

CENTRAL BANK OFFICERS' ASSOCIATION

LUCKNOW - AGRA

(Affiliated to AICBOF & AIBOC)



A

HAND BOOK ON

8th Joint Note on Officers' Wage Revision

(11th Bipartite)

(Signed on 11 November 2020)

Stalwarts of Central Bank Officers' Association

Lucknow



Shri Sapan Das Gupta
(Ex-G.S.)

Agra



Shri H. C. Agarwal
(Ex-G.S.)



Shri Atul Srivastava
(Ex-G.S.)



Shri A. K. Dwivedi
(Ex-G.S.)



Shri R. P. Chaudhary
(Ex-G.S.)

Office Bearers of C.B.O.A. Lucknow



RAJIV NIGAM, PRESIDENT



SATYENDRA TRIPATHI, DGS



S K Singh, DGS.

Central Bank Retired Officers' Association, Lucknow



Shri M. L. Verma
General Secretary



Shri M. S. Bisht
President



Shri Anirudh K Srivastava
Treasurer



A K SAXENA



VIVEK PANDEY

P R E F A C E

After several rigorous negotiations and nation-wide agitations, demonstration and strikes, AIBOC the majority association of Bank Officers could succeed to get signed the 8th Joint Note (wage settlement) with hike of 15%. It is a great victory of Bank officers because the journey was started from only 2% hike offered by IBA. This settlement is to be effective from 1st Nov'2017.

Our members' solidarity backed our Association to win over the demands. In the wage revision, we have clinched new features like yearly encashment of 5 days Privilege Leave, Learning Allowance with DA, locational Allowance, Performance Linked Incentive, Stagnation Increment periodicity reduced from three to two years, increase in stagnation increments in all scales and family pension of 30% of Pay etc. Some of our eagerly awaited demands-primarily 5 day Banking, Pension updation were not fulfilled this time but we are sure that we will achieve it very soon. We hope that this book will help all the officers as a ready reckoner and update their wage and facilities.

We place on record our sincere thanks to Com. SoumyaDutta, General Secretary - AIBOC, Com Manoj Wadnerkar, General Secretary - AICBOF and other leaders of AIBOC for achieving this good settlement.

While conveying our good wishes to all members on this occasion, we also thank them for their firm and solid support to AIBOC and AICBOF, which has resulted in this goodsettlement.

With best wishes.

A K SAXENA
General Secretary
CBOA-AGRA

VIVEK PANDEY
General Secretary
CBOA-LUCKNOW

SCALES OF PAY w.e.f. 01.11.2017

1		2		3		4		5		6		7	
OLD	NEW	OLD	NEW	OLD	NEW	OLD	NEW	OLD	NEW	OLD	NEW	OLD	NEW
23700	36000	31705	48170	42020	63840	50030	76010	59170	89890	66680	104240	76520	116120
24680	37490	32850	49910	43330	65830	51490	78230	60820	92390	68640	107210	78640	119340
25660	38980	34160	51900	44640	67820	52950	80450	62470	94890	70600	100180	80760	122560
26640	40470	35470	53890	45950	69810	54410	82670	64270	97620	72560	113150	82880	125780
27620	41960	36780	55880	47260	71800	55870	84890	66070	100350	74520	116120	85000	129000
28600	43450	38090	57870	48570	73790	57520	87390	STAGNATION INCREMENTS					
29580	44940	39400	59860	50030	76010	59170	89890	**	2970				
30560	46430	40710	61850	51490	78230	STAGNATION INCREMENTS							
31705	48170	42020	63840	STAGNATION INCREMENTS		1650	2500						
32850	49910	43330	65830	1460	2220	**	2730						
34160	51900	44640	67820	1460	2220								
35470	53890	45950	69810	1460	2220								
36780	55880	STAGNATION INCREMENTS		1460	2220								
38090	57870	1460	2220	1460	2500								
39400	59860	1460	2220	**	2500								
40710	61850	1460	2220										
42020	63840	1460	2220										
STAGNATION INCREMENTS		**	2220										
1310	1990												
1310	1990												
1460	2220												
1460	2220												
**	2220												

ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)

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Circular No. 2020/68

Date: 12.11.2020

To All Affiliates (Please circulate)

Dear Comrade,

Wage Revision of Officers' Successfully Completed on 11th November, 2020

During the entire period of negotiation our affiliates debated, deliberated on all issues but always came out with unanimity and reposed their full faith on the leadership. The sincerity with which all affiliates participated in all the programs/ struggles, helped in improving in almost all areas of pay slip component culminating into signing the 8th Joint Note on the 11th November, 2020. We thank leadership of all our affiliates and members for making this settlement possible in the given circumstances.

We reproduce text of the joint circular issued by four officers' organisations dated 11.11.2020 along with the joint note for your information.

With revolutionary greetings,



(Soumya Datta)
General Secretary

ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)
ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)
INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)
NATIONAL ORGANIZATION OF BANK OFFICERS (NOBO)

Camp : Mumbai

Date: 11.11.2020

To All Affiliates of AIBOC/AIBOA/INBOC/NOBO

Dear Comrades,

8th Joint Note on Officers' Wage Revision successfully concluded today.

In pursuance to the communication received from IBA, our four organisations participated in the discussion on 9th of this month to complete the inconclusive exercise of 17th October'20 discussion. The Chairman of the Core Group for officers Shri Alok Chaudhary, DMD, SBI along with Shri Gopal Murli Bhagat, Deputy CEO, IBA and Shri S.K.Kakkar, Sr. Adviser, HR & IR, IBA participated in the discussion.

We are happy to inform that after prolonged discussions and protracted negotiation on various financial and non-financial issues, the long-awaited settlement has been reached between IBA and all constituents of UFBU for all scales of officers. We have today inked the 8th Joint Note at a glittering ceremony in Mumbai. The highlights and salient features of the settlement with the officers' organisations are as under:

The new Basic Pay was arrived at after merging 47.8% of DA i.e. at 6352 points and a loading of 2.5% thereon, thus the new pay structure is Rs.36000/- to Rs.129000/- covering all the seven scales, with effect from 01.11.2017.

1. The revised DA as of 01.11.2017 will be 0.07% for every 4 points of DA rise in the quarterly index.
2. The Special Allowance carrying the applicable DA thereon with effect from 01.11.2017 is as under:
 - a. Scale 1 to Scale 3 : 16.40%
 - b. Scale 4 and Scale 5 : 19.00%
 - c. Scale 6 and Scale 7 : 20.00%
3. The HRA at 9%, 8% and 7% remains unchanged.
4. The CCA in higher area is Rs.1400/- and Rs.1150/- for lower centres.
5. The newly introduced Locational Allowance for Non CCA centres of Rs.700/- per month with effect from 01.11.2017.
6. Learning Allowance, a new feature has been introduced with effect from 01.11.2017 at the rate of Rs.600/- per month with applicable DA thereon for all officers.

7. Introduction of one additional Stagnation increment from Scale 1 to Scale 4 w.e.f. 01.11.2017 and **for the first time in the industry, Scale 5 officers will get one stagnation increment with effect from 01.11.2020. The periodicity of such stagnation increment will be two years.**
8. **The periodicity of all existing stagnation increments will be now of two years notionally w.e.f. 01.11.2017** for the purpose of superannuation benefits. All accumulated increments during this period shall be released with effect from 01.11.2020.
9. **For the first time in Departmental Inquiry, Defence Assistant shall be entitled for Boarding and lodging expenses.**
10. All other allowances were substantially improved upon based on the past practices adopted in each wage revision exercise.
11. Certain visible improvements in the Leave rules are brought in.
12. The Non-financial issues like Five-day week, Updation of Pension in the wake of the recent announcement made by the Hon'ble FM for the seniors, Grid holidays, D & A regulations, Introduction of North East Allowance for all officers etc., were taken up for discussion for logical conclusion.

