

Issues agreed so far -

		Included in new Settlement as Clause No.
1. Parties to the Settlement	IBA – AIBEA, NCBE, BEFI, NOBW, INBEF	
2. Settlement under	Under Section 2(p) and Section 18(1) of the Industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules, 1957	
3. Mandate /coverage	12 PSBs, 10 private banks and 3 foreign banks – 25 banks	
4. Date of effect	1 st November, 2022	
5. Period of Settlement	Settlement shall be applicable for 5 years upto 31-10-2027	
6. Introduction of 5 day banking	Govt. to announce coinciding with the signing of the Settlement	
7. Wage increase	Agreed at 17% of payslip cost as on 31-3-2022 i.e. 73,230.25 x 17 % = Rs. 12,449 crores	
8. Merger of DA into Basic Pay	DA upto 8088 pts. (Index of July Aug Sept. 2021) to be merged i.e. Merger of 30.38 % of DA plus 3 % loading thereon	
9. New pay scales	Clerk : Rs. 24050 – 1340/3 – 1650/3 – 2000/4 – 2340/7 – 4400/1 – 2680/1 – 64480 Substaff : Rs. 19500 – 665/4 – 830/5 – 990/4 – 1170/3 – 1345/3 – 37815	

	<p>Note:</p> <p>(a) Fitment in the new scales of pay shall be on a stage-to-stage basis.</p> <p>(b) There shall be no change in the dates of annual increments because of the fitment.</p> <p>(c) In the case of Ex-servicemen category employees who have joined the Banks on and after 1st November, 2022 up to the date of this Settlement, their Basic pay under this settlement shall be fixed corresponding to the basic pay drawn by them under the 11th BP Settlement</p>																			
10. Updation of Pension for existing pensioners	Without prejudice to the contention of IBA and demand of Unions, Ex gratia has been worked out and to be paid w.e.f. Nov. 2022 for the current settlement period																			
11. Special Allowance to be merged with Basic Pay	Matter is subjudice as the issue is before the Court.																			
12. Stagnation Increments	2 additional stagnation increments will be granted																			
13. Prof. Qualification Pay PQP	<p>After reaching the max of pay scale i.e. 20th stage in pay scales</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Clerical</th> <th>Substaff</th> </tr> </thead> <tbody> <tr> <td>1st year</td> <td>820</td> <td>820</td> </tr> <tr> <td>2nd year</td> <td>1640</td> <td>1640</td> </tr> <tr> <td>3rd year</td> <td>2460</td> <td>2460</td> </tr> <tr> <td>4th year</td> <td>3280</td> <td></td> </tr> <tr> <td>5th year</td> <td>4100</td> <td></td> </tr> </tbody> </table>		Clerical	Substaff	1 st year	820	820	2 nd year	1640	1640	3 rd year	2460	2460	4 th year	3280		5 th year	4100		
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14. Revision in Special Pay	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>From Nov. 2022</th> <th>From Apr 2024</th> </tr> </thead> <tbody> <tr> <td>SWO B</td> <td>1680</td> <td>1965</td> </tr> <tr> <td>Head Cashier</td> <td>2605</td> <td>3050</td> </tr> <tr> <td>Special Assistant</td> <td>3925</td> <td>4600</td> </tr> </tbody> </table>		From Nov. 2022	From Apr 2024	SWO B	1680	1965	Head Cashier	2605	3050	Special Assistant	3925	4600							
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	<p>All existing clerks/SWO-A will be designated as SWO B from Apr. 24 and paid Special Pay of Rs. 1965 + DA.</p> <p>All new recruits from Apr. 2024 will be paid SWO-B Special Pay of Rs. 1965 after six months / on confirmation</p> <table border="1" data-bbox="645 363 1348 663"> <tr><td>Bill Collector</td><td>795</td></tr> <tr><td>Armed Guard</td><td>795</td></tr> <tr><td>Daftary</td><td>1140</td></tr> <tr><td>Head Peon</td><td>1505</td></tr> <tr><td>Electrician</td><td>4150</td></tr> <tr><td>AC Plant Helper</td><td>4150</td></tr> <tr><td>Driver</td><td>4825</td></tr> <tr><td>Head Messenger</td><td>3320</td></tr> </table>	Bill Collector	795	Armed Guard	795	Daftary	1140	Head Peon	1505	Electrician	4150	AC Plant Helper	4150	Driver	4825	Head Messenger	3320			
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<p>15. Officiating Pay</p>	<p>A workman employee other than subordinate staff officiating in the post of officer in Junior Management in Scale I either for a continuous period of 4 days or more or an aggregate of 4 days in a calendar month, shall be paid Officiating Pay of 15% of the Basic Pay of the person officiating payable pro-rata for each day of such officiating.</p>																			
