



NATIONAL ORGANISATION OF BANK WORKERS

(An Industrial Federation of BMS)

Salient features of the 11th Bipartite Settlement



Pay Scales (Merger at 6352 Points)						Stagnation Increments - 9											
Clerks 17900 - 1000/3 - 20900 - 1230/3 - 24590 - 1490/4 - 30550 - 1730/7 - 42660 - 3270/1 - 45930 - 1990/1 - 47920						Clk : 9 - once in 2 yrs. Rs.65830											
Sub-staff 14500 - 500/4 - 16500 - 615/5 - 19575 - 740/4 - 22535 - 870/3 - 25145 - 1000/3 - 28145						SS : 9 - once in 2 yrs. Rs.37145											
D.A. Rates (%) per slab						Special Pay - Clerks (No change in Duties)				Fixed Personal Pay (All areas)							
0.07% per slab over 6352 points						Single Window Operator		1250		Category		No Qrs.		Qrs.		Increment	
Quarterly D.A. slabs and % from 1.11.2017 to 31.1.2021						Head Cashier II		1940									
Quarter	Avg. Index	Slabs		D.A. %		Special Assistant		2920		Clerk		2262		2043		1990	
		10th BP	11th BP	10th BP	11th BP	Special Pay - Substaff (No change in Duties)		Substaff		1140		1025		1000			
Nov-17	6504	516	38	51.60%	2.66%	Bill Collector/Armed Guard		590		Leave Fare Concession							
Feb-18	6548	527	49	52.70%	3.43%	Daftary		850		Clerks		4400		2200			
May-18	6556	529	51	52.90%	3.57%	Head Peon		1120									
Aug-18	6604	541	63	54.10%	4.41%	Electrician/AC Plant Helper		3090		Substaff		5200		2600			
Nov-18	6868	607	129	60.70%	9.03%	Driver		3590		Road Mileage charges Rs.8/- per Km.							
Feb-19	6884	611	133	61.10%	9.31%	Graduation Pay/Professional Qualification Pay				LFC/Hospitalisation - Dependent income							
May-19	7020	645	167	64.50%	11.69%	Graduation Pay/PQP-After 1 year		625		Rs.12,000/-							
Aug-19	7164	681	203	68.10%	14.21%	Graduation Pay/PQP-After 2 years		1215		Employees will be permitted to travel by own car while on LFC							
Nov-19	7308	717	239	71.70%	16.73%	Graduation Pay/PQP-After 3 years		1835		Train fare by Shatabdi and Rajdhani express trains (non-Executive Class) will be reimbursed under LFC if travel is undertaken by these trains.							
Feb-20	7476	759	281	75.90%	19.67%	Graduation Pay/PQP-After 4 years		2455		For actual travel under LFC, train fare under dynamic fare system as on the date of booking of tickets will be reimbursed.							
May-20	7484	761	283	76.10%	19.81%	Graduation Pay/PQP-After 5 years		3045									
Aug-20	7540	775	297	77.50%	20.79%	House Rent Allowance											
Nov-20	7712	818	340	81.80%	23.80%	10.25% for ALL areas.				LFC – if husband and wife both are working in the same Bank, they will be entitled to LFC individually.							
Provident Fund		NPS				Recov. for qrs - 0.20% of the 1st stage of Pay Scale.				Charges for local sightseeing while on LFC will be reimbursed within the entitlement on production of bills from approved operators.							
10% on revised Pay		14% on revised Pay + D A				Transport Allowance (with D A)				GST charges on train fare will be paid over and above the entitlement							
Special Allowance (with D A)						For Clk and SS - Rs.600/- p.m. For PT Employees - Pro-rata on Rs.600/- p.m. D A is payable on this				For actual travel under LFC, train fare under dynamic fare system as on the date of booking of tickets will be reimbursed.							
16.40% of Basic Pay. D A is payable on this allowance.						Medical Aid				LFC – if husband and wife both are working in the same Bank, they will be entitled to LFC individually.							
Hill & Fuel - 8% Max. 2250, 4% Max. 900, 3% Max. 750						Rs.2,355/- p.a.				One more option to choose 2 or 4 years.							
Proj Area Comp Allow. - Clk - 290, 230 - SS - 230, 200						Medical Insurance Policy/Cashless Medical Scheme:											
Split Duty Allowance - Rs.200/- p.m.						For employees/retires will continue.											
Washing Allowance - Rs.200/- p.m.						Deployment policy compensation amount Rs. 600 pm.											
Cycle Allowance - Rs.150/- p.m.						On transfer of an employee by the management, HRA will be 150% of normal HRA subject to production of rent receipt.											
Halting Allow. - Clk - 1050, 900, 675 - SS - 750, 600, 375																	
Can also claim halting expenses reimbursement by production of hotel rent receipt subject to ceiling.																	



