

 केनरा बैंक Canara Bank HUMAN RESOURCES WING INDUSTRIAL RELATIONS SECTION HEAD OFFICE : BANGALORE	CIRCULAR NO. : 323/ 2015 I N D E X : STF -12 D A T E : 27 .06.2015 A J N A
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SUB : IMPLEMENTATION OF 10TH BIPARTITE SETTLEMENT DATED 25.05.2015.

The 10th Bipartite Settlement regarding salary, allowances and other terms and conditions of service of Workmen Employees signed on 25.05.2015 has been permitted to be implemented by the Board of Directors vide their orders dated 18.06.2015.

We furnish here below the revised salary and allowances. Other terms and conditions of service and other issues are furnished in the Annexures.

1. SCALES OF PAY:

With effect from 1st November, 2012 the scales of pay shall be as under:-

Clerical Staff							
11765	655	13730	815	16175	980	20095	1145
	3		3		4		7
28110	2120	30230	1310	31540	(20 years)		
	1		1				
Subordinate Staff							
9560	325	10860	410	12910	490	14870	570
	4		5		4		3
16580	655	18545	(20 years)				
	3						

Note:

- (a) Fitment in the new scales of pay shall be on a stage-to-stage basis.
- (b) There shall be no change in the dates of annual increments because of the fitment.

2. STAGNATION INCREMENTS:

In partial modification of Clause 5 of Bipartite Settlement dated 27th April 2010, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for eight stagnation increments w.e.f. 1st November 2012 at the rate and frequency as stated herein under:

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 eight stagnation increments at the rate of Rs.1310/- and Rs.655/- (pro rata in respect of permanent part-time employees) each due under this settlement, and at frequencies of 3 years and 2 years respectively, from the dates of reaching the maximum of their scales as aforesaid except that in the case of clerical staff, sixth, seventh and eighth stagnation increments will be released two years after receipt of fifth, sixth and seventh stagnation increments respectively, provided that an employee who has completed two years or more after receiving fifth stagnation increment as on 1st November 2012 shall receive the sixth stagnation increment as on 1st November 2012.

Provided further that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of seven stagnation increments shall be eligible for the eighth stagnation increment on 1st May 2015 or two years after receiving the seventh stagnation increment, whichever is later.

In this connection the financial benefit on account of this reduction of eligibility from 3 to 2 year for sanction of Stagnation increment shall accrue on or after 01.05.2015.

3. DEFINITION OF 'PAY':

In reiteration of Clause 6 of the Bipartite Settlement dated 27th April 2010, 'Pay' for the purpose of Dearness Allowance, House Rent Allowance (HRA) and superannuation benefits including for contribution to National Pension System (NPS) shall mean Basic Pay, Stagnation increments, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any.

Note:

The increment component of Fixed Personal Pay as given in column Annexure III shall rank for superannuation benefits.

4. DEARNESS ALLOWANCE

In substitution of Clause 7 of Bipartite Settlement dated 27th April 2010 with effect from 1st November 2012, the Dearness Allowance shall be payable as per the following rates:-

Clerical and Subordinate Staff
0.10% of 'pay'

Note:

Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 4440 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100.

- (a) It is clarified that there shall be no ceiling on Dearness Allowance.
- (b) Dearness Allowance shall be calculated and paid on Basic Pay, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any, payable under this settlement in respect of both clerical and subordinate staff.
- (c) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.

5. HOUSE RENT ALLOWANCE:

In substitution of Clause 9 of the Bipartite Settlement dated 27th April 2010 with effect from 1st November 2012, the House Rent Allowance payable shall be as under:

	Area	Rate as percentage of Pay [No Minimum/ No Maximum]
(i)	Places with population of more than 45 lakhs & Project Area Centres in Group 'A'	10.00 %
(ii)	Places with population of 12 lakhs and above including State of Goa & Project Area Centres in Group 'B'	9.00 %
(iii)	Other places not covered in [i] & [ii] above	7.50%

Note:

- (1) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.3% of the first stage of the Scales of Pay.
- (2) All other existing provisions relating to House Rent Allowance shall remain unchanged.

6. SPECIAL ALLOWANCE:

With effect from 1.11.2012, workmen employees shall be paid Special Allowance at 7.75% of the Basic pay with applicable DA thereon.

Note : The Special Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., pension including contribution to NPS, PF & Gratuity.

