

# CHAPTER I

## OUR JOURNEY

**Our Bank** - Oriental Bank of Commerce  
**Our Association** - All India Oriental Bank Officers' Association  
**Our Apex Organisation.** - All India Bank Officers' Association

### OUR BANK

Oriental Bank has witnessed many ups and downs since its establishment. It has seen many upheavals in the 64 years of its existence and on every trying situation; it has come out successful with flying colours.

The bank was established on 19<sup>th</sup> February 1943 at Lahore as a private sector bank, floated by Thapar Group. However, actual operation was started in the year, 1944 as a regional bank in northern India. Banking in the country during pre-independence time was in a nascent stage with uncertainty looming large and bank's failure was very much common.

After independence, it had to shift its base from Lahore to Amritsar and subsequently to New Delhi in 1951. The period of 1970-76 is said to be the most challenging phase in the history of Oriental Bank of Commerce. As being small B-Class bank, the salaries, allowances and other benefits were very low. There were no specific working hours and no holidays. Seniors of our bank still remember the bitter experiences of those days, when the employees had to come early and sit quite late to complete the work, thereby kept themselves aloof from the world. There was no family life. Besides, hire and fire policy was very much in vogue in those days. At times, profit plummeted to Rs.175, that prompted the owner of the bank, the Thapar House, to sell / close the bank. Then our leaders came forward to its rescue. Our leaders persuaded the owner not to sell the bank and ensured with confidence to lift the bank's position unitedly. This was the turning point in the history of Oriental bank.

The owners were moved and had to change their decision of selling the bank and in turn they decided to improve the position of the bank with the active cooperation and support of all the employees and members of the Union / association. Each individual moved forward with perseverance accepting the challenge and toiled hard to take the bank to still greater heights. Their efforts bore fruits and performance of the bank improved significantly.

The bank was nationalized on 15<sup>th</sup> April, 1980. At that time total working of the bank was Rs.483 crores having 19<sup>th</sup> position among the 20 nationalized banks. Within a decade, the bank could turn over a new leaf to come out as a most vibrant, efficient and best performing bank of the country. The 1985-95 era was the golden era of the bank. Shri S.K.Soni, the then Chairman, was the architect of this Bank. He had firm faith in the workforce of this bank. He headed this bank with the unique concept that right from the post of Sweeper to the rank of Chairman all are workers. He created a fearless, conducive and cordial atmosphere to make this bank an ideal workplace. In his style of functioning, discussions, deliberations, development meetings were regular feature. He built the bank brick by brick

with the help and co-operation of Union & Association of the bank. This approach worked so miraculous in the speedy growth and development of the bank that it is aptly termed for the bank 'Where every individual is committed'.

The bank emerging from nearly a scratch and scribble, reached to Rs.1,16,000 crore, technology savvy Public Sector Bank, with more than 1384 branches including extension counters spreading over length and breadth of the country till the end of September, 2007. The bank is a force to reckon with. The bank has earned accolades even from the International bodies. "Forbes Inc." has selected our bank as the 'Best under a Billion'. Forbes Global rated OBC among 200 best companies out of 19000 companies from Asia and Europe. The bank is one of the three banks in 18 companies selected from India. Further, a panel of eminent economists and financial analysts have rated oriental bank as the "BEST BANK" and the survey has been published in the business India magazine issue of November-December 2003. The bank has over the years not only surpassed its counterparts, but also proved successful on all the yardsticks of banking parameters.

The Bank excelled on many parameters to its credit, which is much talked about in the whole of banking sector. The Bank has consistent record of registering profits. At times, especially after the imposition of provisioning and income recognition norms when a good many banks incurred huge losses, the bank escaped unscathed to the astonishment of many, in and out of the banking fraternity. Such is the inherent strength of the bank that made it possible to bear any jolt from inside and outside.

The biggest ever jolt was eGTB merger, which eroded the profit and financial strength of the Bank to its lowest and ever-growing Bank was left on to its fate. Not to speak high of our fighting comrades our unity and teamship proved right when the challenge was taken in the right spirit and every committed individual of this bank roused to the occasion to repair the damage and started devoting extra time and energy to restore its past glory.

Presently it has the strength to survive, improve and flourish as every 'Individual is Committed' in this glorious Bank. The Bank has to its utmost credit lowest staff cost with highest productivity in the whole of banking industry.

### OUR ASSOCIATION [AIOBOA]

All India Oriental Bank Officers' Association had its origin way back in 1970 much before AIOBOA came into existence. It was the foresight of the then leaders of our bank that they thought of officers' community, their job security and protection from undue harassment of the Management in the times to come.

To name few leaders of AIOBOA Com. S. K. Soni, Com. S. K. Lamba, Com. S. P. Bakshi who were not only instrumental in progress and development of the bank but also were stalwarts in the Association. The unique thing about our leaders is that with their presence harmonious relation, co-ordination and co-operation between officers and workmen has been consistently on the increase. Even as of now the unity, understanding and mutual co-operation is remarkable. Our founders were the pathfinders, on which present leadership has been functioning, making numerous strides in bank's development as well as benefiting our officers' community through series of achievements after achievements.

*It is worth mentioning here that as per the decision of AIBEA & AIOBOA the Central Committee of AIOBEF passed a resolution to discontinue the dual membership of officers, accordingly from January 1993 onwards the dual membership was discontinued. The One Man Commission headed by Com. Sh/amal Benerjee also gave its decision on the same line and further stated that relationship between*

AIOBEF and AIOBOA should be strengthened and leadership of both the Organisations should work shoulder to shoulder. The report also reads that their mutual approach should be of fraternity and not of authority. With this development it was decided to have State Committees under the constitution of AIOBOA. Thereafter the task of formation of State Committees was completed.

