increment including 7th stagnation increment, 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, Washing Allowance, Split Duty Allowance, Cycle Allowance, Project Area Allowance	1st November 2007
3. Part-time employees:	1st November 2007
a) Increase in lumpsum wage:	
b) Elevation to one third scale wages	1st May 2010
4. Special Pay:	1st November 2007
a) Clause 11(i) and Clause 11(x)	
b) Clause 11 (ii) to Clause (xii)	1st May 2010
c) Clause 11 (xvi)	Date of Settlement (27th April 2010)
5. Halting Allowance	1st May 2010
6. LFC, Hospitalisation, Definition of Family, Special Leave for Hysterectomy, road mileage	Date of Settlement (27th April 2010)

XXXXXXXXXXXX

M\board note\salent-employees.....

ANNEXURE-II  
to Staff Circular No: 5676 dated 23.06.2010

SALIENT FEATURES OF MEMORANDUM OF SETTLEMENT  
DATED 27<sup>TH</sup> APRIL, 2010

PENSION REGULATIONS

- (1) All workmen employees are in the service of the bank as on the date of this Settlement who exercise option to join the Pension Scheme in terms of this Settlement will contribute from their arrears on account of wage revision in terms of the Settlement between the parties dated 27th April 2010 an amount of Rs.878 crores towards their share in the amount of Rs.1800 crores offered by UFBU towards 30% of the estimated funding gap of Rs.6000 crores. The said amount is worked out @2.8 times of the revised pay for the month of November 2007, for individual workmen employees.
- (2) Another option for joining the existing Pension Scheme shall be extended to those employees who:-
  - (I) (a) were in the service of the bank prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India and continue in the service of the bank on the date of this Settlement;
  - (b) exercise an option in writing within 60 days from the date of offer, to become a member of the Pension Fund and
  - (c) authorise the Trust of the Provident Fund of the bank to transfer the entire contribution of the bank along with interest accrued thereon to the credit of the Pension Fund.
  - (II) (a) were in service of the bank prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India and retired after that date and prior to the date of this Settlement;
  - (b) exercise an option in writing within 60 days from the date of offer to become a member of the Pension Fund and
  - (c) refund within 30 days after expiry of the said period of 60 days, the entire amount of the banks contribution to the Provident Fund and interest accrued thereon received by the employee on retirement together with his share in contribution towards meeting 30% of Rs.3115 crores which is estimated and reckoned as the funding gap for those eligible under Clause 2(II),2 (III) and 2(IV) of this agreement. On an individual basis, the payment over and above the bank's contribution to Provident Fund and interest thereon has been worked out at 56% of the said amount of bank's

contribution to Provident Fund and interest thereon received by the employee on retirement.

(III) The family of those employees who were in the service of the bank prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India retired after that date and died will be eligible for family pension, provided -

(a) the family of the deceased employee exercises option in writing within 60 days of the offer to become a member of the Pension Fund and

(b) refund within 30 days after expiry of the said period of 60 days, the entire amount of the bank's contribution to the Provident Fund and interest accrued thereon received by the deceased employee on retirement together with his share in contribution towards meeting 30% of Rs.3115 crores which is estimated and reckoned as the funding gap for those eligible under Clause 2(II),2 (III) and 2(IV) of this agreement.

On an individual basis, the payment over and above the bank's contribution to Provident Fund and interest thereon has been worked out at 56% of the said amount of bank's contribution to Provident Fund and interest thereon received by the employee on retirement.

(IV) The family of those employees who were in the service of the bank prior to 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India, but have died while in service of the bank after that date will be eligible for family pension, provided -

(a) the family of the deceased employee exercises an option in writing within 60 days of the offer to become a member of the Pension Fund and

(b) refund within 30 days after expiry of the said period of 60 days mentioned above, the entire amount of the bank's contribution to the Provident Fund and interest accrued thereon received upon death of the employee together with his share in contribution towards meeting 30% of Rs.3115 crores which is estimated and reckoned as the funding gap for those eligible under Clause 2(II),2 (III) and 2(IV) of this agreement. On an individual basis, the payment over and above the bank's contribution to Provident Fund and interest thereon has been worked out at 56% of the said amount of bank's contribution to Provident Fund and interest thereon received on death of the employee.