Comrades, the united approach of the officers' organisations have produced the desired result to benefit 378783 officers in our industry. Collective and consensus approach were the stepping stone for conclusion of the 8th Joint Note. As the days ahead are challenging and also going to be far reaching consequences in protection of our jobs and rights achieved over a period of time, the need of the hour is the unity of the workforce to counter the attack on Public Sector and the organised trade union movement.

Comrades, the challenges started with fractured mandate and a meagre offer of 2 % hike. Due to your unstinted support and sustained struggle, we have achieved this settlement for officers of all scales (I to VII).

We congratulate all our affiliates, units and all the members for being resolute during this struggle. We, thus dedicate the achievement to our members across the fraternity.

We annex copy of the 8th Joint Note duly signed for your information.

Our Unity Zindabad

With greetings,

Yours sincerely,

Sd/-
(Sunil Kumar)
President
AIBOC

Sd/-
(Soumya Datta)
General Secretary
AIBOC

Sd/-
(Nagarajan S)
General Secretary
AIBOA

Sd/-
(Prem Kumar
Makker)
General Secretary
INBOC

Sd/-
(Viraj Tikekar)
General Secretary
NOBO

JOINT NOTE

SALARY REVISION FOR OFFICERS



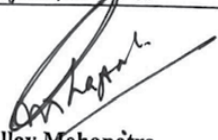

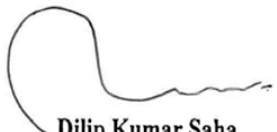
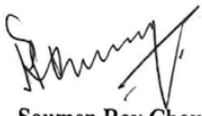

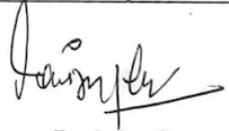





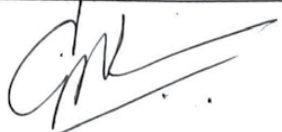
Conclusion of Discussions between the IBA and the Officers' Associations

1. 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. 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 1995 dated 29th September 1995, 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.
3. IBA shall recommend to the Private Sector Banks, which are listed in Annexure III and which have authorized IBA in this regard to give effect to the Salary revision for their Officers on the same lines as mentioned in Annexure I.
4. The representatives of Officers' Associations have requested that pending formal amendments to the Officers Service Regulations/ Rules as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980 and the applicable provision of State Bank of India Act, 1955, IBA may advise the banks to disburse immediately an ad-hoc amount, equivalent to the net arrears payable for the period from 19 November 2017 to 31 October, 2020 by deducting ad-hoc amount paid in this connection and continue to pay proposed revised salary and allowances on ad-hoc basis. IBA has agreed to make suitable recommendations to the Government in this regard for its consideration.


5. 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.
6. Clarification, etc., in any of the provisions contained herein the Joint Note and its Annexures will be provided by IBA.
7. 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 utilization and productivity of manpower, expansion of banking activities and improvement to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the banking industry.

Mumbai

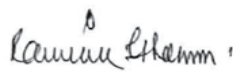
Dated : 11th November 2020

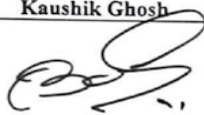
For Indian Banks' Association	For All India Bank Officers' Confederation
 Raj Kiran Raj G.	 Sunil Kumar
 Pallav Mohapatra	 Soumya Datta
<p style="text-align: center;">-</p> A K Goel	 Dilip Kumar Saha
Shyam Srinivasan	 Soumen Roy Choudhury
 Rakesh Sharma	 Ravinder Gupta
 Alok Kumar Choudhary	 Murali Soundararajan T.
 Sunil Mehta	 Deepak Kumar Sharma
 Gopal Murli Bhagat	 R Prakash Rao


S K Kakkar


Rupam Roy


P Anand Rao


Kaushik Ghosh


P M Balachandra


N V Satyanarayana


Satish Shetty



Manoj Wadnerkar


Sanjay Kumar Das


Srijan Kumar Pal

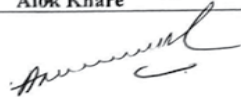

R Sekaran


Anitha P.