After completion of above task, AIOBOA had its 8th Conference on 10.12.1995 at New Delhi and full-fledged *body was constituted after* thorough groundwork with the mission to have, a vibrant, active and effectively functional body, to carry forward numerous Trade Union activities. Subsequently State Committees were revamped in the pattern of AIOBOA constitution. As a result of which, all the State Bodies started functioning with 100% participation and started observing all the programmes of AIOBOA in their respective states as per the direction from Central Office.

The year 2000 was full of struggle with the onslaught of new Management trying to adopt suppression and discrimination policy. It was suitably fought forthwith carrying forward the joint struggle of AIOBOA and AIOBEF against the Management. As a result the workmen officers' unity was further strengthened. Again in the year 2002 Officer Association single handedly fought against the autocratic rule of the Management and compelled the Management to fulfill all 17 demands that were placed before the Management. It was a great achievement and reflected 100% participation of State Committees and also their militancy.

Once again in the year 2003 we were compelled to fight against the Management's autocratic and highhanded rule, due to which demoralization, discrimination, unwarranted charge sheets on the innocent officers was falling heavy causing irreparable damage to the growth of the Bank and career of the employees. Ultimately our Joint Action Committee could succeed in pursuing the Management to agree with our issues/demands, which were subsequently implemented. The leadership in their relentless struggle, amidst all ups and downs, kept the flag of the Association held high. Despite all struggles, demonstrations, strikes, the State Committees continued their activities in the field of sports cultural activities, publishing of magazines, blood donation camps, and Committee Meetings and passing information through circulars on regular and continuous basis.

The prime objective of our leadership has been bank's development in one hand and on the other job & job security of officers' community in the bank. AIOBOA has presently grown to such a stature that our leaders have marked their presence with remarkable contribution in the activities of AIOBOA. The leaders of other banks look at our Association with respect and regard. Our Association has the credit of 100% membership of AIOBOA, which makes our Association stand apart from all other individual Banks' Associations.

Our task ahead is to further strengthen our unity through the present setup of State Committees and make them vibrant and active, so that bank's development finds further lift and officers community of our bank work in a fearless atmosphere with job and job security. Publishing of 3rd edition of the Diary to make our members aware about service rules and to strengthen/perfect their stand is yet another attempt of the Association to have awakened members all over.

Presently we have 14 State Committees and under Trade Union discipline timely conferences are being conducted, the grievances of the comrades are duly met through the State Committees and wherever Central help, interference is required being provided time to time. To carry forward the torch of AIOBOA, more and more new leaders are included who have the temperament to serve the comrades with their dedication, creative genesis and sacrificing attitude.

Under the philosophy of workers' participation in the Management, AIOBOA to its credit has been representing *in* the Board of the Bank as per system. The Association leaders who have so far represented in the Board are Com. S.P.Bakshi, Com. U.K. Mukherjee, Com. D.K.Pauddar, Com. Vinod Sharma and Com. Kamal Bhushan being the present representative director.

We look forward to still more powerful Association with still more social, cultural, academic, developmental and Trade Union activities in the coming days. Let's all redQdicate ourselves to strengthen AIOBOA and develop sound and cemented relation with AIOBEF so that our struggle for development of the institution and betterment of employees gains momentum on sound footing and also enable us to face the future challenges lurking ahead.

AIOBOA owes its gratitude to the great leaders of AIOBEF Com. Yograj Gupta, Com. Shyamal Benerjee and Com. V. K. Sharma, who have always extended wholehearted support at the time of our need.

You may view some of the important financial achievements achieved by the Association since 1995.

#### LEASE FACILITY

Grade	1995				2000				2007 With 10% extra for B.I.			
	Major A Class	Area I	Area II	Area III	Major A Class	Area I	Area II	Area III	Major A Class	Area I	Area II	Area III
I	1700	1500	1300	1100	2700	2400	2200	2000	4000	3500	3200	2900
II	2200	1800	1700	1500	3400	2800	2700	2500	5000	4100	4000	3600
III	2500	2200	2000	1800	4000	3300	3100	3000	5800	4800	4600	4300
IV	3200	2500	2500	2500	5300	4200	4000	3900	7600	6100	5800	5600
V	3900	3000	3000	-	6200	5000	4700	-	9000	7200	6800	-
VI	4400	3400	-	-	7000	5700	5300	-	10000	8300	7600	-
VII	5000	4300	-	-	8000	7000	-	-	11500	10000	-	-

#### NEWS PAPER

#### BRIEFCASE FACILITY

Grade	1995	2000	2007	Grade	1995	2000	2007
I	Rs. 75 to confirm Officers	One News Paper	One News Paper	I	500	700	700
II	Rs. 150	One News Paper	One News Paper	II	1000	1200	1200
III	Two News Paper	Two News Paper	Two News Paper	III	1000	1200	1200
IV	Two News Paper	Three News Paper	Three News Paper	IV	2000	2000	2000
V	Two News Paper	Three News Paper	Three News Paper	V	2000	2000	2000
VI	Two News Paper	Four News Paper	Four News Paper	VI	2000	No Limit	No Limit
VII	Two News Paper	Four News Paper	Four News Paper	VII	2000	No Limit	No Limit