<p>16. Dearness Allowance formula</p>	<p>Dearness Allowance scheme</p> <p>1.0 of 'pay' per point for every variation of fall or rise over 123.03 points of India Working class Consumer Price Index Series 2016=100</p> <table border="1" data-bbox="804 1114 1659 1310"> <thead> <tr> <th>Quarter</th> <th>Quarterly Average Index</th> <th>D A Rate %</th> </tr> </thead> <tbody> <tr><td>Nov. 22 – Jan.23</td><td>8576</td><td>7.44</td></tr> <tr><td>Feb. 23 – Apr. 23</td><td>8704</td><td>9.40</td></tr> <tr><td>May 23 – July 23</td><td>8736</td><td>9.90</td></tr> <tr><td>Aug.23 – Oct.23</td><td>8880</td><td>12.07</td></tr> <tr><td>Nov.23 – Jan.24</td><td>9124</td><td>15.77</td></tr> </tbody> </table>	Quarter	Quarterly Average Index	D A Rate %	Nov. 22 – Jan.23	8576	7.44	Feb. 23 – Apr. 23	8704	9.40	May 23 – July 23	8736	9.90	Aug.23 – Oct.23	8880	12.07	Nov.23 – Jan.24	9124	15.77	
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<p>17. HRA</p>	<p>HRA shall be 10.25 % on revised Pay</p> <p>When a workman employee is transferred out of the station other than on account of request, he/she may claim reimbursement of house rent upto 150% of HRA otherwise payable on declaration basis</p> <p>Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.15% of the first stage of the Scales of Pay.</p>																																
<p>18. Transport Allowance</p>	<p>Rs. 850 per month + DA thereon</p>																																
<p>19. Other Allowances</p> <table border="1" data-bbox="129 938 613 1118"> <thead> <tr> <th>H & F Allowance</th> <th>9th BPS</th> <th>10th</th> <th>11th</th> </tr> </thead> <tbody> <tr> <td>>3000 m</td> <td>1295</td> <td>1500</td> <td>2250</td> </tr> <tr> <td>1500-3000 m</td> <td>510</td> <td>600</td> <td>900</td> </tr> <tr> <td>1000 -1500 m</td> <td>410</td> <td>500</td> <td>750</td> </tr> </tbody> </table>	H & F Allowance	9 th BPS	10 th	11 th	>3000 m	1295	1500	2250	1500-3000 m	510	600	900	1000 -1500 m	410	500	750	<table border="1" data-bbox="815 644 1653 826"> <tr> <td>Cycle/Two wheeler allowance</td> <td>Rs. 150 per month</td> </tr> <tr> <td>Washing allowance</td> <td>Rs. 300 per moth</td> </tr> <tr> <td>Split duty allowance</td> <td>Rs. 250 per moth</td> </tr> </table> <table border="1" data-bbox="667 863 1823 1219"> <tr> <td>a.</td> <td>At places situated at a height of 3000 metres and above</td> <td>8% of pay (Max. Rs.3000 p.m.)</td> </tr> <tr> <td>b.</td> <td>At places situated at a height of and over 1500 metres but below 3000 metres</td> <td>4% of pay (Max. Rs. 1200 p.m.)</td> </tr> <tr> <td>c.</td> <td>At places situated at a height of over 1000 metres but less than1500 metres and Mercara Town</td> <td>3% of pay (Max. Rs. 1000 p.m.)</td> </tr> </table>	Cycle/Two wheeler allowance	Rs. 150 per month	Washing allowance	Rs. 300 per moth	Split duty allowance	Rs. 250 per moth	a.	At places situated at a height of 3000 metres and above	8% of pay (Max. Rs.3000 p.m.)	b.	At places situated at a height of and over 1500 metres but below 3000 metres	4% of pay (Max. Rs. 1200 p.m.)	c.	At places situated at a height of over 1000 metres but less than1500 metres and Mercara Town	3% of pay (Max. Rs. 1000 p.m.)	
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Halting Allowance

	(A)	(B)	(C)
	Places with population of 12 lakhs and above and States of Goa	Places with population of 5 lakhs and above, State Capitals/Capitals of Union Territories not covered in column (A)	Other Places
Clerical Staff	Rs.1500/- per diem	Rs.1350/- per diem	Rs.1000/- per diem
Subordinate Staff	Rs.1100/- per diem	Rs.900/- per diem	Rs.600/- per diem

Lodging expenses reimbursement by production of hotel rent receipt subject to ceilings prescribed hereunder:

	(A)	(B)	(C)
	Places with population of 12 lakhs and above and States of Goa	Places with population of 5 lakhs and above, State Capitals/Capitals of Union Territories not covered in column (A)	Other Places
Clerical Staff	Rs.3000/- per day	Rs.2500/- per day	Rs.2000/- per day
Substaff	Rs.1500/- per day	Rs.1250/- per day	Rs.1000/-per day

In such cases of reimbursement of hotel rent, boarding charges at 35% of the halting allowance shall be payable.