7. TRANSPORT ALLOWANCE:

In partial modification of Clause 10 of the Bipartite Settlement dated 27th April 2010, Transport Allowance shall be paid as under, with effect from 1ST November, 2012:

Clerical and Subordinate Staff

Upto 15 th stage of the scale of Pay	-	Rs.425/- per month
16 th stage of the scale of Pay and above	-	Rs.470/- per month

Provided that a Sub-staff drawing transport allowance at Rs.470/- per month, on being promoted to clerical cadre is fitted at a stage lower than 16th stage, he shall continue to be paid the same Transport Allowance of Rs.470/- per month.

Note:

- (i) All permanent part time employees including those on probation and drawing scale wages shall be paid transport allowance on pro rata basis as under: -
 - Up to 15 years of service - Pro rata @ Rs.425/- per month
 - Above 15 years of service - Pro rata @ Rs.470/- per month
- (ii) This provision by itself will not preclude the payment of any existing allowance of this nature paid as a result of Government guidelines/bank level settlements.

8. SPECIAL PAY:

In modification of Clause 11 of the Bipartite Settlement dated 27th April 2010, with effect from 1st November 2012:

- i) The Special Pay payable to the clerical staff and subordinate staff shall be as mentioned under **ANNEXURE I** to this Circular.
- ii) In all other aspects, the general rules and provisions contained in Chapter V of the Bipartite Settlement dated 19th October 1966 relating to special pay carrying posts, as modified from time-to-time, shall continue to apply.
- iii) With effect from 1st November 2012, Graduation Pay and Professional Qualification Pay payable to the clerical staff in banks shall be as mentioned in **ANNEXURE II** to this Circular.
- iv) The Special Pay, Graduation Pay and Professional Qualification Pay as mentioned in **ANNEXURE I & II** shall rank for superannuation benefits.

- v) In reiteration of sub-clause (xv) of Clause 11 of the Bipartite Settlement dated 27th April 2010, a member of the non-subordinate cadre acquiring a Graduation/National Diploma in Commerce or JAIIB/CAIIB (either or both parts) qualification/s at a time when he/she does not have the requisite number of increments in the scale to be earned as advance increments shall in the first instance be released increments for such qualification(s) acquired to the extent available in the scale and in lieu of the remaining increment(s) not available for being so released as advance increments be granted / released the first installment of Graduation Pay or PQP, as the case may be. Release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided that in the case of an employee acquiring such qualifications after reaching the maximum of the scale of pay, he shall be granted from the date of acquiring such qualification the first installment of Graduation Pay or PQP, as the case may be and the release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided further that in case where the non-subordinate employee as on the date of this Settlement, has already acquired JAIIB (Part-I) or CAIIB (Part-II)/ Graduation after reaching maximum of the scale of Pay (in case of JAIIB/ CAIIB/ Graduation) or after reaching 19th stage of Scale of Pay (in case of CAIIB/Graduation), and has not earned increment(s), otherwise entitled on account of acquiring such qualification, when there were no increments to provide in the scale of pay of those employees, the stagnation increment in such cases may be advanced by one year or two years as the case may be.

9. HILL AND FUEL ALLOWANCE:

In partial modification of Clause 12 of the Bipartite Settlement dated 27th April 2010, the Hill and Fuel Allowance shall be payable at the following rates with effect from 1st November 2012:

a	At places situated at a height of 3000 meters and above	8% of pay (Max. Rs.1500/-p.m.)
b	At places situated at a height of and over 1500 metres, but below 3000 metres	4% of pay (Max. Rs.600/-p.m.)
C	At places situated at a height of over 1000 metres but less than 1500 metres and Mercara Town	3% of pay (Max. Rs.500/-p.m.)

Note: All other existing provisions shall remain unchanged.

10. FIXED PERSONAL PAY:

In partial modification of Clause XIV of Bipartite Settlement dated 29th October 1993, Clause 13 of Bipartite Settlement dated 27th March 2000, Clause 13 of the Bipartite Settlement dated 2nd June 2005 and Clause 13 of Bipartite Settlement dated 27th April 2010, the Fixed Personal Pay shall be revised with effect from 1st November 2012 as per **ANNEXURE III**.

Note: Only employees who were in the service of the bank on or before 1st November 1993 will be eligible for FPP, one year after reaching the maximum scale of pay, they are placed in.

11. PAYMENT OF OVERTIME ALLOWANCE:

The overtime allowance paid to the employees for the overtime work performed upto the date of the settlement 25.05.2015 shall not be recalculated on account of the Settlement dated 25.05.2015.