FURNITURE FACILITY				
Grade	1995	2000	2007	Repairing
I	20000	30000	55000	5% of Furniture Cost upto 2005 10% of Furniture Cost from 2005 once in two year
II	30000	45000	70000	
III	35000	50000	75000	
IV	45000	65000	95000	
V	55000	80000	110000	
VI	-	120000	150000	
VII	-	165000	190000	

ENTERTAINMENT			
Grade	1995	2000	2007
I Upto 7 yrs. service	NIL	4000	6600
I above 7 yrs. servi.	1440	5800	8800
<b>II</b>	1680	6400	9500
<b>III</b>	1800	7000	10200
<b>IV</b>	2000	7600	10900
<b>V</b>	2000	7600	10900
<b>VI</b>	5000	10500	14400
<b>VII</b>	5000	10500	14400

### TELEPHONE FACILITY

Grade	1995	2000	2007
<b>B.M.I</b>	500 Calls bi-Monthly	500 Calls bi-Monthly	Rs. 500+ Service Tax Monthly
<b>II</b>	500 Calls bi-Monthly	500 Calls bi-Monthly	Rs. 500+ Service Tax Monthly
<b>III</b>	600 Calls bi-Monthly	600 Calls bi-Monthly	Rs. 550+ Service Tax Monthly
<b>IV</b>	700 Calls bi-Monthly	700 Calls bi-Monthly	Rs. 600+ Service Tax Monthly
<b>V</b>	750 Calls bi-Monthly	750 Calls bi-Monthly	Rs. 650+ Service Tax Monthly
<b>VI</b>	800 Calls bi-Monthly	800 Calls bi-Monthly	Rs. 700+ Service Tax Monthly
<b>VII</b>	Acutal	Acutal	Acutal

### MOBILE FACILITY

Grade	Cost of Handse	Monthly Rent
<b>III</b>	NIL	650
<b>IV &amp; Abov</b>	3000	1200

### EDUCATION SUBSIDY

In All Grades	2000	2007
Upto Class XII	2400	2700
Above Class XII	3000	3500
Professional	3600	3900

### PETROL FACILITY

	1995		2000		2007	
	Car	Scoote	Car	Scooter	Car	Scooter
I	50 Lt.	25 Lt.	50 Lt.	25 Lt.	50 Lt.	25 Lt.
II	50 Lt.	25 Lt.	50 Lt.	25 Lt.	50 Lt.	25 Lt.
III	85 Lt.	25 Lt.	85 Lt.	25 Lt.	85 Lt.	25 Lt.
IV (Bank's vehicle)*	Actual <b>Note*</b> 85 Lt. on declaration and 150 LT. in Metro cities and 135 Lt. in other places against bills.					

## OUR APEX ORGANISATION [AIBOA]

The formation of AIBOA was the outcome of the conscious decision of Baroda General Council of AIBEA in 1979. Even though it is a fact that many stalwarts of AIBEA in yester years and the legendanary figure Com. H. L. Parwana were themselves officers and executives, who were among those who founded AIBEA and contributed to its growth and consolidation. It is a fact that the decision to form AIBOA took a colossal time of 10 years after nationalization and a far-fetched national debate of very slow and negative dimensions, which delayed the process of AIBOA formation.

AIBOA was formed on 14th February 1981 at its foundation conference in Nagpur, witnessed by over 800 Delegates and Observers, Officers and award staff, greeted and blessed by TU leaders like Com. A. B. Bardhan, Com. Prabhat Kar and others. The conference gave a great hope to Bank Officers towards

a new dimension to their role. The Presidium consisting of Com. P. K. Sengupta, Com. S. K. Lamba, Com. Prabhat Kar and Com. P. S. Sundaresan conducted the proceedings of the Conference attended by delegates from 30 Banks heralded the birth of AIBOA at Nagpur on 14.02.1981.

AIBEA heightened in its consciousness by the betrayal of AICOBBO in 1979 Struggle on wage freeze and reduced DA formula and chartered by the longest ever all India 74 days strike in Andhra Bank an Officers right to be in a *composite union which was* feft to Oe arDitrated by the then Labour Minister, took steps to usher in AIBOA as an independent platform for Bank officers with constant and continuous co-ordination with AIBEA to promote healthy industrial relations/atmosphere and to protect Bank officers' interest against all Government attempts to bureaucratize the industry and its workforce.

No sooner AIBOA was formed, Com. Prabhat Kar, its Founder President moved Govt, of India for its negotiating status. His voice was so powerful that the Finance Ministry understood that Officers settlement without AIBOA would be impossible and hence Government directed IBA to invite AIBOA for official talks on 27.10.1984. A new history was created for Bank officers and their first signed settlement was arrived at 29.08.85 after three rounds of discussions on 27.10. 1984, 26.12.1984 and 04.03.85 with AIBOA. AIBOA gaining negotiating status with IBA brought the first ever-negotiated settlement for Bank Officers in the Industry in 1985 after a combined strike threat in 1985 by AIBOA and AIBEA.

Factually AIBOA is the creation of AIBEA not only to bolster AIBEA's strength in the changing scenario but also to develop AIBOA as the mainstream Trade Union of officers. It has brought glory in the best traditions of AIBEA, through achievements listed above, in a short span. Ushering in collective bargaining, winning pension, ensuring duty leave to officers' association functionaries, settling early wage revision, restoring back computer increment are all achievements unparalleled, given the forces it had to encounter and overcome. Its co-ordinated struggle for the industry and spate of strikes for reforms of banks are a new landmark in the officers' trade union movement. AIBOA founded in 1981 started its limping in its strides but all the same survived since Com. Prabhat Kar after formation of AIBOA in 1981 lost no time in bringing it up to the center stage by restoring Negotiating Status with IBA and Government in 1984 just after 3 years of inception of AIBOA.

