



eCircular

Department: P&HRD

Sl.No.: 1158/2020 - 21

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Date: Mon 21 Dec 2020

To,
All Branches/Offices of
State Bank of India.

STAFF: SUPERVISING
OFFICERS JMGS-I TO TEGS-VII
11TH BIPARTITE SETTLEMENT

The 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. On 22nd November 2020, IBA signed a Joint Note with the representative Associations of Officers. The representatives of the Officers' Associations have agreed that the existing service conditions be modified to the extent what has been stated in the said Joint Note.

2. 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.

3. The Executive Committee of the Central Board in its meeting held on 08.12.2020 has accorded approval for implementation of the provisions of the above Settlement, as applicable, to our Bank, subject to receipt of NOC from Govt of India.

4. Government of India, Ministry of Finance, Department of Financial Services have conveyed their '**No Objection**' to IBA, authorizing the Banks to pay revised salary and arrears of pay and allowances w.e.f. 01.11.2017 as per the provision of the Joint Note pending amendments to the Officer's Service Regulations/Rules.

5. Accordingly, it has been decided to disburse to officers, an ad-hoc amount equivalent to the net arrears payable for the period 01.11.2017 to 31.12.2020, after deduction of the ad-hoc amount paid in October 2019. Also, an ad-hoc amount equal to the increase in emoluments worked out, on the basis of month-to-month calculation of the old &

revised emoluments from **1st January 2021** onwards may continue to be paid till formalities for amending SBI Officers' Service Rules are completed.

6. We further advise that:

- (i) In case of an officer promoted to next higher grade/scale any time after 01.11.2017, he/she may be first fitted provisionally in the new scale of pay on stage-to-stage basis as on 01.11.2017 and, thereafter, he/she will be fitted in the new scale on the date of promotion.
- (ii) In case of clerical employee promoted to officer cadre on or after 01.11.2017, he/she will be given provisional fitment in the new scale on state-to-stage basis. We shall advise the new fitment formula on promotion from clerical cadre to JMGS-I, separately.
- (iii) The Probationary Officers and Trainee Officers who were recruited/appointed as such before 01.11.2017 and were still on probation on that day may be given stage-to-stage fitment as on the said date in the revised pay-scale in JMGS-I. Similarly, Probationary Officers and Trainee Officers who were appointed as such on or after 01.11.2017 may be provisionally fitted on the date of their appointment 4 stages above the starting Basic Pay in the revised pay-scale in JMGS-I.
- (iv) As on 01.11.2017, Personal Allowance/Adjusting Allowance payable to the officers, if any, shall not be reduced on account of initial fitment in the new scales. Such adjustment, however, shall be made on account of any increment or Professional Qualification Allowance on or after 01.11.2017.
- (v) As regards payment of arrears in respect of officers who ceased to be in service of the Bank on or after 01.11.2017, they may be paid arrears of salary revision on ad-hoc basis, pending amendment of SBIOSR.
- (vi) Officers in service who had encashed Privilege Leave between 01.11.2017 till implementation of the revised salary, may be paid arrear on eligible components for the relevant period.
- (vii) Officers who were placed under suspension prior to 01.11.2017 should not be given the benefit of revision. However, in case of the officers placed under suspension on or after 01.11.2017, their provisional fitment in the revised scale may be done as on 01.11.2017. Consequently, the subsistence allowance payable to them may also be recalculated on the basis thereof and resultant arrears of salary & subsistence allowance, if any, should be paid to them.
- (viii) Medical Officers and officers on contractual service in the Bank are governed by separate / special salary scales. As such, the provisions contained in this e-circular will not be applicable in their case, unless specifically mentioned.
- (ix) The HRMS will make payment of arrear for the period **01.11.2017 to 31.12.2020** by debit to the **Central Office Accounts Deptt. Unit 2 (03999)** and arrears for the period 01.01.2021 onwards by debit to Charges Account of the respective branch/office.