N R Pawar

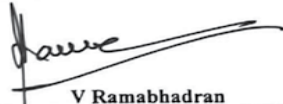
For
All India Bank Officers Association


Alok Khare

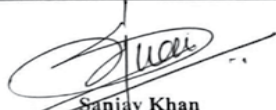

A N Suresh

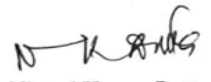

S Nagarajan


Narendra Kotiawala

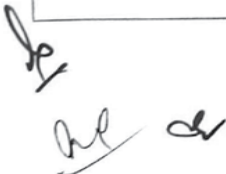

V Ramabhadran

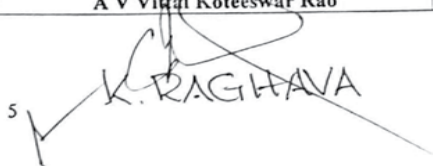

D S Ganesan

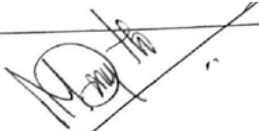

Sanjay Khan


Nirmal Kumar Dutta

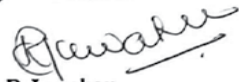

A V Vittal Koteeswar Rao




K. RAGHAVA



M D Gopinath



R Jawahar

For
Indian National Bank Officers Congress



Prem Kumar Makker



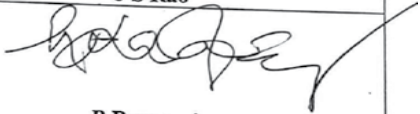
Sunil Padhye



R K Chatterjee



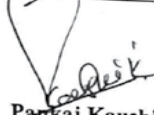
J S Rao



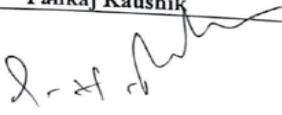
P Ramaraju









B Arjun



Pankaj Kaushik



Raguvir Kumar

	<p style="text-align: center;">For National Organisation of Bank Officers</p>
	<p style="text-align: center;"> Hajari Lal Meena</p>
	<p style="text-align: center;"> Viraj V Tikekar</p>
	<p style="text-align: center;"> Bhalchandra Kunte</p>
	<p style="text-align: center;"> Sunil U Deshpande</p>
	<p style="text-align: center;"> Santosh K Gadade</p>
	<p style="text-align: center;"> Sivaramkrishnan K.</p>

1. Scales of Pay

SALARY SCALES							
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	73790	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 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 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 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 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 MMG Scale III i.e. those who are recruited in or promoted to MMG Scale 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 SMG Scale 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. 01.11.2017, 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 herein before 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. 01.11.2020, 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)

	I	II
i)	Major "A" Class Cities and Project Area Centres in Group A	9%
ii)	Other places in Area I, and Project Area Centres in Group B and State of Goa	8%
iii)	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. 01.11.2017)

	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. 01.11.2017)

Effective 01.11.2017 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 01.11.2017, Officers shall be paid Learning Allowance of Rs.600/- together with applicable Dearness Allowance thereon.

8. Special Allowance (w.e.f. 01.11.2017)

With effect from 01.11.2017, officers shall be paid Special Allowance as under:

Scale I-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 (including State Bank of India)

- 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 this Settlement. However, in the case of officers who have retired from the services of the Banks, on or after 1st November, 2017 but before 31st August, 2018, 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 47.80 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.