The journey of AIBOA since its formation headed by active, vibrant and militant leaders like Com. P. K. Menon subsequently Com. R.J. Sridharan, Com. Alok Khare marked numerous strides, achievements after achievements for officer community. Under the banner of AIBOA officers' dignity, pay package, pension and all requisite benefits suitable to their nature of job was negotiated and achieved. The stalwarts Com. Alok Khare and Com. R. J. Sridharan hold the flag of present generation AIBOA high, firm and resolute in their mission to carry forward the struggle in the light of Silver Jubilee Conference resolutions/decisions against the newly spearheading challenges, prompted by Government and IBA in the era of Liberalisation, Privatisation and Globalisation.

Year 2006 is the epoch making for AIBOA as it completed its 25 years of successful struggle fi om pillar to post on 18-20 February 2006. AIBOA organised its Silver Jubilee Conference at New Delhi amidst thousands of observers' delegates, veteran leaders, ministers and staunch leaders of the country. Several resolutions, decisions were taken to face the emerging challenges in the wake of LPG era. Some important decisions were, to fight for defined working hours for officers who are saddled with workload in the mindless mechanization and CBS atmosphere. Women's convention was yet another dynamic step forward to have women's participation in large scale in the future struggle of AIBOA.

## OUR WAGE REVISION - JOURNEY

The historical data of wage settlements that has been achieved through long drawn struggles is placed here as information document. We are confident to achieve still better wage settlement including compensation package that has fallen due in November 2007 through unity and strength in our onward struggle.

### AWARDS - SETTLEMENTS - PAY COMMISSIONS

AWARD STAFF				CENTRAL GOVT.
Sen Award	1950			I Pay Commission 1947 II Pay Commission 1959 III Pay Commission 1973 IV Pay Commission 1987 V Pay Commission 1987
Sastri Award	1953			
LAT	1954			
Desai Award	1962			
1st Bipartite	19.10.1966	AIBEA	ABC Class & Forgn.	
2nd Bipartite	12.10.1970	AIBEA	ABC Class & Forgn.	<b>OFFICERS</b>
3rd Bipartite	01.08.1979/30.10. & 22.11.79		A Class, B & C Class	
4th Bipartite	17.09.1984/28.02.1985		A, B & C	PCR 1979
5th Bipartite	10.04.1989/03.02.1990		A, B&C	I Joint Note 07.10.1985
6th Bipartite	14.02.199			II Joint Note 11.06.1989
7th Bipartite	11.03.1999/27.03.2000	MOU	5 Unions	III Joint Note 23.06.1995
8th Bipartite	02.06.2005			IV Joint Note 14.12.1999
Pension / Computerization	29.10.1973 & 22.06.2005			V Joint Note 02.06.2005
Relativity	30.09.1996			

## PCR to JUNE 2005 – OFFICERS WAGES & SERVICE CONDITIONS

SR	DETAILS	PCR 1979	I 1/1/83- 31/10/87	II 1/11/87 31/10/92	III 1/11/92 31/10/97	IV 1/11/97 31/10/2002	V 1/11/2002 31/10/2007
1	Date of Effect Date of Arrears Payment	1.7.1979 1.10.1979	1.7.1983 1.2.1984	1.11.1987 1.11.1987	1.11.1992 1.7.1993	1.11.1997 1.4.1998	1.11.2002 1.11.2002
2	Duration	4 years	4 yrs 4 mths	5 years	5 years	5 years	5 years
3	Points @ which DA merged With basic	200	332	600	1148	1684	2288
4	Actual points merged	100 (25 stabs)	132 (33 slabs)	268 (67 slabs)	548 (137 slabs)	536 (134 slabs)	604 (151 slabs)
5	Starting basic pay	700	1175	2100	4250	7100	10000
6	No. of stages	42	42	39	39	39	39
7	Ending basic pay	3500	4600	7000	14000	21300	32600
8	Ratio between 1 <sup>st</sup> stage & 39 <sup>th</sup> stage	1:5	1:3:9	1:3:3	1:3:3	1:3	1:3:3
9	Difference (39 <sup>th</sup> – 1 <sup>st</sup> Stage)	2800	3425	4900	9750	14200	22600
10	Increments	40/50/60/75/ 100/125	60/70/95/100/ 105/110/115/125	120/130/140/ 150	230/250/300/ 380/400	340/380/420/ 520/600	470/500/560/ 620/680/900/1000
11	Settlement Signed	-	Oct-85	Apr-90	Aug-95	14/12/1999	MoU: 23/11/04 Settlement:2/6/05
12	Difference over Earlier OWR a) First Stage b) Last Stage	-	Rs. 475 Rs. 1100	Rs. 925 Rs. 2400	Rs. 2150 Rs. 7000	Rs. 2850 Rs. 7300	Rs. 2900 Rs. 11300
13	Loading over simple merger	-	Rs. 154	Rs. 138	Rs. 223	Rs. 857	Rs. 327
14	Per capita increase	-	Rs. 7000 pa Rs. 595 pm	Rs. 9900 pa Rs. 825 pm	Rs. 14600 pa Rs. 1215 pm	Rs. 28000 pa Rs. 2350 pm	Rs. 43500 pa Rs. 3625 pm
15	% of wage increase	-	-	10.50%	14%	12.25%	13.25%
16	Amount of industry level Wage hike	-	105 Crs	178 Crs	326 Crs	588 Crs	912 Crs