In centres/stations with population of 12 lacs and above, diem shall be payable on deputation of an employee to another office/branch if the distance of deputation is 20 km and more

	<p>Deputation Allowance</p> <table border="1" data-bbox="752 189 1715 389"> <tr> <td data-bbox="752 189 1279 256">Deputation</td> <td data-bbox="1279 189 1715 256"></td> </tr> <tr> <td data-bbox="752 256 1279 323">Within the station</td> <td data-bbox="1279 256 1715 323">4 % Max. Rs.</td> </tr> <tr> <td data-bbox="752 323 1279 389">For outstation</td> <td data-bbox="1279 323 1715 389">7.75% Max. Rs.....</td> </tr> </table> <p>➤ North-East incentive on the lines of Govt/RBI to be introduced – matter will be further pursued with the Government</p>	Deputation		Within the station	4 % Max. Rs.	For outstation	7.75% Max. Rs.....	
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<p>20. Annual Medical Aid</p>	<p>Annual Medical Aid : Rs. 2730 per year</p> <p>Periodical medical check up of employees – already covered by some bankwise schemes. Advisory to be sent to Banks to evolve a scheme in each bank</p> <p>Annual eye check for all employees – max. reimbursement of Rs. 500 per year per employee</p>							
<p>21. Medical Insurance Scheme</p>	<p>Separate Sub-committee will be formed to discuss these issues</p>							
<p>22. Banks to bear premium for retirees/ subsidy</p>	<p>To be discussed further</p>							
<p>23. Leave Rules</p>	<ul style="list-style-type: none"> • A provision will be made in HRMS for sanctioning authority to record the reason for rejection of leave. • Encashment of leave up to 270 days may be considered if this does not involve additional cost. • For calculating the number of days of Privilege leave, mandatory leave may also be excluded, apart from casual leave. • The single male parent shall be permitted to avail sick leave for illness of their child below 8 years subject to production of medical certificate. To be added under clause 36(b) of 11th BPS. 							

	<ul style="list-style-type: none"> • Employees can avail sick leave for the sickness of their Special Child of age upto 15 years for a maximum of 10 days per year subject to production of medical certificate. To be added under clause 36(b) of 11th BPS. • Women employees shall be allowed to take one day Sick Leave per month without production of medical certificate. • Sick leave entitlement - one month for each year of service with a max of 720 days. • Maternity leave can be availed for infertility treatment. • In case of delivery of more than 2 children in one delivery, ML shall be sanctioned upto 12 months. • Bereave leave will be introduced as per SBI scheme. No. of days will be decided by each Bank • Leave Bank scheme will be introduced – detailed scheme will be worked out. • Special leave for principal office bearers of all India Unions – 25 days per year • Advance Notice for availing privilege leave by office bearers and Executive Committee members may be waived • For Defence representatives, one day leave for preparing defence submissions may be granted for occasions in an year. • For employees above the age of 58 years, sick leave may be granted towards hospitalization of the spouse at a centre other than the place of work and for a maximum period of 30 days. • Grant of maternity leave for adoption of a 2nd child . ----- • Casual leave may be availed for half a day on 4 occasions in an year out of which 2 occasions in the morning and two occasions in the afternoon. • Special maternity leave upto 60 days shall be granted in case of still born or death of the infant within 28 days of birth as per DOPT guidelines 	
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<p>24. Leave Fare Concession</p>	<ul style="list-style-type: none"> • Distance eligibility under LFC Once in 4 years – substaff 5400 km / clerk 4700 km Once in 2 years – substaff 2700 km / clerk 2350 km • Reimbursement of fare by special trains like Rajdhani/Shadabdi/Tejas/Vande Bharat/Amrit Bharat, etc. (except luxury trains) shall be allowed. • Where an employee has applied for LFC/leave well in advance and the same is sanctioned with delay and hence advance booking of train tickets was not possible, tickets purchased under Tatkal/super tatkal will be reimbursed. • Where an employee has applied for LFC/leave in advance and has also booked the tickets and the LFC is declined or deferred by the management, the cancellation charges will be reimbursed by the Bank. • While availing LFC, break-in journey shall be permitted upto two times in the overall journey and train fare actually incurred by the employee upto the entitled distance shall be reimbursed. 	
<p>25. Overtime</p>	<p>Existing Clause 14.16 of 1st BPS dt. 19-10-1966</p> <p>For the purpose of calculating the amount payable for overtime work-</p> <p>b) the expression "emoluments" shall mean aggregate of basic pay, special allowance (if any), officiating allowance (if any) and dearness allowance.</p> <p>To be amended as :</p> <p>b) the expression "emoluments" shall mean aggregate of Basic Pay, Special Pay, PQP, Special Allowance, HRA and Transport Allowance.</p> <p>To be discussed : Since employees are working in CBS and in Bio-matric system, OT wages to be paid based on timings as available in the system.</p>	<ul style="list-style-type: none"> •
<p>26. Working Hours and Cash Transaction Hours</p>	<p>Cash transaction hours to be restricted to an hour and half before the close of the working hours i.e. 5 hours of cash transaction out of 6½ hours.</p> <p>To be discussed</p>	