12. PENSION:

With effect from 1st November 2012, the 'Pay' as defined under Clause 6 of Settlement dated 25.05.2015 and drawn by the employees 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.

Note: Employees in service of the Banks as on 1st November 2012 and who have retired thereafter but before 25th May 2015 and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

12(A). PENSION FOR PART-TIME EMPLOYEES:

With effect from 1st November 2012, for the purpose of calculating the amount of pension in respect of permanent part time employees in scale wages who are covered by the Pension Scheme, their actual service shall be reckoned for qualifying service and not pro rata. The actual service/qualifying service shall be calculated from the date of recruitment/appointment as permanent part time employee in scale wages or from 1st September 1978, whichever is later.

12(B): DEARNESS RELIEF ON PENSION:

With effect from 1st November, 2012, in respect of employees who retired or died while in service on or after 1st November, 2012, Dearness Relief shall be payable at 0.10 % of 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 4440 points in the quarterly average of the All India Consumer Price Index for industrial workers in the series 1960=100.

13. PROVIDENT FUND:

It is reiterated that:-

- (a) The employees who are presently covered under the Pension Scheme shall continue to contribute 10% of the Pay towards Provident Fund, but there shall be no matching contribution.
- (b) Employees who are presently covered under Contributory Provident Fund Scheme and have not opted for Pension Scheme under the Settlement dated 27th April 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

14. MEDICAL AID:

In partial modification of Clause 17 of the Bipartite Settlement dated 27th April 2010 w.e.f. 1st November 2012, the Reimbursement of Medical Expenses under Medical Aid Scheme shall be restricted to an amount of Rs.2200/- per annum.

For the year 2012, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2012.

15. DEFINITION OF 'FAMILY':

In substitution of Clause 18 of the Bipartite Settlement dated 27th April 2010, for the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean:-

(i) 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.

(ii) The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding Rs.10,000/- p.m. If the income of one of the parents exceeds Rs.10,000/- p.m. or the aggregate income of both the parents exceeds Rs.10,000/- p.m., both the parents shall not be considered as wholly dependent on the employee.

(iii) A married female employee may include her natural / legal 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, any two of the dependent parents/ parents-in-law shall be covered.

16. LEAVE FARE CONCESSION:

The provision regarding LFC has undergone certain changes in the X Bipartite Settlement and detailed guidelines in this regard will be issued separately.

17. HOSPITALISATION:

The reimbursement of hospitalization expenses shall be as per the Medical Insurance Scheme provided in the Settlement. A separate circular will be issued in this regard. Till the new scheme is made effective and gets implemented, the existing provisions as per Bi-partite Settlement/Joint Note dated 27.04.2010 will continue to operate.

18. COMPENSATION ON TRANSFER:

In supersession of Clause 22 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, compensation on transfer, shall be as under:-

An employee on transfer shall be paid the cost actually incurred for transporting his personal effects, as under:

BY TRAIN:

	Non Sub-staff	Sub-staff
a. For married persons	3000 kg.	2000 kg.
b. For unmarried persons.	2000 kg.	1150 kg.

By Road: An employee on transfer from one station to another can transport his/her personal effects by rail/road upto the stipulated weights by an IBA approved Transport Operator.

19. COMPENSATION FOR LOSSES DUE TO BREAKAGE OR DAMAGE TO GOODS ON TRANSFER:

In modification of Clause 23 of Bipartite Settlement dated 27th April 2010, with effect from the 1st June 2015, compensation on transfer, shall be as under:-

a. Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum of:

Clerical Staff : Rs.1,500/-
Subordinate Staff : Rs.1,000/-

b. Where no receipts/statement of loss are produced, a lumpsum payment of:

Clerical Staff : Rs1,000/-
Subordinate Staff : Rs.750/-

20. HALTING ALLOWANCE

In modification of Clause 24 of the Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

	(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.700/- per diem	Rs.600/- per diem	Rs.450/- per diem
Subordinate Staff	Rs.500/- per diem	Rs.400/- per diem	Rs.250/- per diem

21. WASHING ALLOWANCE:

In supersession of Clause 25 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, washing allowance shall be payable at Rs.150/- p.m., where the washing of livery is not arranged by the bank.

22. CYCLE ALLOWANCE:

In supersession of Clause 26 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, cycle allowance is payable to the members of the subordinate staff who are required to use a cycle on regular assignment for outdoor duties at Rs.100/-p.m. at all centers.

Cycle allowance would not be paid to workman member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

23. SPLIT DUTY ALLOWANCE:

In partial modification of Clause 27 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, Split Duty Allowance shall be payable at all centers at Rs.150/-p.m.