<b>PCR to JUNE 2005 - OFFICERS WAGES &amp; SERVICE CONDITIONS</b>						
	<b>PCR</b>	<b>I BP Agreement 1/2/1984</b>	<b>II BP Agree. 1/11/1987</b>	<b>III BP Agreement 1/11/1992</b>	<b>IV BP Agreement 1/11/1997</b>	<b>V BP Agreement 1/11/2002</b>
<b>(1) Basic Pay:-</b>						
SCALE I	700-40-50-60-1800	1175-60-70-95-100-2675	2100-120-4020	4250-230-350-230-8050	7100-340-12540	10000-470-500-560-18240
SCALE II	1200-70-75-2000	1825-100-2925	3060-120-130-4390	6210-230-8740	9820-340-13560	13820-500-560-19920
SCALE III	1800-75-2050	2650-100-3250	4020-120-130-4910	8050-230-250-9700	12650-340-380-15000	18240-560-620-22280
SCALE IV	2000-100-2400	2925-105-3450	4520-130-140-150-5350	8970-230-250-10450	13900-340-380-16140	20480-560-620-24140
SCALE V	2500-100-2700	3575-110-115-3800	5350-150-5950	10450-250-11450	16140-380-17660	24140-620-26620
SCALE VI	2750-125-3250	3850-125-4350	5950-150-6550	11450-300-12650	17660-420-19340	26620-680-29340
SCALE VII	3000-125-3500	4100-125-4600	6400-150-7000	12650-300-350-400-14000	19340-420-520-600-21300	29340-680-900-1000-32600
<b>(2) STAGNATION INCREMENTS / AUTOMATIC SWITCH OVER INCREMENTS:-</b>						
SCALE I			2/3	2/3	2/3	2/3
SCALE II			1/4	1/4	1/4	1/4
SCALE III			2	1	2	2
<b>(3) DEARNESS ALLOWANCE:-</b>						
	BASIC PAY UPTO RS. 900/- @ 31.60 PER SLAB OF 8 POINTS Rs. 901-Rs. 1600 8/16 POINTS CYCLE Rs.1601 - Rs.2400 @ 24 POINTS VARIATION ABOVE Rs. 2400 ADHOC DA OF Rs. 150/- PER SLAB OF 24 POINTS	FOR PAY UPTO Rs. 1600/- @ 8 POINTS VARIATION FOR PAY Rs.1601-Rs. 2525 VARIATION OF 8/16 POINTS CYCLE ABOVE 2525/- ADHOC DA @RS. 150/- PER SLAB OF 24 POINTS	@ 0.67% PER SLAB OF 4 POINTS OF BP UPTO Rs. 2500 + 0.55% OF BP Rs. 2500 - 4000 + 0.33% OF BP 4001 - Rs. 4260 + 0.17% OF BP > Rs. 4260/-	@ 0.35% PER SLAB OF 4 POINTS OF BP UPTO Rs. 4800 + 0.29% OF BP Rs. 4801-Rs. 7700 + 0.17% OF BP Rs. 7701 - Rs. 8200 + 0.09% OF BP > Rs. 8200	@ 0.24% PER SLAB OF 4 POINTS OF BP UPTO Rs.7100 + 0.20% OF BP Rs. 7101 - Rs. 11300 + 0.12% OF BP Rs. 11301-Rs. 12025 + 0.06% OF BP > Rs. 12025	UPTO JANUARY '05 0.18% OF BP UPTO Rs9650 + 0.15% OF BP Rs9651 – Rs. 15350 + 0.09% OF BP Rs. 15351 – Rs. 16350 +0.04% OF BALANCE OF BP  FROM 1/2/2005 0.18% OF PAY FOR ALL STAGES

**OFFICERS WAGES & SERVICE CONDITIONS  
FROM PCR to JUNE 2005**

	PCR	I BP Agreement 1/2/1984	II BP Agree. 1/11/1987	III BP Agreement 1/11/1992	IV BP Agreement 1/11/1997	V BP Agreement 1/11/2002					
<b>(1) HOUSE RENT ALLOWANCE:-</b>											
MAJOR A CENTRES	25% OF PAY MAX Rs. 225/-	17.5% OF PAY MAX Rs. 400/- PM	14% OF PAY MAX Rs. 450/- PM	13% OF PAY - NO CEILING	9% OF PAY - NO CEILING	8.5% OF PAY - NO CEILING					
AREA I	20% OF PAY MAX Rs. 275/-	15% OF PAY MAX Rs. 300/- PM	12% OF PAY MAX Rs. 375/- PM	12% OF PAY - NO CEILING	8% OF PAY - NO CEILING	7.5% OF PAY - NO CEILING					
AREA II	15% OF PAY MAX Rs. 165/- PM	12.5% OF PAY MAX Rs. 250/- PM	10% OF PAY MAX Rs. 325/- PM	10.5% OF PAY - NO CEILING	7% OF PAY - NO CEILING	6.5% OF PAY - NO CEILING					
AREA III	10% OF PAY MAX Rs. 110/-	15% OF PAY MAX Rs. 250/- PM	8% OF PAY MAX Rs. 300/- PM	9.5% OF PAY - NO CEILING	7% OF PAY - NO CEILING	6.5% OF PAY - NO CEILING					
<b>(2) CITY COMPENSATORY ALLOWANCE:-</b>											
HIGHER AREA	10% OF BP MAX Rs.100/-	10% OF BP MAX Rs.200/- PM	6.5% OF BP MAX Rs.220/- PM	4.5% OF BP MAX Rs.335/- PM	4% OF BP MAX Rs.375/- PM	4% OF BP MAX Rs.540/- PM					
LOWER AREA			4% OF BP MAX Rs.135/- PM	3.5% OF BP MAX Rs.230/- PM	3% OF BP MAX Rs.250/- PM	3% OF BP MAX Rs.375/- PM					
<b>(3) FIXED PERSONAL PAY:-</b>											
				236/257/308/411 + ELIGIBLE HRA	345/386/411 + ELIGIBLE HRA	583/645/708/1041 + ELIGIBLE HRA					
<b>(4) PROFESSIONAL QUALIFICATION PAY:-</b>											
CAIIB I		Rs. 100	Rs. 100	Rs. 120	Rs. 150	Rs. 300					
CAIIB II		Rs. 200	Rs. 250	Rs. 300	Rs. 360	Rs. 750					
<b>(5) MEDICAL AID (ANNUAL):-</b>											
BASIC PAY Rs.700- 1200 Rs.1201 – 2000	AMT. Rs. 300 Rs. 400	BASIC PAY Rs.1175 - 1825 Rs.1185	AMT. Rs. 600 Rs. 800	BASIC PAY Rs.3100 - 3060 Rs.3060	AMT. Rs. 750 Rs. 1000	SCALE JMG – MMG SM – TEG	AMT. Rs. 1500 Rs. 2000	SCALE SCALE I - III SCALE IV – VII	AMT. Rs. 2225 Rs. 3000	SCALE SCALE I - III SCALE IV – VII	AMT. Rs. 3750 Rs. 5000