- (3) (i) The existing pension scheme will not be applicable to those who join the services of banks on or after 1st April 2010.
- (ii) Employees joining the services of banks on or after 1st April 2010 shall be eligible for the Defined Contributory Pension Scheme, the banks will be introducing for them. The Defined Contributory Pension Scheme proposed to be introduced for them will be one as governed by the provisions of New Pension System introduced for employees of Central Government w.e.f. 1st January 2004 and as modified from time to time. The Scheme shall be regulated and administered by the Pension Fund Regulatory and Development Authority (PFRDA).
- (iii) The employees joining the services of the banks on or after 1st April 2010 shall contribute 10% of Pay and Dearness Allowance towards the Defined Contributory Pension Scheme and the bank shall make a matching contribution in respect of these employees.
- (iv) There shall be no separate Provident Fund for employees joining services of Banks on or after 1st April 2010.
- (4) Employees who ceased to be in service on or after 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India on account of voluntary retirement under special scheme after rendering service for a minimum period of 15 years, shall be eligible to exercise an option to join the Pension Scheme subject to the terms and conditions mentioned for retiring employees opting for joining the Scheme.
- (5) Pension/ Family Pension to those who opt to join the pension scheme complying with the terms of this Settlement shall be payable with effect from 27th November 2009, provided that employees who retired after that date shall get pension from the respective dates of their retirement. All the Regulations of the Bank Employees' Pension Regulations, 1995 /1996 shall be applicable to those who opt for the Pension Scheme in terms of this Settlement except to the extent mentioned in the foregoing Clauses of this Settlement.
- (6) The terms of this Settlement shall not be applicable to State Bank of India.
- (7) The terms of this Settlement shall be incorporated in the Bank Employees' Pension Regulations, 1995 dated 29th September 1995 in case of Nationalized Banks / 26th March 1996 in case of Associate Banks of State Bank of India respectively by complying with the procedure for amendment of the relevant Pension Regulations.
- (8) The terms of this Settlement shall be applicable to employees of Private Sector Banks who are parties to this Settlement in respect of those who were in the service of the bank on date of implementation of the Pension

Scheme in terms of the Settlement dated 29th October 1993 and did not opt for pension.

- (9) The provisions of the Bipartite Settlement dated 29th October 1993 on pension shall stand amended/ modified or superseded to the extent and in the manner detailed hereinabove.
- (10) The provisions of the Bipartite Settlement dated 29th October 1993 which have not been amended/ modified or superseded by this Settlement shall continue to be in operation.

Xxxxxxx

M\boardnote\salient-pension...



Annexure-III to Staff Circular No.      dated

<b>Contribution towards funding gap by Provident Fund optees who join the Pension Scheme in terms of the Settlement dated 27/04/2010</b>				
	<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>
	<b>Number of PF Optees</b>	<b>No. of employees opted for Pension</b>	<b>Pay for November, 2007 in respect of (Col.2)</b>	<b>Contribution made @2.8 times of pay for November, 2007 (Col.3)</b>
<b>Officers</b>				
<b>Clerks</b>				
<b>Sub-staff</b>				
<b>TOTAL</b>				