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

Officers in service of the Banks 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

- a) The Officers who are presently covered under the Bank Employees' Pension Regulations, 1995/96 shall continue to contribute 10% of the Pay towards Provident Fund and 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 did not opt for Pension Scheme available under Joint Note dated 27th April 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

11. New Pension Scheme

- a) Officers except in State Bank of India, who are governed by New Pension Scheme w.e.f. 01.04.2010, will continue to contribute 10% of pay plus Dearness Allowance and the bank will make a contribution of 14% of pay plus Dearness Allowance from the date of signing of Joint Note subject to approval of the Government.
- b) Officers in State Bank of India who are governed by New Pension Scheme w.e.f. 01.08.2010 will continue to contribute 10% of the pay + Dearness Allowance and the bank will make a contribution of 14% of Pay + Dearness Allowance from the date of signing of the Joint Note subject to approval of the Government
- c) The service charges by the Service Provider/Fund Manager of NPS will be borne by the bank from the FY 2021.

12. Medical Aid (other than State Bank of India)

On and from 1st November 2017, reimbursement of medical expenses shall be as under:

- a) Officers in JMG & MMG Scales ₹10,300/- p.a.
 b) Officers in SMG & TEG Scales ₹12,300/- p.a.

13. 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.

14. 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:

- F.P.P. as indicated in "C" above shall be payable to those officer employees who are provided with bank's accommodation.
- 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.
- The increment component of F.P.P. shall rank for superannuation benefits.
- Only officers who were in the service of the bank on or before 01.11.93 will be eligible for F.P.P one year after reaching the maximum scale of pay they are placed.

15. Professional Qualification Pay (PQP) (w.e.f. 01.11.2017)

(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.

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

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

b. ₹2550/- 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.

16. Other Allowances

(i) Deputation Allowance (w.e.f. 01.11.2020)

Deputation Allowance shall be at the following rates:

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

An officer deputed to an organization - 4% of Pay with a maximum of ₹ 3000/- at the same place or to the training establishment of the bank

(ii) Hill and Fuel Allowance (w.e.f. 01.11.2017)

	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 ₹1125/-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 ₹1500/- p.m.
(c)	Places with an altitude of 3000 metre and above	5% of Pay subject to a maximum of ₹ 3000/-p.m

(iii) Halting Allowance (w.e.f. 01.11.2020)

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	2250	1950	1650	1425
Officers in Scale 1/II/III	1950	1650	1425	1200

(iv) Special Area Allowance (w.e.f. 01.11.2017)

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 V.

(v) 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.

17. 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.

18. 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.

19. Split Duty Allowance

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

20. 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

21. Privilege Leave (as per Annexure VI)

22. Maternity Leave (as per Annexure VI)

23. 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.

Annexure - II

List of Public Sector Banks

1. Bank of Baroda (e-Vijaya Bank & e-Dena Bank)
2. Bank of India
3. Bank of Maharashtra
4. Canara Bank (e- Syndicate Bank)
5. Central Bank of India
6. Indian Bank (e-Allahabad Bank)
7. Indian Overseas Bank
8. Punjab & Sind Bank
9. Punjab National Bank (e-Oriental Bank of Commerce & e- United Bank of India)
10. UCO Bank
11. Union Bank of India (e-Corporation Bank & e-Andhra)
12. State Bank of India

Annexure - III

List of Private Sector Banks

1. The Federal Bank Ltd. (upto Scale III)
2. The Karnataka Bank Ltd.
3. The Jammu & Kashmir Bank Ltd
4. The South Indian Bank Ltd (upto Scale III)
5. The Karur Vysya Bank Ltd. (upto Scale III)
6. RBL
7. The Nainital Bank Ltd
8. Kotak Mahindra Bank Ltd. (upto Scale III)
9. The Dhanalakshmi Bank Ltd.
10. IDBI Bank (Upto Scale III)

Foreign banks (only workmen)

1. Bank of America N.A.
2. Standard Chartered Bank
3. Sonali Bank Limited (Workmen/Officers – upto scale III)
4. Citibank, N.A.
5. BNP Paribas
6. The Bank of Tokyo-Mitsubishi UFJ, Ltd.
7. The Hongkong & Shanghai Banking Corporation Ltd.