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<b>OFFICERS WAGES &amp; SERVICE CONDITIONS FROM PCR to JUNE 2005</b>						
	<b>PCR</b>	<b>I BP Agreement 1/2/1984</b>	<b>II BP Agreement 1/11/1987</b>	<b>III BP Agreement 1/11/1992</b>	<b>IV BP Agreement 1/11/1997</b>	<b>V BP Agreement 1/11/2002</b>
<b>(1) PROJECT AREA COMPENSATORY ALLOWANCE:-</b>						
	<b>"A"</b>				125	210
	<b>"B"</b>				100	185
<b>(2) OFFICIATING ALLOWANCE:-</b>						
	DIFFERENCE INBP MIN -10 DAYS	10% OF PAY MAX Rs. 250/- PM MIN 7 DAYS	6% OF PAY MAX RS. 250	6% OF PAY MAX Rs. 250	6% OF PAY	6% OF PAY
<b>(3) DEPUTATION ALLOWANCE:-</b>						
WITHIN BANK	10% OF BP MAX Rs. 150/-	7.5% OF BP MAX Rs. 200/-	6% OF BP MAX Rs. 350/-	5% OF BP MAX Rs. 400/-	4% OF BP MAX Rs. 500/-	4% OF BASIC MAX Rs. 750/-
OUTSIDE BANK	20% OF BP MAX Rs. 300/-	15% OF BP MAX Rs. 500/-	12% OF BP MAX Rs. 700/-	10% OF BP MAX Rs. 800/-	7.75% OF BP MAX Rs. 1000/-	7.75% OF BP MAX Rs. 1500/-
<b>(4) CLOSING ALLOWANCE:-</b>						
	Rs. 150/- PER HALF YEAR FOR ALL OFFICERS	Rs. 150/- PER HALF YEAR FOR ALL OFFICERS	Rs. 150/- PER HALF YEAR FOR ALL OFFICERS IN BRANCHES	Rs. 150/- PER HALF YEAR FOR ALL OFFICERS IN BRANCHES	Rs. 250/- PER HALF YEAR FOR ALL OFFICERS IN BRANCHES	Rs. 250/- PER HALF YEAR FOR ALL OFFICERS IN BRANCHES
<b>(5) HILL &amp; FUEL ALLOWANCE:-</b>						
1000-1500 m	8% OF PAY MAX Rs. 75/-	8% OF PAY MAX Rs. 100/-	5% OF PAY MAX Rs. 130/-	5% OF PAY MAX Rs. 130/-	2% OF PAY MAX Rs. 220/-	2% OF PAY MAX Rs. 250/-
1500 - 3000 m	10% OF PAY MAX Rs. 100/-	10% OF PAY MAX Rs. 130/-	6.5% OF PAY MAX Rs. 160/-	6.5% OF PAY MAX Rs. 160/-	2.5% OF PAY MAX Rs. 260/-	2.5% OF PAY MAX Rs. 500/-
> 3000 m			15% OF PAY MAX Rs. 600/-	15% OF PAY MAX Rs. 600/-	5% OF PAY MAX Rs. 750/-	5% OF PAY MAX Rs. 1150/-

<b>(6) SPLIT DUTY ALLOWANCE;-</b>						
	Rs. 25/- PER MONTH	Rs. 25/- PER MONTH	Rs. 35/- PER MONTH	Rs. 70/-PER MONTH	Rs. 70/-PER MONTH	Rs.125/-PER MONTH
<b>(7) MID ACADEMIC TRANSFER ALLOWANCE</b>						
		Rs.150/- PER MONTH	Rs.150/- PER MONTH	Rs.200/- PER MONTH	Rs.250/-PER MONTH	Rs.500/PER MONTH
<b>(8) BAGGAGE ON TRANSFER</b>						
SCALE I -III		Rs. 1000/-	Rs. 1000/-	Rs. 1000/-	Rs. 4000/-	Rs. 7000/-
SCALE IV - V		Rs. 1500/-	Rs. 1500/-	Rs. 1500/-	Rs. 7000/-	Rs. 8750/-