<p>27. Expenses while on transfer</p>	<p>Compensation for losses due to breakage or damage to goods on Transfer</p> <p>Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum of:</p> <p>Clerical staff Rs. 2000 Subordinate staff : Rs. 1,400</p> <p>Where no receipts/ statement of loss are produced, a lumpsum payment of:</p> <p>Clerical Staff : Rs.1,400/- Subordinate Staff : Rs.1000/-</p>	
<p>28. Disciplinary Action Procedure</p>	<p>Clause 5 (e) : to be modified as :</p> <ul style="list-style-type: none"> • willful or disobedience of any lawful and reasonable order of the management or of a superior; <p>misuse of clause 5 (g) on Willful slowing down –</p> <ul style="list-style-type: none"> • IBA to send an advisory to Banks <p>Clause 5 (i) speculation</p> <ul style="list-style-type: none"> • Word speculation will be modified as unethical speculation <p>Misbehaviour by customers with staff – some provision</p> <ul style="list-style-type: none"> • Issue to be discussed with IBA Core Committee <p>Punishment to be withheld till appeal</p> <ul style="list-style-type: none"> • Can be considered in case of punishments other than loss of employment <p>Punishment of withdrawal of special pay under clause 6(g)</p> <ul style="list-style-type: none"> • Clause to be modified as : have his special pay withdrawn for a period not exceeding 24 months. 	

To add a Note under Clause 8 to link clause 12 e and f

- **Agreed to add under Clause 8 :**

Note : Please also refer to provisions of Clause 12 (e) and (f) below

Disciplinary action after retirement:

- **Issue pertains to Pension Regulations. Hence to be discussed at IBA level**

Clause 45 a of 11th BPS – appeal against appellate authority orders

To be added in the Settlement

- **Employee can submit review representation within 30 days for reconsideration of Appellate Authority's order and Review Authority to give the decision within 60 days thereof.**

Addition of a provision under clause 5 of BPS 10-4-2002 for acts of fraud, dishonesty, etc.

- **A separate clause to be added under Gross misconduct to deal with misconducts related to fraud, fraudulent activities, misappropriation, financial integrity, acts of dishonesty, transactions, lack of integrity, and cases involving online betting**

<p>29. Duties of clerk</p>	<p>Powers as agreed in the Working Group to be incorporated in the Settlement.</p> <p>Duties of clerical staff to be suitably modified and language given as per the minutes of the Working Group.</p>	
<p>30. Improvement in retirement benefits</p> <ul style="list-style-type: none"> • For payment of Gratuity under the Bipartite Settlement, One month's "Pay" for each year of service rendered to be paid without any restrictions • Last drawn "Pay" or 12 months' average "Pay", whichever is higher, should be taken for computation of Gratuity • Provident Fund Contribution should be increased from 10% to 12% of Pay for all PF/Pension Optees • For computing basic pension, it shall be either last drawn "Pay" or last 10 months' average, whichever is higher 	<p>All these issues to be discussed later as residual issues</p>	

<ul style="list-style-type: none">• Entire leave encashment should be exempt from income tax• Employees, who have joined on or after 1.4.2010 to be brought under Index-linked pension scheme or minimum guaranteed pension to be provided under NPS• Credit to NPS account on real-time basis• Entire 14% contribution of management for NPS to be exempt from income tax instead of present 10% only.• Provision in Pension Regulations for updation of pension during every wage revision• Qualifying service for full pension to be as in Central Govt Pension Scheme• Full pension to physically challenged employees irrespective of their years of service		
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<ul style="list-style-type: none"> • Pension Regulations to be amended in tune with provisions of Disciplinary Action Settlement dated 10.4.2002 • Clarification to be given that Regulation 46, 47 and 48 of the Pension Regulations, 1995, as not applicable to award staff • All disciplinary actions to end on Superannuation; A clause to be added in Pension Regulation for Award staff • Minimum Pension for part time employees (1/3rd, 1/2 and 3/4th) to be as per minimum pension for substaff 		
<p>31. Improvement in PLI scheme</p>	<p>To be discussed further</p>	