- (x) Members of SBI Employees' Provident Fund who are making additional contribution to Provident Fund in terms of Rule 12 (C) of the Fund Rules may be permitted to opt, if they so desire, not to make additional contribution on arrears of salary for the period from 01.11.2017 upto the month of payment of arrears on account of salary revision. Further, the members may be permitted to opt for appropriation of the additional contribution already made by them in terms of Rule 12 (C) of the Provident Fund Rules for the period as stated earlier, towards the arrears of compulsory contribution required to be made by them in terms of Rule 12(i) of SBI Employees' Provident Fund Rules.
- (xi) The Provident Fund deductions made from ad-hoc payment may be credited to the Provident Fund accounts of officers.
- (xii) Income Tax payable on the amount of arrears should be recovered and in case an Officer requests that the relief available under Section 89(1) of the Income Tax Act should be made available and submits Form 10E, the relevant provisions of extant Income Tax Rules should be followed.
- (xiii) The relevant provisions of the Joint Note with our clarificatory remarks are contained in Annexure-A.

7. Please bring it to notice of all concerned and arrange accordingly.

(Rana Ashutosh Kumar Singh)
Dy. Managing Director (HR) &
Corporate Development Officer

Annexure -A

1. Scales of Pay

Scale I	36000	1490	46430	1740	49910	1990	63840
		7		2		7	
Scale II	48170	1740	49910	1990	69810		
		1		10			
Scale III	63840	1990	79790	2220	78230		
		5		2			
Scale IV	76010	2220	84890	2500	89890		
		4		2			
Scale V	89890	2500	94890	2730	100350		
		2		2			
Scale VI	104240	2970	116120				
		4					
Scale VII	116120	3220	129000				
		4					

Fitment:

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

2. Stagnation Increments

- a) Officers in JMGS I who have moved to scale of pay for MMGS II in terms of Regulation 5 (b) after reaching maximum of the higher scale are presently eligible for four stagnation increments. With effect from 1st November 2017, these officers will be eligible for five stagnation increments. The first four stagnation increments will be released after every two completed years of service, of which first two shall be Rs.1990/- each and next two shall be Rs. 2220/- each. The fifth stagnation increment of Rs.2220/- will be released two years after receipt of fourth stagnation increment or w.e.f. 1st November 2017, whichever is later.
- b) Officers in MMGS II who have moved to Scale of Pay for MMGS III in terms of Regulation 5 (b) after reaching maximum of higher scale are presently eligible for four stagnation increments. With effect from. 1st November 2017 these officers will be eligible for five stagnation increments. First four stagnation increments of Rs.2220/- will be released after every two completed years of service after reaching the maximum on the higher scale. The fifth stagnation increment of Rs.2220/- will be released two years after release of fourth stagnation increment or w.e.f. 1st November 2017, whichever is later.
- c) Officers in substantive MMGS III i.e. those who are recruited in or promoted to MMGS III are presently eligible for five stagnation increments. These officers shall now be eligible for total six stagnation increments. First four stagnation increments of Rs. 2220/- after every two completed years and next two increments of Rs. 2500/- each, two years after receipt of the fourth stagnation increment. The sixth stagnation increment of Rs. 2500/- will be released two

years after release of fifth stagnation increment or w.e.f. 1st November 2017, whichever is later.

- d) Officers in SMGS IV are presently eligible for one stagnation increment of Rs. 2500/- two years after reaching maximum of scale. These officers will now be eligible for one additional stagnation increment of Rs. 2730/- after two years of receipt of first stagnation increment or w.e.f. 1st November 2017, whichever is later.
- e) Provided further that the Stagnation increment/s received by the Officers from Scale I to Scale IV who are/were in service of the banks as on 1st November, 2017 as per periodicity hereinbefore would be readjusted from three year periodicity to two year periodicity from the date of reaching their maximum and officer shall be **notionally eligible** for stagnation increments w.e.f. 01.11.2017 in terms of this Joint Note as per the revised periodicity which will qualify for superannuation benefits. However, monetary benefit on account of such revised and readjusted periodicity of stagnation increment/s shall be payable from 1st November 2020 or the actual date of entitlement whichever is later.
- f) Officers in SMGS V shall be eligible for one stagnation increment of Rs.2970/- two years after reaching the maximum of scale or w.e.f. 1st November 2017, whichever is later.