<b>OFFICERS WAGES &amp; SERVICE CONDITIONS FROM PCR to JUNE 2005</b>						
	<b>PCR</b>	<b>I BP Agreement 1/2/1984</b>	<b>II BP Agreement 1/11/1987</b>	<b>III BP Agreement 1/11/1992</b>	<b>IV BP Agreement 1/11/1997</b>	<b>V BP Agreement 1/11/2002</b>
<b>HALTING ALLOWANE</b>						
MAJOR "A"		SCALE I-III Rs. 70 SCALE IV-VII Rs.100	SCALE I-III Rs. 150 SCALE IV-VII Rs.200	SCALE I-III Rs. 200 SCALE IV-VII Rs.250	SCALE I-III Rs. 270 SCALE IV-VII Rs.340	MUMBAI/DELHI/CALCUTTA/ CHENNAI Rs.700 FOR SCALE IV-VII SCALE I-III Rs.550 SCALE IV-VII Rs.600
AREA I		SCALE I-III Rs. 60 SCALE IV-VII Rs.80	SCALE I-III Rs. 125 SCALE IV-VII Rs.175	SCALE I-III Rs. 175 SCALE IV-VII Rs.200	SCALE I-III Rs. 240 SCALE IV-VII Rs.270	SCALE I-III Rs. 500 SCALE IV-VII Rs.550
OTHER AREAS		SCALE I-III Rs. 50 SCALE IV-VII Rs.60	SCALE I-III Rs. 100 SCALE IV-VII Rs.150	SCALE I-III Rs. 150 SCALE IV-VII Rs.175	SCALE Mil Rs. 200 SCALE IV-VII Rs.240	SCALE I-III Rs. 400 SCALE IV-VII Rs.500

**SINCE PCR — WAGE / DA INDEX/ AWARDS / PAY COMMISSION  
COMPARATIVE POSITION OF BASIC / DIFFERENCE / INCREMENT IN THE WAGE REVI**

	<b>PCR 01/7/1979</b>	<b>I BP Agreement 1/2/1984</b>	<b>II BP Agreement 1/11/1987</b>	<b>III BP Agreement 1/11/1992</b>	<b>IV BP Agreement 1/11/1997</b>	<b>V BP Agreement 1/11/2002</b>
<b>Scale I Basic</b> Difference Increment	700-1800 1100-21 stages 40,50 & 60	1175-2675 1500-20 stages 60,70,95 & 100	2100-4020 1920-17 stages 120	4250-8050 3800-17 stages 230,350 & 230	7100-12540 5440-17 stages 340	10000-18240 8240-17 stages 470, 500 & 550
<b>Scale II Basic</b> Difference Increment	1200-2000 800-12 stages 70&75	1825-2925 1102-12 stages 100	3060-4390 1330-12 stages 120 & 130	6210-8740 2530-12 stages 230	9820-13560 3740-12 stages 340	13820-19920 6100-12 stages 500 & 560
<b>Scale III Basic</b> Difference Increment	1800-2250 450-7 stages 75	2350-3250 600-7 stages 100	4020-4910 890-8 stages 120 8i 130	8050-9700 1650-8 stages 230 & 250	12540-15000 2460-8 stages 340 & 380	18240-22280 4040-8 stages 560 & 620
<b>Scale IV Basic</b> Difference Increment	2000-2400 400-5 stages 100	2925-3450 525-6 stages 105	4520-5350 830-7 stages 130,140 & 150	8970-10450 1480 - 7 stages 230 & 250	13900-16140 2240-7 stages 340 & 380	20480-24140 3660-7 stages 560 & 620
<b>Scale V Basic</b> Difference Increment	2500-2700 200-3 stages 100	3575-3800 275-3 stages 110 & 115	5350-5950 600-5 stages 150	10450-11450 1000-5 stages 250	16140-17660 1520-5 stages 380	24140-26620 2480-5 stages 620
<b>Scale VI Basic</b> Difference Increment	2750-3250 500-5 stages 125	3850-4350 500-5 stages 125	5950-6550 600-5 stages 150	11450-12650 1200-5 stages 300	17660-19340 1680-5 stages 420	26620-29340 2720-5 stages 680
<b>Scale VII Basic</b> Difference Increment	3000-3500 500-5 stages 125	4100-4600 500-5 stages 125	6400-7000 600-5 stages 150	12650-14000 1350-5 stages 300,350 & 400	19340-21300 1960-5 stages 420,520 & 600	29340-32600 3260-5 stages 680,900 & 1000

## PENSION ISSUE

### RECORD NOTE OF DISCUSSIONS HELD ON VARIOUS DATES BETWEEN IBA & Unions/ASSOCIATIONS:-

Issue relating to costing of pension for the purpose of wage revision in case of serving employees and redefining pay for the purpose of pension at 50% of the pay last drawn were discussed in detail and understandings reached as herein below.