Old and revised DA, CCA, HRA & Transport Allowance related to CLERKS

ANNEXURE A

Stages	Basic Pay		DA		DA as on Nov.07		CCA				HRA				Transport							
	Existing	Revised	Existing	Revised	Higher CCA		Lower CCA		> 45 lacs		Above 12 lacs		12-45 lacs		Above 2 lacs		5-12 lacs		Less than 2 lacs		Less than 5 lacs	
					Existing	Revised	Existing	Revised	8.50%	10%	Existing	Revised	8%	9%	Existing	Revised	6.50%	Existing	Revised	7.50%	Existing	Revised
1	4410	6200	1468.53	446.40	176	0	145	0	375	620	331	558	287	465	265	434	105	225	105	225		
2	4625	6600	1540.13	475.20	185	0	145	0	393	660	347	594	301	495	278	462	105	225	105	225		
3	4840	7000	1611.72	504.00	194	0	145	0	411	700	363	630	315	525	290	490	105	225	105	225		
4	5055	7400	1683.32	532.80	202	0	152	0	430	740	379	666	329	555	303	518	105	225	105	225		
5	5390	7900	1794.87	568.80	216	0	162	0	458	790	404	711	350	593	323	553	105	225	105	225		
6	5725	8400	1906.43	604.80	229	0	172	0	487	840	429	756	372	630	344	588	105	225	105	225		
7	6060	8900	2017.98	640.80	242	0	182	0	515	890	455	801	394	668	364	623	105	225	105	225		
8	6530	9500	2174.49	684.00	261	0	196	0	555	950	490	855	424	713	392	665	105	225	105	225		
9	7000	10100	2331.00	727.20	280	0	210	0	595	1010	525	909	455	758	420	707	105	225	105	225		
10	7470	10700	2487.51	770.40	299	0	224	0	635	1070	560	963	486	803	448	749	105	225	105	225		
11	7940	11300	2644.02	813.60	318	0	238	0	675	1130	596	1017	516	848	476	791	105	225	105	225		
12	8440	12000	2810.52	864.00	338	0	253	0	717	1200	633	1080	549	900	506	840	105	225	105	225		
13	8940	12700	2977.02	914.40	358	0	268	0	760	1270	671	1143	581	953	536	889	105	225	105	225		
14	9440	13400	3143.52	964.80	375	0	283	0	802	1340	708	1206	614	1005	566	938	105	225	105	225		
15	10000	14100	3330.00	1015.20	375	0	300	0	850	1410	750	1269	650	1058	600	987	105	225	105	225		
16	10560	14800	3516.48	1065.60	375	0	300	0	898	1480	792	1332	686	1110	634	1036	105	225	105	225		
17	11120	15500	3702.96	1116.00	375	0	300	0	945	1550	834	1395	723	1163	667	1085	105	225	105	225		
18	11680	16200	3889.44	1166.40	375	0	300	0	993	1620	876	1458	759	1215	701	1134	105	225	105	225		
19	12650	17500	4212.45	1260.00	375	0	300	0	1075	1750	949	1575	822	1313	759	1225	105	225	105	225		
20	13210	18300	4398.93	1317.60	375	0	300	0	1123	1830	991	1647	859	1373	793	1281	105	225	105	225		
+1	13770	19100	4585.41	1375.20	375	0	300	0	1170	1910	1033	1719	895	1433	826	1337	105	225	105	225		
+2	14330	19900	4771.89	1432.80	375	0	300	0	1218	1990	1075	1791	931	1493	860	1393	105	225	105	225		
+3	14890	20700	4958.37	1490.40	375	0	300	0	1266	2070	1117	1863	968	1553	893	1449	105	225	105	225		
+4	15450	21500	5144.85	1548.00	375	0	300	0	1313	2150	1159	1935	1004	1613	927	1505	105	225	105	225		
+5	16010	22300	5331.33	1605.60	375	0	300	0	1361	2230	1201	2007	1041	1673	961	1561	105	225	105	225		
+6	16570	23100	5517.81	1663.20	375	0	300	0	1408	2310	1243	2079	1077	1733	994	1617	105	225	105	225		
+7		23900		1720.80		0		0		2390		2151		1793		1673						275

Note: W.e.f. 1st May 2010, the Basic Pay will be increased by Rs.1000/- at every stage, by reducing the special pay by Rs.1000/-.