3. Dearness Allowance

On and from **01.11.2017**, Dearness Allowance shall be payable for every rise or fall of four points over **6352** points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at **0.07% of Pay**.

4. House Rent Allowance (w.e.f. 01.11.2017)

SI	Area	Rate
1	Major "A" Class Cities and Project Area Centres in Group A	9 %
2	Other places in Area I, and Project Area Centres in Group B and State of Goa	8%
3	Other places	7%

Provided that if an officer produces a rent receipt, the House Rent Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over 0.50 % of Pay in the first stage of the Scale of Pay in which he/she is

placed with a maximum of 150 % of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

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

5. City Compensatory Allowance (w.e.f. 1.11.2017)

	Area		Rate
i)	Places in Area 1 and above; and in the State of Goa	:	Rs.1,400/-p.m.
ii)	Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	:	Rs.1,150/- p.m.

6. Location Allowance (Non-CCA Centres) (w.e.f. 1.11.2017)

Effective 1.11.2017 a fixed allowance of Rs.700/- p.m. is payable to all Officers posted in areas other than the areas that are eligible for CCA. This fixed allowance shall not be reckoned for payment of DA, superannuation benefits, viz, pension including NPS, PF and Gratuity.

7. Learning Allowance

With effect from 1.11.2017, Officers shall be paid Learning Allowance of Rs.600/- together with applicable Dearness Allowance thereon.

8. Special Allowance (w.e.f. 1.11.2017)

With effect from 1.11.2017, officers shall be paid Special Allowance as under:

Scale I, II, III	16.40% of Basic Pay + applicable Dearness Allowance thereon
Scale IV, V	19% of Basic Pay + applicable Dearness Allowance thereon
Scale VI, VII	20% of Basic Pay + applicable Dearness Allowance thereon

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

9. Pension

a. As per extant regulations, pension payable to officers is based on the average of the emoluments drawn in the last ten months preceding the retirement of the officer in terms of Regulations 2 and 38 of the Pension Regulations. For the purpose of payment of pension, the Pay of the officer retiring on or after 1st November 2017 will

be taken on the basis of the Pay as is provided under the Settlement. However, in the case of officers who have retired from the services of the Bank, on or after 1st

November, 2017 but before 31st August, 2018 (Applicable only to **pre-merger pension optees** of erstwhile Associate Banks merged with State Bank of India w.e.f. 01.04.2017), since the period of preceding ten months will constitute Pay both under this Settlement as well as pertaining to Settlement dated 25th May, 2015, in such cases, the following procedure will be adopted for determining Pension payable to them.

(i) For the period of ten months falling on and from 1st November 2017, the actual Pay drawn by the officer under this Settlement; and

(ii) For the period falling prior to 1st November 2017, the actual Pay drawn by the officer plus Dearness Allowance at the rate of 47.8 percent thereon will be notionally reckoned as Pay for the purpose.

With effect from 1st November 2017, the Pay as defined under Clause 6 of this Settlement and drawn by the officers who are members of the Pension Fund shall be taken into consideration for the purpose of calculation of pension as per the Pension Fund Rules/ Regulations in force (Applicable only to **pre-merger pension optees** of erstwhile Associate Banks merged with State Bank of India w.e.f. 01.04.2017).

b. Option not to claim incremental commutation on revised basic pension

Officers in service of the Bank as on 1st November 2017 and who have retired thereafter but before the date of this Settlement and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

c. Dearness Relief on Pension

With effect from 1st November, 2017, in respect of officers who retired or died while in service on or after 1st November, 2017, Dearness Relief shall be payable at 0.07 % per slab on the Basic Pension or Family Pension or Invalid Pension or compassionate allowance as the case may be. Dearness Relief in the above manner shall be paid half yearly for every rise or fall of 4 points over 6352 points in the quarterly average of the All India Consumer Price Index for industrial workers in the series 1960=100.