Annexure - IV
Special Area Allowance

Sr. No.	Area	Allowances (₹)	
		Pay below ₹36,001/-	Pay above ₹36,001/-
1	2	3	4
1	I. Mizoram	4000	5200
	a) Chhimtuipui District and areas beyond 25 kms. from Lunglei Town in Lunglei District.		
	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	4000	5200
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands		
	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	3200	4200
	a) Difficult areas of Tripura		
	b) Throughout Tripura except difficult areas.	2400	3000
9	Manipur	2400	3000
10	Arunachal Pradesh	4000	5200
	a) Difficult areas of Arunachal Pradesh		
	b) Throughout Arunachal Pradesh other than difficult areas.	3200	4200
11	Jammu & Kashmir	4000	5200
	1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi		
	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 Amas from Keasi side in Tehsil Mohre.	3200	4200

Sr. No.	Area	Allowances (₹)	
		Pay below ₹36,001/-	Pay above ₹36,001/-
1	2	3	4
1	3) Doda District: Illaguas of Padder and Ninbat Nowgam in Kishtwar Tehsil	4000	5200
	4) Leh District : All places in the District	4000	5200
	5) Barmulla 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 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.	2400	3000
12	Himachal Pradesh (1) Chamba District (a) Pangi Tehsil, Bhannour 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 Banikhett proper).	2400	3000

Sr. No.	Area	Allowances (₹)	
		Pay below ₹36,001/-	Pay above ₹36,001/-
1	2	3	4
	(2) Kinnaur District:	4000	5200
	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.		
	b) Entire District other than Areas included in (a) above.	3200	4200
	(3) Kullu District:	4000	5200
	a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga		
	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 :	4000	5200
	a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda		
	b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori 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 Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu).	2400	3000

Sr. No.	Area	Allowances (₹)	
		Pay below ₹36,001/-	Pay above ₹36,001/-
1	2	3	4
	(6) Kangra District: a) Areas of Bara Bhargal and Chhota Bhargal	3200	4200
	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. Palampur Town of Kangra District including HPK VV 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	2400	3000
	(7) Mandi District Chhuhar Valley of Jogindernagar Tehsil, Panchayats in Thunag Tehsil of Bagraa, Chaatri, Chhodhar, Garagnshain, Gattoo, Garyas, Janjehti, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharmapur Block, Binga, Kamlah, Saklana, Tanyar and Tarakholah, Pahchayats of Karsog Tehsil, Balidhar, Bagara, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil – Bohi, Batwara, Dhanyara, Paura – Kothi, Seri and Shoja	2400	3000

Sr. No.	Area	Allowances (₹)	
		Pay below ₹36,001/-	Pay above ₹36,001/-
1	2	3	4
	(8) Srimaur District Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bhaneri (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	4000	5200
14	Uttarakhand		
	Areas under Chamoli, Pithoragarh and Uttar Kashi Rudraprayag and Champavat 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, Hingalganj, Basanti, Kuemari, Kultola, Ghushighata (Kulti)	1000	1000

Annexure - V

New Introduction

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 as a one-time measure.

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:

Sr. No	Yo Y 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*

*3rd and 4th 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 2nd slab of 5 days will be payable.

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

3. Family Pension

Subject to approval by the Government, It is agreed that family pension shall be payable at the uniform rate of 30 percent of the Pay of the deceased employee and that there shall be no ceiling on family pension. It is agreed that these provisions, when approved by the Government shall apply to SBI also.

Annexure - VI

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: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 gynecological ailments/treatments upto a maximum of 30 days.

