

SCALES OF PAY

1) CLERICAL STAFF

a) BASIC PAY (01/11/2007 to 30/4/2010)

6200 → $\frac{400}{3}$ → 7400 → $\frac{500}{3}$ → 8900 → $\frac{600}{4}$ → 11300 → $\frac{700}{7}$
16200 → $\frac{1300}{1}$ → 17500 → $\frac{800}{1}$ → 18300

b) BASIC PAY from 01/05/2010

7200 → $\frac{400}{3}$ → 8400 → $\frac{500}{3}$ → 9900 → $\frac{600}{4}$ → 12300 → $\frac{700}{7}$
17200 → $\frac{1300}{1}$ → 18500 → $\frac{800}{1}$ → 19300

2) SUBORDINATE STAFF

a) BASIC PAY (01/11/2007 to 30/4/2010)

5500 → $\frac{200}{4}$ → 6300 → $\frac{250}{5}$ → 7550 → $\frac{300}{4}$ → 8750 → $\frac{350}{3}$
9800 → $\frac{400}{3}$ → 11000

b) BASIC PAY from 01/05/2010

5850 → $\frac{200}{4}$ → 6650 → $\frac{250}{5}$ → 7900 → $\frac{300}{4}$ → 9100 → $\frac{350}{3}$
10150 → $\frac{400}{3}$ → 11350

Note :

- Fitment in new scales of Pay shall be on a stage to stage basis.
- There shall be no change in the dates of annual increment because of the fitment.

3) STAGNATION INCREMENTS

Both Clerical and Subordinate staff (including permanent Part Time Employees on scale wages) shall be eligible for Seven stagnation increments w.e.f. 01/11/07 at the rates and frequencies as stated hereinunder.

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 increment at the rate of Rs.800/- and Rs.400/- each due under the settlement, and at the frequencies of 3 years and 2years respectively

from the dates of reaching the maximum of their scales as aforesaid, except that the 7th stagnation increment in clerical cadre will be released after 2 years of receiving the sixth stagnation increment.

Provided that a Clerical/subordinate staff (including permanent Part Time employees on scales wages) already in receipt of sixth stagnation increments shall be eligible for seventh stagnation increment on 01/11/2007 or 2 years after receiving the 6th stagnation increment, whichever is later.

4) DEFINITION OF "PAY"

Pay for the purpose of D.A., H.R.A. and superannuation benefits shall mean Basic Pay, Stagnation Increments, Special Pay, Graduation Pay and Officiating Pay, if any.

5) DEARNESS ALLOWANCE

With effect from 01/11/2007, the Dearness Allowance shall be payable to Clerical and Subordinate Staff @ 0.15% of Pay.

6) HOUSE RENT ALLOWANCE

With effect from 1/11/2007 the House Rent Allowance shall be payable to Clerical and Subordinate Staff are as under :

No.	Area	Rate as % of pay
I.	Places with Population of More than 45 lacs	10
II.	Places with population of 12 lacs and above including states of Goa	9
III.	Places with population of 5 lacs and above other than places mentioned in I & II above and State Capitals & Capitals of Union Territories	7.5
IV.	Places with population of 5 lacs not covered in I, II & III above	7

Note : Where quarters are provided, HRA shall not payable and the rent to recovered shall be 0.5% of the first stage of scales of pay.

7) TRANSPORT ALLOWANCE

With effect from 1/11/2007 Transport Allowance shall be paid as under :

- 1) Upto 15th stage of the scale of pay : Rs.225/- p.m.
- 2) 16th stage of the scale of pay and above : Rs.275/- p.m.
- 3) All permanent part time employees including those on probation and drawing scale wage shall be paid Transport Allowance on pro-rata basis.

8) SPECIAL PAY : CLERICAL STAFF (Main posts)

Designation	01/11/2007 to 30/04/2010	Special Pay w.e.f. 1/05/2010	After including Special Pay of Rs.1000/- in Basic Pay w.e.f. 01/05/2010
1. Telephone Operator	210	1500	500
2. Teller "A"	690	1500	500
3. Stenographer	1020	1500	500
4. Head Cashier "C"	1150	1500	500
5. Computer Operator "A"	1250	1500	500
6. Head Cashier - I	1270	1500	500
7. Head Cashier - II	1780	1780	780
8. Computer Operator "B"	1500	1500	500
9. Special Assistant	2180	2180	1180

9) SPECIAL PAY : SUBORDINATE STAFF (Main Posts)