24. PROJECT AREA COMPENSATORY ALLOWANCE:

In partial modification of Clause 28 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, workmen in project areas shall be paid project area compensatory allowance as under:

Project Area Group 'A'		Project Area Group 'B'	
Clerical Staff	Rs.250/-p.m	Clerical Staff	Rs.200/-p.m
Sub-Staff -	Rs.200/-p.m.	Sub-Staff -	Rs.175/-p.m.

25. SPECIAL AREA ALLOWANCE:

In partial modification of Clause 29 of Bipartite Settlement dated 27th April 2010, in view of revision in 'Pay Scale', w.e.f. 1st November 2012, the Pay referred to under Columns (3) and (4) of Schedule VI of Bipartite Settlement dated 27.4.2010, shall be read as Rs.24,000/- instead of Rs.14,700/-, the rates, other details and conditions remaining unchanged. (ANNEXURE IV)

26. REIMBURSEMENT OF EXPENSES ON ROAD TRAVEL:

In substitution of Clause 31 of Bipartite Settlement dated 27th April 2010, w.e.f, 1st June 2015, where an employee has to travel on duty / LFC between two places he shall be reimbursed actual road mileage cost or at Rs.6/- per k.m., whichever is less.

27. PRIVILEGE LEAVE:

In partial modification to Clause 13.20 of Bipartite Settlement dated 19.10.1966, an employee other than a member of the Executive Committee of a registered trade union of the employees of the Bank shall not be entitled to take privilege leave on more than four occasions in a calendar year.

Where however, the reasons for the request by an employee for leave on more than four occasions in a year are adequate and genuine and it is not administratively inconvenient, such leave may be granted.

Privilege Leave should be applied not less than 15 days before the proposed date of commencement of such leave.

In partial modification to Clause 8 of Bipartite Settlement dated 29.6.1990, Privilege Leave accruing to an employee on or after the date of this settlement, 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.

28. 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 for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.
- (b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.
- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.
- (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 six 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.

29. PATERNITY LEAVE:

With effect from the 1st June 2015, male employees with less than 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.

30. CASUAL LEAVE:

In supersession of Clause 13.22 of Bipartite Settlement dated 19.10.1966, an employee shall be entitled to Casual Leave upto a maximum of 12 days in each calendar year, provided that not more than 4 days may be taken continuously. It is reiterated that holidays and weekly offs prefixing/suffixing or falling within the period of Casual Leave will not be treated as part of Casual Leave.

31. SICK LEAVE:

In partial modification to Clause 27 of Bipartite Settlement dated 27.3.2000, Casual Leave converted into Sick Leave may also be availed without production of medical certificate for 4 days at a time once in a year or two days at a time, twice a year.

32. SPECIAL SICK LEAVE:

With effect from the 1.6.2015, Special Sick Leave up to 30 days may be granted to an employee once during his/her entire period of service for donation of kidney/organ.

33. EXTRAORDINARY LEAVE:

In partial modification of Clause 13.34 of Settlement dated 19th October 1966, in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion and upto a maximum of 24 months during the entire period of an employees' service.

34. JOINING TIME:

It is agreed by and between the parties that with effect from 25.05.2015, joining time of six days allowable under Para 551 of Sastry Award may be granted either immediately after relieving or within three months after joining the new place of posting.

35. IMPLEMENTATION:

The various provisions of 10th Bipartite Settlement dated 25.05.2015 shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating there from shall be given effect to within a period of 90 days from the date of Settlement.

With effect from

1.	Scales of Pay: As per Clause 4	1st November 2012
2.	Dearness Allowance, Professional Qualification Pay/ Graduation Pay, House	1st November 2012

	Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill & Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Compensatory Allowance.	
3.	Stagnation Increment improvements [5 th to 6 th and 7 th to 8 th stagnation increment]	1st May 2015
4.	Special Allowance	1st November 2012
5.	Special Pay	1st November 2012
6.	Halting Allowance, Washing Allowance, Compensation on Transfer, Compensation for losses due to breakage of damage to goods on transfer, Reimbursement of Expenses on Road Travel	1 st June 2015
7.	LFC, Definition of Family, Amendments in PL, Sick Leave, Casual Leave, Extraordinary Leave	1 st June 2015
8.	Accumulation of PL up to 270 days	1 st June 2015
9.	Paternity Leave	1 st June 2015
10.	Special Sick Leave	1 st June 2015
11.	Maternity Leave, Joining Time	25 th May, 2015