**Old and revised BP, DA, CCA, HRA & Transport Allowance relating to SUBORDINATE STAFF**

**ANNEXURE B**

Stages	Basic Pay		DA	DA as on Nov.07	CCA				HRA								Transport	
	Existing	Revised			Higher CCA		Lower CCA		> 45 lacs	Above 12lacs	12-45 lacs	Above 2lacs		5-12 lacs	Less than 2 lacs	Less than 5 lacs	Transport	
					Existing	Revised	Existing	Revised				8.50%	10%				7.5%	9%
1	4060	5500	1351.98	396.00	162	0	122	0	345	550	305	495	264	413	244	385	105	225
2	4165	5700	1386.95	410.40	167	0	125	0	354	570	312	513	271	428	250	399	105	225
3	4270	5900	1421.91	424.80	171	0	128	0	363	590	320	531	278	443	256	413	105	225
4	4385	6100	1460.21	439.20	175	0	132	0	373	610	329	549	285	458	263	427	105	225
5	4500	6300	1498.50	453.60	180	0	135	0	383	630	338	567	293	473	270	441	105	225
6	4635	6550	1543.46	471.60	185	0	139	0	394	655	348	590	301	491	278	459	105	225
7	4770	6800	1588.41	489.60	191	0	143	0	405	680	358	612	310	510	286	476	105	225
8	4935	7050	1643.36	507.60	197	0	148	0	419	705	370	635	321	529	296	494	105	225
9	5100	7300	1698.30	525.60	204	0	153	0	434	730	383	657	332	548	306	511	105	225
10	5265	7550	1753.25	543.60	211	0	158	0	448	755	395	680	342	566	316	529	105	225
11	5460	7850	1818.18	565.20	218	0	164	0	464	785	410	707	355	589	328	550	105	225
12	5655	8150	1883.12	586.80	226	0	170	0	481	815	424	734	368	611	339	571	105	225
13	5850	8450	1948.05	608.40	234	0	176	0	497	845	439	761	380	634	351	592	105	225
14	6045	8750	2012.99	630.00	242	0	181	0	514	875	453	788	393	656	363	613	105	225
15	6280	9100	2091.24	655.20	251	0	188	0	534	910	471	819	408	683	377	637	105	225
16	6515	9450	2169.50	680.40	261	0	190	0	554	945	489	851	423	709	391	662	105	275
17	6750	9800	2247.75	705.60	270	0	190	0	574	980	506	882	439	735	405	686	105	275
18	7020	10200	2337.66	734.40	270	0	190	0	597	1020	527	918	456	765	421	714	105	275
19	7290	10600	2427.57	763.20	270	0	190	0	620	1060	547	954	474	795	437	742	105	275
20	7560	11000	2517.48	792.00	270	0	190	0	643	1100	567	990	491	825	454	770	105	275
+1	7830	11400	2607.39	820.80	270	0	190	0	666	1140	587	1026	509	855	470	798	105	275
+2	8100	11800	2697.30	849.60	270	0	190	0	689	1180	608	1062	527	885	486	826	105	275
+3	8370	12200	2787.21	878.40	270	0	190	0	711	1220	628	1098	544	915	502	854	105	275
+4	8640	12600	2877.12	907.20	270	0	190	0	734	1260	648	1134	562	945	518	882	105	275
+5	8910	13000	2967.03	936.00	270	0	190	0	757	1300	668	1170	579	975	535	910	105	275
+6	9180	13400	3056.94	964.80	270	0	190	0	780	1340	689	1206	597	1005	551	938	105	275
+7	13800	13800		993.60		0			1380			1242		1035	966		105	275

Note: W.e.f. 1st May 2010, the Basic Pay will be increased by Rs.350/- at every stage, by reducing the special pay by Rs.350/-



EXISTING Dearness Allowance payable to CLERK for the Quarter ending...