10. Provident Fund

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

11. Recovery of House/Furniture Rent

- (i) House rent recovery shall be @ 0.50% 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 @ 0.10 % of the first stage of the scale of pay in which the officer is placed.

12. Fixed Personal Pay (w.e.f. 01.11.2017)

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 (₹)	DA as on 01.11.2017 (₹)	Total F.P.P. payable where bank's accommodation is provided (₹)
(A)	(B)	(C)
1990	53	2043
2220	59	2279
2500	66	2566
2730	73	2803
2970	79	3049
3220	86	3306

Note:

- (i) F.P.P. as indicated in "C" above shall be payable to those officer employees who are provided with bank's accommodation.
- (ii) F.P.P. for officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance payable on the last increment of the relevant scale of pay.
- (iii) The increment component of F.P.P. shall rank for superannuation benefits.
- (iv) Only officers who were in the service of the bank on or before 1.11.93 will be eligible for F.P.P one year after reaching the maximum scale of pay they are placed.

13. Professional Qualification Pay (PQP) (w.e.f. 1.11.2017)

A. (i) Officers shall be eligible for Professional Qualification Pay as under:

Those who have passed only CAIIB – Part I / JAIIB :

₹1020/- p.m. one year after reaching top of the scale.

(i.A.1.a.ii) Those who have passed both parts of CAIIB :

i.A.1.a.ii.1.a. ₹1020/- p.m. one year after reaching top of the scale.

i.A.1.a.ii.1.b. ₹2550/- p.m. two years after reaching top of the scale.

i.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 instalment of PQP and the release of subsequent installments of PQP shall be with reference to the date of release of first instalment of PQP.

14. Other Allowances

(i) **Deputation Allowance (w.e.f. 1.11.2020)**

Deputation Allowance shall be at the following rates:

An officer deputed to serve outside the bank	7.75% of Pay with a maximum of ₹6000/-
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 ₹3000/-

(ii) **Hill and Fuel Allowance (w.e.f. 1.11.2017)**

	Place	Rate
(a)	Places with an altitude of 1000 meters and above but less than 1500 meters and Mercara Town	2% of Pay
(b)	Places with an altitude of 1500 meters and above but less than 3000 meters	2.5% of Pay
(c)	Places with an altitude of 3000 meters and above	5% of Pay

(iii) **Halting Allowance (w.e.f. 1.11.2020)**

Grade / Scales of Officers	Metro (₹)	Major 'A' Class Cities (₹)	Area I (₹)	Other Places (₹)
Officers in Scale VI & above	2700	1950	1650	1425
Officers in Scale IV & V above	2250	1950	1650	1425
Officers in Scale I/II/III	1950	1650	1425	1200

(iv) **Special Area Allowance (w.e.f. 1.11.2017)**

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- I**.

(iii) **Definition of Family:**

Clause 14 (vii) of Joint Note dated 25.05.2015 is modified as under:-

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

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

b)The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding **₹12,000/- p.m.** If the income of one of the parents exceeds **₹12,000/- p.m.** or the aggregate income of both the parents exceeds **₹12,000/- p.m.**, both the parents shall not be considered as wholly dependent on the officer employee.

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

Note: For the purpose of medical expenses reimbursement scheme, for all employees, i.e. male/female *any two of the dependent parents / parents-in-law* shall be covered. The officer employee will have the choice to substitute either of the dependents or both.

Physically challenged children of employees to be defined as dependents irrespective of age or marital status, subject to income criteria.

15. Project Area Allowance

On and from 01.11.2017, Project Area Compensatory Allowance shall be payable at the following rates:

Project Areas falling in Group A – ₹600/- p.m.

Project Areas falling in Group B – ₹ 525/- p.m.

16. Mid Academic Year Transfer Allowance (w.e.f. 01.11.2020)

On and from 01.11.2020, Mid Academic Year Transfer Allowance shall be payable at ₹ 1650/- p.m. subject to other conditions.