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Improvement in Leave:
Privilege Leave can be availed with 10 days Notice.
PL taken on sick grounds when there is no sick leave at credit will not be counted as an occasion of availing PL.
Beyond 30 years of service, additional sick leave will be granted at 1 month per year subject to a max. of 720 days in entire service.
Women employees can avail sick leave for the sickness of their children (upto 8 years of age) on production of medical certificate.
Extra ordinary Leave on loss of pay can be availed for 120 days at a time.
Maternity Leave can be availed in combination/ continuation with other kind of leave.
Within the overall period of 12 months, Maternity leave may be granted upto 6 weeks in case of MTP/miscarriage/ abortion, AND if required upto 6 months.
Additional Maternity Leave of 15 days for Hysterectomy to those who have exhausted their ML.
Maternity Leave for legal adoption of one child will be upto a max. of 9 months.
Maternity Leave for delivery for twin children shall be 8 months.
Within the overall period of 12 months, Maternity leave may be granted upto 30 days for the period of hospitalisation for the treatment of certain specified ailments, subject to production of necessary certificate from the hospital.
Paternity Leave can be sanctioned in case of child adoption. For PWD, special CL of 4 days per year.
Absence from office due to curfew, riots, prohibitory orders, natural calamities, flood, etc. at the place of work or residence will be treated as special leave on duty.
From the calendar year 2020, besides encashment of PL at the time of retirement and during availment of LFC, PL Encashment would be permitted at 5 days every calendar year (7 days in case of employees / officers of 55 years of age and above) at the time of any festival of their choice.
Others:
Breakage charges on transfer : Clerks Rs.1650 (Receipt) Rs.1100 (Declaration) Substaff Rs.1100 and Rs.850
Project Area HRA (A or B) will be paid at branches opened in Special Economic Zone, Export Promotion Zone, etc
in future if Govt of India will come out with any new project, and if any allowance is paid to their employees, the same should be extended in banks.
For definition of Family, physically/mentally challenged children of employees will continue to be treated as dependents even after their marriage subject to income criteria of dependents .
Definition of family for coverage under Group Medical Insurance Policy/reimbursement of medical expenses and LFC – Any two of parents or parents-in-law – i.e. father & mother, father-in-law & mother-in-law, father and mother-in-law, mother and father-in-law, to be covered.
Transportation of personal effects by train or road while on transfer from one station to another: Clerk 3500 kg (married) 2500 kg (unmarried) Substaff 2500 kg (married) and 1500 kg. (unmarried)
Service Charges under New Pension Scheme will not be recovered from the employees and will be paid by the Banks.
Substaff passing CAIIB/JAIIB, additional increments like clerks.
PLI Scheme will be introduced from the FY 2020-21.
Employees removed from service under Voluntary Cessation Scheme will be given the chance to represent/appeal against the decision and also will be eligible for retirement benefits including pension, if otherwise eligible.



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Disciplinary Proceedings:

Clause 5 (j), from the date of this Settlement, shall read as under: doing any act of gross negligence or negligence involving or likely to involve the bank in serious loss

new clause 7 (q) shall be added as under: doing any act prejudicial to the interest of the bank. **(MINOR MISCONDUCT)**

Clause 12 (d) – the following shall be added: If the representative defending the employee is an employee of the same bank at an outstation branch situated outside the State, on a case to case basis as may be decided by the Bank, he shall be relieved on special leave (on full pay and allowances) to represent the employee and shall be paid one return fare.

Clause 6(e) shall read as under: be brought down to a lower stage in the scale of pay upto a maximum of 2 stages and **for a maximum period of two years**. Note: This punishment shall be **non-cumulative** and **annual increment(s)/ Stagnation Increment (s) falling during the period of punishment shall be released on the respective due date (s)**.

Clause 6(i) i.e. the punishment of 'be fined' shall be **deleted**.

Clause 6(f) shall read as under: have his increment/s stopped **with or without cumulative effect**. Note: Specific period of rigour shall be mentioned.

The following shall be added as Clause 7 (r): Misconducts covered under Clause 7 (a) to (q) shall not be made out as 'gross misconduct' under Clause 5.

An employee placed under suspension pending disciplinary action shall be given an opportunity to represent to the management to reconsider the order of suspension

An employee who has been awarded the punishment of dismissal, compulsory retirement or removal from service by the Disciplinary Authority and subsequently where the punishment is confirmed by the Appellate Authority, shall be given an opportunity to seek reconsideration by an authority higher than the Appellate Authority.

If multiple charges as per procedural lapses are made out, then the punishment given in such cases shall be one.

Disciplinary authority shall have the discretion to decide whether the punishment will affect the superannuation benefits of the employee or not in case where the punishment is affecting the superannuation benefits.



Happy Deepavali



NOBW TEAM

Upendra Kumar - (Bank of Baroda)

K. Vinod Kumar - (Dhan Laxmi Bank)

Manmohan Gupta - (Punjab National Bank)

Archana Siwany - (Bank of Maharashtra)

Vinod Lamba - (Canara Bank)

Kishor Bapat - (Union Bank of India)

Gautom Kulkarni - (IDBI)