ANNEXURE C

Stage	Basic Pay 8th BP	Jan 08		Apr 08		July 08		Oct 08		Jan 09		Apr 09		July 09		Oct 09		Jan 10		Apr 10	
		185 slabs 33.30%	1468.53	192 slabs 34.56%	1524.10	200 slabs 36%	1587.60	221 slabs 39.78%	1754.30	253 slabs 45.54%	2008.31	270 slabs 48.60%	2143.26	272 slabs 48.96%	2159.14	291 slabs 52.38%	2309.96	350 slabs 63%	2778.30	382 slabs 68.76%	
1	4410	1468.53	1524.10	1587.60	1754.30	2008.31	2143.26	2159.14	2309.96	2778.30	3032.32										
2	4625	1540.13	1598.40	1665.00	1839.83	2106.23	2247.75	2264.40	2422.58	2913.75	3180.15										
3	4840	1611.72	1672.70	1742.40	1925.35	2204.14	2352.24	2369.66	2535.19	3049.20	3327.98										
4	5055	1683.32	1747.01	1819.80	2010.88	2302.05	2456.73	2474.93	2647.81	3184.65	3475.82										
5	5390	1794.87	1862.78	1940.40	2144.14	2454.61	2619.54	2638.94	2823.28	3395.70	3706.16										
6	5725	1906.43	1978.56	2061.00	2277.41	2607.17	2782.35	2802.96	2998.76	3606.75	3936.51										
7	6060	2017.98	2094.34	2181.60	2410.67	2759.72	2945.16	2966.98	3174.23	3817.80	4166.86										
8	6530	2174.49	2256.77	2350.80	2597.63	2973.76	3173.58	3197.09	3420.41	4113.90	4490.03										
9	7000	2331.00	2419.20	2520.00	2784.60	3187.80	3402.00	3427.20	3666.60	4410.00	4813.20										
10	7470	2487.51	2581.63	2689.20	2971.57	3401.84	3630.42	3657.31	3912.79	4706.10	5136.37										
11	7940	2644.02	2744.06	2858.40	3158.53	3615.88	3858.84	3887.42	4158.97	5002.20	5459.54										
12	8440	2810.52	2916.86	3038.40	3357.43	3843.58	4101.84	4132.22	4420.87	5317.20	5803.34										
13	8940	2977.02	3089.66	3218.40	3556.33	4071.28	4344.84	4377.02	4682.77	5632.20	6147.14										
14	9440	3143.52	3262.46	3398.40	3755.23	4298.98	4587.84	4621.82	4944.67	5947.20	6490.94										
15	10000	3330.00	3456.00	3600.00	3978.00	4554.00	4860.00	4896.00	5238.00	6300.00	6876.00										
16	10560	3516.48	3649.54	3801.60	4200.77	4809.02	5132.16	5170.18	5531.33	6652.80	7261.06										
17	11120	3702.96	3843.07	4003.20	4423.54	5064.05	5404.32	5444.35	5824.66	7005.60	7646.11										
18	11680	3889.44	4036.61	4204.80	4646.30	5319.07	5676.48	5718.53	6117.98	7358.40	8031.17										
19	12650	4212.45	4371.84	4554.00	5032.17	5760.81	6147.90	6193.44	6626.07	7969.50	8698.14										
20	13210	4398.93	4565.38	4755.60	5254.94	6015.83	6420.06	6467.62	6919.40	8322.30	9083.20										
+1	13770	4585.41	4758.91	4957.20	5477.71	6270.86	6692.22	6741.79	7212.73	8675.10	9468.25										
+2	14330	4771.89	4952.45	5158.80	5700.47	6525.88	6964.38	7015.97	7506.05	9027.90	9853.31										
+3	14890	4958.37	5145.98	5360.40	5923.24	6780.91	7236.54	7290.14	7799.38	9380.70	10238.36										
+4	15450	5144.85	5339.52	5562.00	6146.01	7035.93	7508.70	7564.32	8092.71	9733.50	10623.42										
+5	16010	5331.33	5533.06	5763.60	6368.78	7290.95	7780.86	7838.50	8386.04	10086.30	11008.48										
+6	16570	5517.81	5726.59	5965.20	6591.55	7545.98	8063.02	8112.67	8679.37	10439.10	11393.53										



REVISED Dearness Allowance payable to BANKERS for the Quarter ending...