- i. AUB (Abnormal uterine bleeding)
- ii. Ovarian Tumor
- iii. Tubectomy/Tubectomy reversal
- iv. Post-Partum Depression (PPD)
- v. Post-Partum Hemorrhage (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 shall be eligible for 15 days Paternity Leave during his wife's confinement. This leave may be combined with any other kind of leave except Casual Leave. The leave may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

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 the 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 13.34 of Settlement dated 19th October 1966, (in case of State Bank of India, 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.

BENEVOLENT FUND SCHEME

Who can be Members	Any officer who is a member of CBOA, Lucknow Unit
Contribution	Admission fees - Rs.25/- (non-refundable) Membership fees - Rs.2,000/- (Refundable immediately after the cessation from bank's Service)
Benefits	In case of death of the member of Benevolent Fund during the course of service: i. Rs. 15,000/- (Lump sum Payment to the family of deceased) ii. Rs. 500/- per month as Family subsidy to the family of deceased for a period of 40 months or till the normal retirement date of the deceased officer, whichever is earlier.
	Meritorious Children Scholarship by the Federation to the children of the members of Benevolent Fund after 12th Standard examination.
	Based on the membership and availability of funds, other benefits may be considered as approved by Central Executive Committee.
Transfer of A/c	Comensurating with your transfer to other Zone, on written request, the A/c can be transferred to the respective affiliate of our Federation in that Zone.
You Gain	All mentioned above and Your contribution towards your own colleagues and their family.
You LOSE	Interest on your contribution.
Important Note	The Contribution of the member is ceased / forfeited immediately on leaving the membership of the Association at any time.

If you are not a member then we urge upon you to become the member of above scheme. For this please fill up the form given on next page and send it to your Regional Secretary/General Secretary.

To,
The General Secretary
Central Bank Officers' Association
Zonal Unit, LUCKNOW

Reg: Application for membership of Benevolent Fund Scheme

I request you to please enroll me as a member of **Central Bank Officers' Association benevolent Fund Scheme**. I undertake to abide by the rules and regulations & by-laws of the scheme.

My details are as under

SI	Head	Details
	NAME	
	P.F. No.	
	PRESENT SCALE	
	DATE OF BIRTH	
	DATE OF JOINING BANK	
	DATE OF PROM. TO OFFICER	
	PRESENT PLACE OF POSTING (BRANCH & REGION)	
	PERMANENT ADDRESS	
	NAME OF NOMINEE RELATIONSHIP WITH NOMINEE	
	YOUR BLOOD GROUP	
	PERMANENT CONTACT NO	

Date

Place

Signature

.....CUT HERE.....

DEBIT AUTHORITY

To,
The Branch Manager
Central Bank of India
_____ branch

Please debit Rs.2,025/= (Rs two Thousand two hundred twenty Five Only) from My A/c No. _____ with B/O _____ and credit the amount to A/c No. 1444261314 fvg" Central Bank Officers' Association Benevolent Fund, Lucknow" with B/O Lucknow.

Name :

Signature

Union Membership Form

To,

**Branch Manager
Central Bank of India**

..... **Branch**

Dear Sir,

Reg TRADE UNION SUBSCRIPTION

I hereby authorise you to remit a sum of Rs.450.00 (Rupees Four Hundred Fifty only) to the credit of CENTRAL BANK OFFICERS' ASSOCIATION, affiliated to A.I.C.B.O.F. / A.I.B.O.C Union's account from my salary falling due for payment in January, April, July and October of every year until this authority is revoked in writing by me.

I also undertake to abide by the provisions contained in Management's Circular No.CO/PRS/POL/78-213 dated 14/04/1978.

Yours' Faithfully

(Signature of the Officer)

Name of the Officer - _____

Place of work - _____

NOTE



**Com. Sunil Kumar, President,
Com. Soumya Datta, General Secretary and
AIBOC affiliates leaders
at the signing ceremony of 8th Joint Note**





Our Struggle



Our Struggle