Designation	01/11/2007 to 30/04/2010	Special Pay w.e.f. 1/05/2010	After including Special Pay of Rs.350/- in Basic Pay w.e.f. 01/05/2010
1. Liftman	350	350	00
2. Watchman	350	350	00
3. Cash Peon	350	350	00
4. Armed Guard	590	590	240
5. Bill Collector	590	590	240
6. Daftary	690	690	340
7. Head Peon	800	800	450
8. Electrician	1600	1600	1250
9. Driver	1800	1800	1450

10) PROFESSIONAL QUALIFICATION PAY (PQP)

A) Those who are Graduates and or NDC:

One year after reaching the maximum scale of pay..... Rs. 250/-

Two year after reaching the maximum scale of pay..... Rs. 490/-

B) Those who are Graduates and JAIB :

One year after reaching the maximum scale of pay..... Rs. 250/-

Two year after reaching the maximum scale of pay..... Rs. 490/-

Three year after reaching the maximum scale of pay..... Rs. 740/-

C) Those who are Graduates and CAIB :

One year after reaching the maximum scale of pay..... Rs. 250/-

Two year after reaching the maximum scale of pay..... Rs. 490/-

Three year after reaching the maximum scale of pay..... Rs. 740/-

Four year after reaching the maximum scale of pay..... Rs. 990/-

Five year after reaching the maximum scale of pay..... Rs.1230/-

11) FIXED PERSONAL PAY (FPP)

No.		Clerical (Rs.)	Subordinate (Rs.)
1.	Places with population of more than 45 lac	940	470
2.	Places with population of 12 lac and above including State of Goa	930	465
3.	Places with population of 5 lac and above other than places mentioned in (1) & (2) above and State Capitals of Union Territories	920	460
4.	Places with population below 5 lacs and not covered in (1), (2) & (3) above	915	460

12) MEDICAL AID

From 1/11/2007, each employee shall receive an amount of Rs.2000/- per year as Medical Aid.

13) LEAVE FARE CONCESSION :

No.	Designation	2 Years Block	4 Years Block	Eligibility
1.	Clerk	2000 Kms	4000 Kms	AC II Tier
2.	Subordinate Staff	2500 Kms	5000 Kms	AC III Tier

Note : This shall be effective from the date of settlement.

An employee encashing the facility of Leave Fare Concession shall proceed on leave for a minimum period of 1 day.

14) HOSPITALISATION :

With effect from 27th April, 2010, some of the Revised Hospitalization expense are stated below:

- a) Hospital Registration Fees: Amount actually incurred or Rs.220/- whichever is lower.
- b) Bed Charges : Amount actually incurred or Rs.450/- whichever is lower.
- c) Diagnostic Material Charges, X-Ray, Pathological Tests, ECG, etc. rates have been increased & are subject to the upper limit mentioned in BPS.
- d) Medicines, Drugs, injections etc.: 100% of Actual Expenses for Self & 75% for Dependent.
- e) Physician & Consultation Fees, Package Charges have been increased.

15) PENSION :

Bank Karmachari Sena Mahasangh has signed another settlement with IBA by which gives one more Pension option to those who had not opted earlier thus accomplishing our longstanding demand. The category of employees eligible to opt for Pension are as under:

- a) Those who were in service of the Bank prior to 29th Sept,1995 and continued to be in service thereafter.
- b) Those who were in service of the Bank prior to 29th Sept,1995 and have retired thereafter.
- c) Those who were in service of the Bank prior to 29th Sept,1995 and have died without opting for Pension after the aforesaid date .

Existing PF optees can opt for pension if they refund the Bank's contribution to Provident Fund with accumulated interest and 30% of the estimated funding gap (i.e. 30% of Rs6,000 cores =Rs 1800 crores). The cost for each individual employee is 2.8 times of the new PAY as on 1.11.2007. (PAY means Basic Pay +Special Pay + FPP + PQP)

If an employee opts for Pension then the amount towards funding gap as stated above shall be recovered from his Arrears payable Bank Employees have to make the best of this opportunity for getting Pension and our unit General Secretaries shall help/assist our member to clarify their doubts and make correct decision.

Bank Karmachari Sena Mahasangh has individually negotiated and signed these settlements under the leadership of our Working President Shri Anil Desai and able guidance of our President Respected Shri Sudhir Joshi. We remain grateful to him and to all our members for their patience.

We are confident that this circular shall give you a fair insight into these settlements and we are willing to satisfy all queries. The entire text of original Settlements are with all our unit General Secretaries.

I am personally thankful to the members of our Negotiating Team and all my Office-Bearers.

(Rajan Tulaskar)
General Secretary

Bank Karmachari Sena Mahasangh Zindabad

Bhartiya Kamgar Sena Mahasangh Zindabad