ANNEXURE C-1

Stage	New Basic Pay	Jan 08	Apr 08	July 08	Oct 08	Jan 09	Apr 09	July 09	Oct 09	Jan 10	Apr 10
		48 slabs 7.20%	55 slabs 8.25%	63 slabs 9.45%	84 slabs 12.60%	116 slabs 17.40%	133 slabs 19.95%	135 slabs 20.25%	154 slabs 23.10%	213 slabs 31.95%	245 slabs 36.75%
1	6200	446.40	511.50	585.90	781.20	1078.80	1236.90	1255.50	1432.20	1980.90	2278.50
2	6600	475.20	544.50	623.70	831.60	1148.40	1316.70	1336.50	1524.60	2108.70	2425.50
3	7000	504.00	577.50	661.50	882.00	1218.00	1396.50	1417.50	1617.00	2236.50	2572.50
4	7400	532.80	610.50	699.30	932.40	1287.60	1476.30	1498.50	1709.40	2364.30	2719.50
5	7900	568.80	651.75	746.55	995.40	1374.60	1576.05	1599.75	1824.90	2524.05	2903.25
6	8400	604.80	693.00	793.80	1058.40	1461.60	1675.80	1701.00	1940.40	2683.80	3087.00
7	8900	640.80	734.25	841.05	1121.40	1548.60	1775.55	1802.25	2055.90	2843.55	3270.75
8	9500	684.00	783.75	897.75	1197.00	1653.00	1895.25	1923.75	2194.50	3035.25	3491.25
9	10100	727.20	833.25	954.45	1272.60	1757.40	2014.95	2045.25	2333.10	3226.95	3711.75
10	10700	770.40	882.75	1011.15	1348.20	1861.80	2134.65	2166.75	2471.70	3418.65	3932.25
11	11300	813.60	932.25	1067.85	1423.80	1966.20	2234.35	2288.25	2610.30	3610.35	4152.75
12	12000	864.00	990.00	1134.00	1512.00	2088.00	2394.00	2430.00	2772.00	3834.00	4410.00
13	12700	914.40	1047.75	1200.15	1600.20	2209.80	2533.65	2571.75	2933.70	4057.65	4667.25
14	13400	964.80	1105.50	1266.30	1688.40	2331.60	2673.30	2713.50	3095.40	4281.30	4924.50
15	14100	1015.20	1163.25	1332.45	1776.60	2453.40	2812.95	2855.25	3257.10	4504.95	5181.75
16	14800	1065.60	1221.00	1398.60	1864.80	2575.20	2952.60	2997.00	3418.80	4728.60	5439.00
17	15500	1116.00	1278.75	1464.75	1953.00	2697.00	3092.25	3138.75	3580.50	4952.25	5696.25
18	16200	1166.40	1336.50	1530.90	2041.20	2818.80	3231.90	3280.50	3742.20	5175.90	5953.50
19	17500	1260.00	1443.75	1653.75	2205.00	3045.00	3491.25	3543.75	4042.50	5591.25	6431.25
20	18300	1317.60	1509.75	1729.35	2305.80	3184.20	3650.85	3705.75	4227.30	5846.85	6725.25
+1	19100	1375.20	1575.75	1804.95	2406.60	3323.40	3810.45	3867.75	4412.10	6102.45	7019.25
+2	19900	1432.80	1641.75	1880.55	2507.40	3462.60	3970.05	4029.75	4596.90	6358.05	7313.25
+3	20700	1490.40	1707.75	1956.15	2608.20	3601.80	4129.65	4191.75	4781.70	6613.65	7607.25
+4	21500	1548.00	1773.75	2031.75	2709.00	3741.00	4289.25	4353.75	4966.50	6869.25	7901.25
+5	22300	1605.60	1839.75	2107.35	2809.80	3880.20	4448.85	4515.75	5151.30	7124.85	8195.25
+6	23100	1663.20	1905.75	2182.95	2910.60	4019.40	4608.45	4677.75	5336.10	7380.45	8489.25
+7	23900	1720.80	1971.75	2258.55	3011.40	4158.60	4768.05	4839.75	5520.90	7636.05	8783.25



EXISTING Dearness Allowance payable to SUB-STAFF for the Quarter ending...