17. Split Duty Allowance

On and from 01.11.2017, Split Duty Allowance shall be payable at ₹ 300/- p.m.

18. Compensation on Transfer (w.e.f. 01.11.2020)

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.

Grade/Scale of Officer	(₹)
Officers in Scale IV and above	30,000
Officers in Scale I, II and III	25,000

19. New Introduction (as per *Annexure II*)

20. Leave Rules (as per *Annexure III*)

21. Date of Effect

For payment of arrears, the benefits under various provisions as above shall be from 1st November 2017, unless otherwise specified against the relevant provisions.

Special Area Allowance

SI	Place	Allowances (₹)	
		Pay below ₹36,001/-	Pay above ₹36,001/-
1	Mizoram		
	a) Chimgtuipui District and areas beyond 25 kms. From Lunglei Town in Lunglei District.	4000	5200
	b) Entire Lunglei District excluding areas beyond 25 kms from Lunglei town	3200	4200
	c) Entire Aizawl District	2400	3000
2	Nagaland	3200	4200
3	Andaman & Nicobar Islands		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	4000	5200
	b) South Andaman (including Port Blair)	3200	4200
4	Sikkim	4000	5200
5	Lakshadweep Islands	4000	5200
6	Assam	640	800
7	Meghalaya	640	800
8	Tripura		
	a) Difficult areas of Tripura	3200	4200
	b) Throughout Tripura except Difficult areas	2400	3000
9	Manipur	2400	3000
10	Arunachal Pradesh		
	a) Difficult areas of Arunachal Pradesh	4000	5200
	b) Throughout Arunachal Pradesh except Difficult areas	3200	4200
11	Jammu & Kashmir		
	1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi	4000	5200
	2) Udhampur District:		
	(a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in part 2 (b)	4000	5200
	(b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre	3200	4200
	3) Doda District: Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	4000	5200
	4) Leh District: All places in Leh District	4000	5200
	5) Baramulla District:		
	(a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua	4000	5200
	(b) Matchill	3200	4200
	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	2400	3000
	7) Areas not included in (1) to (6) above, but which are	2400	3000

	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		
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	4000	5200
	b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above	3200	4200
	c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet Proper	2400	3000
	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	4000	5200
	b) Entire District other than Areas included in (a) above	3200	4200
	3) Kullu District		
	a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	4000	5200
	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)	2400	3000
	4) Lahaul and Spiti District: Entire area of Lahaul and Spiti	4000	5200
	5) Shimla District		
	a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda	4000	5200
	b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghorl Chaibis of Pargana Sarahan	3200	4200
	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)	2400	3000
	(6) Kangra District:		
	a) Areas of Bara Bhangal and Chhota Bhangal	3200	4200
	Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women's ITI, Dari, Mechanical	2400	3000

	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, 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, 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	2400	3000
	(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 Thansgiri Tract	2400	3000
	(9) Solan District: Mangal Panchayat.	2400	3000
	(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above	640	800
13	Uttar Pradesh: Areas under Chamoli, Pithoragarh and Uttar Kashi Districts	4000	5200
14	Uttarakhand: Areas under Chamoli, Pithoragarh, Uttarkashi, Rudrapur and Champawat Districts	4000	5200
15	West Bengal: South 24 Parganas District Sunderban Areas (south of Dampier Hodge's line), namely, Bhagatush Khali (Rampura), Kumirmari (Bagna), Jhinga Khali, Sajnakhali, Gosaba, Amlamathi (Bidya), Canning, Kultali, Piyali, Nalgaraha, Raidighi, Bhanchi, Pathar Pratima, Bhagabatpur, Saptamukhi, Namkhana, Sikarpur, Kakdwip, Sagar, Mousini, Kalinagar, Haroa, Hingaljanj, Basanti, Kuemari, Kultola, Ghushighata (Kulti)	1000	1000

New Introduction

i.1. Annual encashment of Privilege Leave:

From the calendar year 2020, Privilege Leave encashment shall be permitted at the rate of 5 days for each calendar year at the time of any festival of the employee's choice. Employees who have completed 55 years of age as on 01.01.2020 and above shall be entitled to encash at the rate 7 days for each calendar year, till retirement. **For the calendar year 2020, the encashment may be availed upto 31.03.2021.** Thereafter the facility will have to be availed on or before 31st December every year.

i.2. Performance Linked Incentive Scheme:

The wages settled during wage revision at industry level are paid by all Banks uniformly, irrespective of the size of the Banks and their financial strength. In today's challenging environment, where there is stiff competition among Banks, a genuine need is felt to allow Banks to pay their employees something extra by way of encouragement as per the profitability and financial soundness of the respective Banks. In order to inculcate a sense of competition and also to reward the performance, the concept of Productivity Linked Pay was discussed and after discussions between the parties, it is agreed to introduce Performance Linked Incentive Scheme in Public Sector Banks which will be based on Operating Profit/Net Profit of the individual bank (optional for private and foreign banks). The PLI shall be payable to all employees annually over and above the normal salary payable. The PLI matrix shall decide the amount payable to the employees (in number of days of pay = Basic + DA) depending on the annual performance of the Bank. All the employees shall get the minimum number of days of pay as incentive depending on where in the matrix the Bank's performance fits in, broadly as per Matrix as under:

Sl.	YoY Growth in Operating Profit	No. of days for which Salary (Basic + DA) shall be paid
1	< 5%	Nil
2	5% to 10%	5 days
3	> 10% to 15%	10 days*
4	> 15%	15 days*
*3 rd and 4 th slabs are payable only if the Bank has Net Profit. If a Bank has growth in Operating Profit of 5% & more, but there is no Net Profit, then minimum 2 nd slab of 5 days will be payable.		

(The PLI will be applicable from FY-2020-21)

Annexure-III

Leave Rules

1. Privilege Leave

Privilege Leave other than for the purpose of availing the Leave Fare Concession should be applied not less than 10 days before the proposed date of commencement of such leave.

Privilege Leave taken on sick grounds when there is no credit in the sick leave account of the employee, will not be counted as an occasion of availing Privilege leave.

Privilege Leave accruing to an employee shall be allowed to be accumulated beyond 240 days up to a maximum of 270 days. However, encashment of privilege leave shall be restricted up to a maximum of 240 days.

2. Unavailed Casual Leave

- i) Casual leave not availed of in the year 2017 or in any subsequent years shall lapse in the following **five years**.
- ii) On and from 01.11.2020, although the availment of unavailed casual leave (UCL) by the Officers in the following years shall continue to be permitted only on medical grounds, production of medical certificate need not, henceforth, be insisted upon in case the period of such unavailed casual leave at a stretch not exceeding four days.

3. Maternity Leave

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

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

Note: (i) in case of delivery of twins, the period of Maternity Leave shall be 8 months.

(ii) Maternity Leave may be availed combining with any other kind of leave except casual leave.

(b) In case of miscarriage/MTP/abortion, maternity leave may be granted as a rule upto 6 weeks on the basis of medical certificate/advice of a competent medical practitioner, i.e. a qualified gynaecologist. In special/exceptional cases involving medical complications, associated with miscarriage/MTP/abortion, maternity leave may be granted beyond 6 weeks if advised by a competent medical practitioner (qualified gynaecologist) but upto 6 months only on any one occasion, within the overall limit of 12 months during the entire period of service.

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

Note: In the case of employees who have availed and exhausted Maternity Leave of 12 months, leave of 15 days shall be sanctioned over and above the same, subject to production of Medical Certificate.

(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 nine months, subject to the following terms and conditions: -

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

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

(iii) The permanent part-time employees are also eligible for grant of leave for adoption of a child.