GENERAL GUIDELINES :

1. We are enclosing the following charts:
 - a. The chart showing the existing and revised Basic Pay, Dearness Allowance, House Rent Allowance and Transport Allowance payable to Clerks - **Annexure-A.**
 - b. The chart showing existing and revised Basic Pay, Dearness Allowance, House Rent Allowance and Transport Allowance payable to Subordinate Staff - **Annexure - B.**
 - c. The chart showing existing Dearness Allowance payable to Clerks for the period from November, 2012 to May 2015 - **Annexure - C.**
 - d. The Chart showing revised Dearness Allowance payable to Clerks for the period from November, 2012 to May ,2015 - **Annexure - D**
 - e. The Chart showing the existing Dearness Allowance payable to Subordinate Staff for the period from November, 2012 to May 2015- **Annexure - E.**
 - f. The Chart showing revised Dearness Allowance payable to Subordinate Staff for the period November, 2012 to May 2015-**Annexure-F.**

2. The consequential difference in cash equivalent on encashment of privilege leave availed of during the period 01.11.2012 to 31.05.2015 on account of wage revision is payable to the employees.
3. Bonus entitlement for the accounting year ended March, 2013, March, 2014 and March, 2015 may be recalculated and payment of arrears be made to eligible employees accordingly. Similarly, if on account of the revision, some employees fall out of the purview of Payment of Bonus Act, recovery of bonus already paid shall be made from such employees.
4. While disbursing arrears, the branches should also ensure that proportionate Income Tax at source is deducted and remitted to the concerned authorities wherever applicable.
5. In view of the amendments to sub-rule (2) to Rule 2 BB of Income Tax Rules, 1962, transport allowance paid/payable to an employee is exempt from Income Tax to the extent of Rs.800/- per month.
6. Any other adjustments like recovery towards other pending dues, court attachments, bonus adjustments should be adjusted.
7. If any calculations are revised on account of excess / short payment for any month, the same should be reported to Establishment Cell of concerned HRM Section under input 2 with due reasons separately and Establishment Cell will scrutinize the same.
8. UNDER NO CIRCUMSTANCES THE CALCULATIONS SENT SHOULD BE ALTERED BY THE BRANCHES THEMSELVES. THEY SHOULD BE REPORTED AS PER POINT (8) ABOVE TO ESTABLISHMENT CELL ONLY.
9. All overdue outstanding entries under Sundry Assets-Staff Account as on date to be adjusted out of arrears payable to employees.
10. Any clarification in this regard has to be sought from the concerned HRM Section.

This may be circulated amongst all the employees of the Bank.

C.P. GIRI
GENERAL MANAGER

TO: ALL BRANCHES/OFFICES OF THE BANK

ANNEXURE - I
SPECIAL PAY

For Clerical Staff (from 1.11.2012)

Sr. No	Post	Special Pay (Rs.)
1.	Single Window Operator 'B'	820
2.	Head Cashier - II	1280
3.	Special Assistant	1930

For Subordinate Staff (from 1.11.2012)

Sr. No.	Post	Special Pay (Rs.)
1.	Armed Guard	390
2.	Bill Collector	390
3.	Daftary	560
4.	Head Peon	740
5.	Electrician	2040
6.	AC Plant Operator	2040
7.	Driver	2370

ANNEXURE - II
GRADUATION PAY/ PROFESSIONAL QUALIFICATION PAY

For those workmen who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of educational qualification(s), Graduation Pay/ Professional Qualification Pay shall be payable as under:

1. Those who are graduates and/or NDC -
Rs.410/- p.m. after they complete 1 year
Rs.800/- p.m. after they complete 2 years
2. Those who have passed JAIIB or Part I of CAIB/CAIIB-
Rs.410/- p.m. after they complete 1 year.
3. Those who have passed JAIIB and CAIIB or Both Parts of CAIB/CAIIB -
Rs.410/- p.m. after they complete 1 year
Rs.800/- p.m. after they complete 2 years
Rs.1210/- p.m. after they complete 3 years.
4. Those who are graduates/NDC and have passed JAIIB or Part I of CAIB/CAIIB -
Rs.410/- p.m. after they complete 1 year
Rs.800/- p.m. after they complete 2 years
Rs.1210/- p.m. after they complete 3 years.
5. Those who are graduates/NDC and have passed JAIIB or Both Parts of CAIB/CAIIB -
Rs.410/- p.m. after they complete 1 year
Rs.800/- p.m. after they complete 2 years
Rs.1210/- p.m. after they complete 3 years
Rs.1620/- p.m. after they complete 4 years
Rs.2010/- p.m. after they complete 5 years.