ANNEXURE D

Stage	Basic Pay 8th BP	Jan 08		Apr 08		July 08		Oct 08		Jan 09		Apr 09		July 09		Oct 09		Jan 10		Apr 10	
		185 slabs 33.30%	1351.98	192 slabs 34.56%	1403.14	200 slabs 36%	1461.60	221 slabs 39.78%	1615.07	253 slabs 45.54%	1848.92	270 slabs 48.60%	1973.16	272 slabs 48.96%	1987.78	291 slabs 52.38%	2126.63	350 slabs 63%	2557.80	382 slabs 68.76%	2791.66
1	4060	1351.98	1403.14	1461.60	1615.07	1848.92	1973.16	1987.78	2126.63	2557.80	2791.66	2863.85	2936.05	3015.13	3094.20	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30
2	4165	1386.95	1439.42	1499.40	1656.84	1896.74	2024.19	2039.18	2181.63	2623.95	2863.85	2936.05	3015.13	3094.20	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38
3	4270	1421.91	1475.71	1537.20	1698.61	1944.56	2075.22	2090.59	2236.63	2690.10	2936.05	3015.13	3094.20	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46
4	4385	1460.21	1515.46	1578.60	1744.35	1996.93	2131.11	2146.90	2296.86	2762.55	2936.05	3015.13	3094.20	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4156.54
5	4500	1498.50	1555.20	1620.00	1790.10	2049.30	2187.00	2203.20	2357.10	2835.00	3094.20	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13
6	4635	1543.46	1601.86	1668.60	1843.80	2110.78	2252.61	2269.30	2427.81	2920.05	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	4479.71
7	4770	1588.41	1648.51	1717.20	1897.51	2172.26	2318.22	2335.39	2498.53	3005.10	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	4641.30
8	4935	1643.36	1705.54	1776.60	1963.14	2247.40	2398.41	2416.18	2584.95	3109.05	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	4826.95
9	5100	1698.30	1762.56	1836.00	2028.78	2322.54	2478.60	2496.96	2671.38	3213.00	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	5012.60
10	5265	1753.25	1819.58	1895.40	2094.42	2397.68	2558.79	2673.22	2859.95	3289.46	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	5198.26
11	5460	1818.18	1886.98	1965.60	2171.99	2486.48	2653.56	2777.74	2962.09	3366.37	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	5383.91
12	5655	1883.12	1954.37	2035.80	2249.56	2575.29	2748.33	2768.69	2962.09	3452.50	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	5569.56
13	5850	1948.05	2021.76	2106.00	2327.13	2664.09	2843.10	2864.16	3064.23	3535.65	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	5755.21
14	6045	2012.99	2089.15	2176.20	2404.70	2752.89	2937.87	2884.16	3166.37	3618.50	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	5940.86
15	6280	2091.24	2170.37	2260.80	2498.18	2859.91	3052.08	2959.63	3304.80	3701.38	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	6126.52
16	6515	2169.50	2251.58	2345.40	2591.67	2966.93	3166.29	3074.69	3412.56	3777.08	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	6312.17
17	6750	2247.75	2332.80	2430.00	2685.15	3073.95	3280.50	3189.74	3535.65	3818.50	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	
18	7020	2337.66	2426.11	2527.20	2792.56	3196.91	3411.72	3436.99	3677.08	3959.93	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	
19	7290	2427.57	2519.42	2624.40	2899.96	3319.87	3542.94	3569.18	3818.50	4022.60	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	
20	7560	2517.48	2612.74	2721.60	3007.37	3442.82	3674.16	3569.18	3959.93	4101.35	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	
+1	7830	2607.39	2706.05	2818.80	3114.77	3565.78	3805.38	3701.38	3959.93	4242.78	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	
+2	8100	2697.30	2799.36	2916.00	3222.18	3688.74	3936.60	3833.57	4022.60	4384.21	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	
+3	8370	2787.21	2892.67	3013.20	3329.59	3811.70	4067.82	3965.76	4242.78	4525.63	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	
+4	8640	2877.12	2985.98	3110.40	3436.99	3934.66	4199.04	4097.95	4384.21	4667.06	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	
+5	8910	2967.03	3079.30	3207.60	3544.40	4057.61	4330.26	4362.34	4667.06	4808.48	3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	
+6	9180	3056.94	3172.61	3304.80	3651.80	4180.57	4461.48	4494.53	4808.48		3187.03	3279.85	3393.31	3506.76	3620.21	3754.30	3888.38	4022.46	4156.54	4318.13	



REVISED Dearness Allowance payable to SUB-STAFF for the Quarter ending...