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

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

(e) Within the overall period of 12 months, leave may also be granted in case of hospitalisation on account of the following gynaecological ailments/ treatments upto a maximum of 30 days:

- i. AUB (Abnormal Uterine Bleeding)
- ii. Ovarian Tumour
- iii. Tubectomy/Tubectomy reversal
- iv. Post-Partum Depression (PPD)
- v. Post-Partum Haemorrhage (PPH)
- vi. Acute Pelvic Inflammatory Disease (Acute PID)
- vii. Dysfunction Uterine Bleeding; Dysfunction (DUB)

4. Paternity Leave

With effect from the 1st June 2015, male employees with upto two surviving children are eligible for 15 days Paternity Leave during their wife's confinement. This leave may be combined with any other kind of leave except Casual Leave. The leave may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

Note: Paternity Leave as above shall be allowed to employees with upto two surviving children for legally adopting a child who is below one year of age.

5. Sick Leave

a) An officer employee upon completion of 30 years of service, shall be eligible for further additional sick leave of 3 months at the rate of one month for each year of service in excess of 30 years, subject to a maximum of 720 days in entire service.

b) Women officer employees can avail sick leave for the sickness of their children of 8 years and below subject to production of medical certificate.

6. Special Casual Leave

a) With effect from 01/11/2020, Special Casual Leave may be granted to an employee on occasions when the branch where the employee is working or the place where the employee is residing is affected by curfew, riots, prohibitory orders, natural calamities, floods, etc.

b) With effect from 01/11/2020, 4 days Special Casual leave shall be granted to all physically/orthopedically handicapped employees each year.

7. Extraordinary Leave:

In partial modification of Clause 7.34 of Agreement dated 31st March 1967 and Clause 36 of Settlement dated 25th May, 2015, in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion (up to 4 months in extreme medical circumstances) and upto a maximum of 24 months during the entire period of an employees' service.

Note: - The employees will not be losing any seniority on account of availing extraordinary leave on Medical grounds.

11th BIPARTITE SETTLEMENT

EXISTING & REVISED PAY SCALES: OFFICERS (Scale I, II, III)

Stages	JMGS I	MMGS II	MMGS III			
	EXISTIN G	REVISE D	EXISTIN G	REVISE D	EXISTIN G	REVISED
1	23700	36000	31705	48170	42020	63840
2	24680	37490	32850	49910	43330	65830
3	25660	38980	34160	51900	44640	67820
4	26640	40470	35470	53890	45950	69810
5	27620	41960	36780	55880	47260	71800
6	28600	43450	38090	57870	48570	73790
7	29580	44940	39400	59860	50030	76010
8	30560	46430	40710	61850	51490	78230
9	31705	48170	42020	63840		
10	32850	49910	43330	65830		
11	34160	51900	44640	67820		
12	35470	53890	45950	69810		
13	36780	55880	47260	71800		
14	38090	57870	48570	73790		
15	39400	59860	50030	76010		
16	40710	61850	51490	78230		
17	42020	63840				
18	43330	65830				
19	44640	67820				
20	45950	69810				
stag +1	47260	71800	52950	80450	52950	80450
stag +2	48570	73790	54410	82670	54410	82670
stag +3	50030	76010	55870	84890	55870	84890
stag +4	51490	78230	57330	87110	57330	87110
stag +5	---	80450	---	89330	58790	89610
stag +6					---	92110

EXISTING & REVISED PAY SCALES: OFFICERS (Scale IV, V, VI, VII)

Stages	SMGS IV		SMGS V		TEGS VI		TEGS VII	
	EXISTIN G	REVISE D	EXISTING	REVISE D	EXISTIN G	REVISE D	EXISTING	REVISED
1	50030	76010	59170	89890	68680	104240	76520	116120
2	51490	78230	60820	92390	70640	107210	78640	119340
3	52950	80450	62470	94890	72600	110180	80760	122560
4	54410	82670	64270	97620	74560	113150	82880	125780
5	55870	84890	66070	100350	76520	116120	85000	129000
6	57520	87390						
7	59170	89890						
stag +1	60820	92390	---	103320				
stag +2	---	95120						

Fitment is on stage to stage basis.