Note: Refer Clause 8 of this Circular.

ANNEXURE - III

FIXED PERSONAL PAY

Area of Posting	Total FPP payable where bank's accommodation is not provided	Total FPP payable where bank's accommodation is provided	Increment Component of FPP
(1)	(2)	(3)	(4)
CLERICAL STAFF			
(i) Places with population of more than 45 lakhs	1585	1450	1310
(ii) Places with population of 12 lakhs and above including State of Goa	1570	1450	1310
(iii) Other places not covered in (i) and (ii) above.	1550	1450	1310
SUBORDINATE STAFF			
(i) Places with population of more than 45 lakhs	790	730	655
(ii) Places with population of 12 lakhs and above including State of Goa	790	730	655
(iii) Other places not covered in (i) and (ii) above.	780	730	655

SPECIAL AREA ALLOWANCE

Sl. No.	Area	Allowances [Rs.]	
		Pay below Rs.24,000/-	Pay above Rs.24,000/-
1	2	3	4
1.	Mizoram		
	a) Chimgtuipui District and areas beyond 25 Kms, from Lunglei Town in Lunglei District	2000	2600
	b) Entire Lunglei District excluding areas beyond 25 Kms. from Lunglei Town.	1600	2100
	c) Entire Aizawl District	1200	1500
2.	Nagaland	1600	2100
3.	Andaman & Nicobar Islands		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman [including Port Blair]	1600	2100
4.	Sikkim	2000	2600
5.	Lakshdweep Islands	2000	2600
6.	Assam	320	400
7.	Meghalaya	320	400
8.	Tripura		
	a) Difficult areas of Tripura	1600	2100
	b) Throughout Tripura except difficult areas.	1200	1500
9.	Manipur	1200	1500
10.	Arunachal Pradesh		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throughout Arunachal Pradesh other than difficult areas.	1600	2100

11.	Jammu & Kashmir 1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi	2000	2600
	2) Udhampur District: a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2 [b] b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	2000 1600	2600 2100
	3) Doda District: Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	2000	2600
	4) Leh District: All places in District	2000	2600
	5) Barmulla District a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqa b) Matchill	2000 1600	2600 2100
	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.	1200	1500
	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.	1200	1500

12.	<p>Himachal Pradesh</p> <p>1) Chamba District</p> <p>a)Pangi Tehsil, Bharmour Tehsil, Panchayats: Badgaun, Bajol, Deoil Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata.</p> <p>(a) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.</p> <p>(b) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalthousie Town [including Banikhet proper].</p>	2000	2600
	<p>2) Kinnaur District:</p> <p>(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.</p> <p>(b) Entire District other than Areas included in [a] above.</p>	2000	2600
	<p>3) Kullu District:</p> <p>a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga.</p> <p>b) Outer-Seraj [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]</p>	2000	2600
	<p>4) Lahaul and Spiti District:</p> <p>Entire area of Lahaul and Spiti</p>	2000	2600

	<p>5) Shimla District:</p> <p>(a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and chadi-Branda.</p> <p>(b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan.</p> <p>(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].</p>	<p>2000</p> <p>1600</p> <p>1200</p>	<p>2600</p> <p>2100</p> <p>1500</p>
	<p>6) Kangra District:</p> <p>(a) Areas of Bara Bhangal and Chhota Bhangal</p> <p>(b) Dharmashala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharmashala 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, Dugiar, 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.</p>	<p>1600</p> <p>1200</p>	<p>2100</p> <p>1500</p>

	Krishi Vishwavidhayalaya 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, Thachadhar, 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-Koti, Seri and Shoja.	1200	1500
	8) Sirmaur District: Panchayats of Bani, Bakhali [Pachhad Tehsil], Bharog Beheneri [Paonta Tehsil], Birla [Nahan Tehsil], Dibber [Pacchad Tehsil] and Thana Kasoga [Nahan Tehsil] and Thansgiri Tract.	1200	1500
	9) Solan District: Mangal Panchayat.	1200	1500
	10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.	320	400
13.	Uttar Pradesh: Areas under Chamoli, Pithoragarh and Uttar Kashi Districts.	2000	2600
14.	Uttaranchal [Uttarakhand]: Areas under Rudraprayag and Champavat Districts.	2000	2600