ANNEXURE D-1

Stage	New Basic Pay	Jan 08	Apr 08	July 08	Oct 08	Jan 09	Apr 09	July 09	Oct 09	Jan 10	Apr 10
		48 slabs 7.20%	55 slabs 8.25%	63 slabs 9.45%	84 slabs 12.60%	116 slabs 17.40%	133 slabs 19.95%	135 slabs 20.25%	154 slabs 23.10%	213 slabs 31.95%	245 slabs 36.75%
1	5500	396.00	453.75	519.75	693.00	957.00	1097.25	1113.75	1270.50	1757.25	2021.25
2	5700	410.40	470.25	538.65	718.20	991.80	1137.15	1154.25	1316.70	1821.15	2094.75
3	5900	424.80	486.75	557.55	743.40	1026.60	1177.05	1194.75	1362.90	1885.05	2168.25
4	6100	439.20	503.25	576.45	768.60	1061.40	1216.95	1235.25	1409.10	1948.95	2241.75
5	6300	453.60	519.75	595.35	793.80	1096.20	1256.85	1275.75	1455.30	2012.85	2315.25
6	6550	471.60	540.38	618.98	825.30	1139.70	1306.73	1326.38	1513.05	2092.73	2407.13
7	6800	489.60	561.00	642.60	856.80	1183.20	1356.60	1377.00	1570.80	2172.60	2499.00
8	7050	507.60	581.63	666.23	888.30	1226.70	1406.48	1427.63	1628.55	2252.48	2590.88
9	7300	525.60	602.25	689.85	919.80	1270.20	1456.35	1478.25	1686.30	2332.35	2682.75
10	7550	543.60	622.88	713.48	951.30	1313.70	1506.23	1528.88	1744.05	2412.23	2774.63
11	7850	565.20	647.63	741.83	989.10	1365.90	1566.08	1589.63	1813.35	2508.08	2884.88
12	8150	586.80	672.38	770.18	1026.90	1418.10	1625.93	1650.38	1882.65	2603.93	2995.13
13	8450	608.40	697.13	798.53	1064.70	1470.30	1685.78	1711.13	1951.95	2699.78	3105.38
14	8750	630.00	721.88	826.88	1102.50	1522.50	1745.63	1771.88	2021.25	2795.63	3215.63
15	9100	655.20	750.75	859.95	1146.60	1583.40	1815.45	1842.75	2102.10	2907.45	3344.25
16	9450	680.40	779.63	893.03	1190.70	1644.30	1885.28	1913.63	2182.95	3019.28	3472.88
17	9800	705.60	808.50	926.10	1234.80	1705.20	1955.10	1984.50	2263.80	3131.10	3601.50
18	10200	734.40	841.50	963.90	1285.20	1774.80	2034.90	2065.50	2356.20	3258.90	3748.50
19	10600	763.20	874.50	1001.70	1335.60	1844.40	2114.70	2146.50	2448.60	3386.70	3895.50
20	11000	792.00	907.50	1039.50	1386.00	1914.00	2194.50	2227.50	2541.00	3514.50	4042.50
+1	11400	820.80	940.50	1077.30	1436.40	1983.60	2274.30	2308.50	2633.40	3642.30	4189.50
+2	11800	849.60	973.50	1115.10	1486.80	2053.20	2354.10	2389.50	2725.80	3770.10	4336.50
+3	12200	878.40	1006.50	1152.90	1537.20	2122.80	2433.90	2470.50	2818.20	3897.90	4483.50
+4	12600	907.20	1039.50	1190.70	1587.60	2192.40	2513.70	2551.50	2910.60	4025.70	4630.50
+5	13000	936.00	1072.50	1228.50	1638.00	2262.00	2593.50	2632.50	3003.00	4153.50	4777.50
+6	13400	964.80	1105.50	1266.30	1688.40	2331.60	2673.30	2713.50	3095.40	4281.30	4924.50
+7	13800	993.60	1138.50	1304.10	1738.80	2401.20	2753.10	2794.50	3187.80	4409.10	5071.50