#### 1. PAY FOR PENSION:

- a) In respect of an employee retiring on or after 01.05.2005, average emoluments" as defined in Pension Regulations for the for the purpose of pension, be calculated reckoning pay last drawn during the last ten months of the employees' service in the Bank
- b) Since this is an improvement over the existing provisions, in view of the legal decisions obtaining in the matter, the pension of retirees of the period 01.04.1998 to 30.04.2005 it to be re-fixed with effect from 01.05.2005 reckoning actual "Pay" drawn by them prior to retirement, i.e. during the last ten months of service in the Bank.
- c) Accordingly, the pension of retirees of the period 01.04.1998 to 31.10.2002 will be re-fixed with effect from 01.05.2005 as per "Pay" as defined in clause 6 of 7th Bipartite Settlement dated 27-05-2000 and Note under clause 5 of the Joint Note dated 14-12-1999.
- d) The pension of retirees of the period 01.11.2002 to 30.04.2005 will be re-fixed with effect from 01.05.2005 as per "pay" as defined in clause 6 of •8th Bipartite settlement dated 2nd June 2005 and Note [2] under clause 6 of the Joint Note dated 2nd June, 2005 [Refer Annexure].
- e) These retirees between 01.04.1998 and 30.04.2005 will have their pension re-fixed accordingly w.e.f. 01.05.2005 but no arrears of pension and commuted value of pension is payable on account of such re-fixing of pension.
- f) The total cost to Banks on account of such re-fixation in respect of retirees of the period 01.11.2002 to 30.04.2005 will be costed and taken together with the additional cost of pension in respect of serving employees who are members of the Pension Fund.
- g) In respect of retirees of the period 01.04.1998 to 31.10.2002, the additional cost on account of re-fixation shall be shared equally between the Banks and the employees [officers and workmen] reckoning the annual additional cost which has been determined at Rs.62

**2. COSTING OF PENSION:** In the last wage revision settlement, the additional cost of pension to Banks was reckoned at 16.5% of the Pensionable Pay each member of the Fund and for the purpose of wage revision, the additional cost to Banks on account of increase in pay was shai-ed equally between Banks and the employees at 8.25% of pensionable pay. During the period since then, influenced by market factors, the cost of Pension to Banks had gone up and IBA had placed the additional cost of pension to Banks at 20.5% of the pensionable pay. Following the procedure adopted in the last wage revision, this would have meant sharing the total cost at 10.25% each by both the parties. While the Unions/ Associations were not agreeable for any increase in the additional costing more than 8.25%, however, after detailed discussions, it was agreed to reckon the total cost over and above 16.5% to be borne by the employees [Offices and Workmen] at Rs.36 crores p.a. This would translate to the employees sharing the incremental additional cost at 9.25% of pensionable pay and the Banks bearing the cost of the remaining 11.25%.

Place? Mumbai, Date : 22nd June 2005 - Signed by IBA, Unions & Associations.



## **'PAY' FOR PF & PENSION COMPARISON**

### **A. WORKMEN:-**

**[1]** Clause 6 [ii] of *th* Bipartite settlement dated 27th march, 2000

'In super session of clause 12 of the Bipartite settlement dated 14th February and clause 1 of the Bipartite settlement dated 14th February, 'Pay' for the purpose of DA, HRA, and Superannuation benefits shall mean Basic Pay, Stagnation Increments, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any'.

**[2]** Clause 6 of the *fcth* Bipartite Settlement dated 2nd June, 2005

"Pay" for the purpose of DA, HRA, and Superannuation benefits 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 2 Schedule III shall rank for superannuation benefits.

### **B. OFFICERS:-**

**[1]** Note under Clause 5 of Joint Note on Salary Revision for Officers dated 14th December 1999.

#### **Note:**

"Pay" for the purpose of Provident Fund shall mean Basic Pay including Stagnation Increments and Professional Qualification Allowance, Increment component of Fixed Personal Allowance and Officiating Allowance.

**[2]** Note [2] under clause 6 of the Joint Note on Salary Revision for Officers dated 2nd June, 2005

#### **Note:**

"Pay" for the purpose of Provident Fund and pension shall mean Basic Pay including Stagnation Increment, Professional Qualification Pay, Increment component of Fixed Personal Pay and Officiating Allowance.

**DISTRIBUTION OF LOAD - ESTABLISHMENT EXPENSES AS AT 31.03.1997 - RS.11400 CRORES**

	<b>Joint Note Dated 14.12.1999</b>	<b>7<sup>th</sup> Bipartite dated 27.03.2000</b>
	Establishment Expenses as at 31.03.1997	Wage revision w.e.f. 1.4.98 (Officers) Rs.4726 crores
% Increase offered	12.25%	12.25%
Increase in Quantum terms	Rs.579 crores	Rs.818 crores

**GRADES & SACLIES OF PAY:**

Scale I	10000 - 470/6 - 12820 - 500/3 - 14320 - 560/7 - 18240
Scale II	13820 - 500/1 - 14320 - 560/10 - 19920
Scale III	18240 - 560/5 - 21040 - 620/2 - 22280
Scale IV	20480 - 560/1 - 21040 - 620/5 - 24140
Scale V	24140 - 620/4 - 26620
Scale VI	26620 - 680/6 - 29340
Scale VI	28340 - 680/2 - 30700 - 900/1 - 31600 - 1000/1 - 32600

Basic Pay	Start Increment		10000	DA	From 01-11-2002 to 31-01-2005		HRA
					UPTO		
	470	6	2820	9651	15350	0.15%	Major A 8.80
	500	3	1500	15351	16350	0.09%	Area I 7.50%
	560	12	6720	ABOVE	16351	0.04%	Area II 6.50%
	620	9	5580				
	680	6	4080		From 1-02-05		<b>CCA</b>
	900	1	900		100%	0.18%	Area % Maximum
	1000	1	1000				Higher 4.00% 540
		38					Lower 3.00% 375
	END		32600				

**DISTRIBUTION OF AGREED % INCREASE AMONG VARIOUS WAGE COMPONENTS**

<b>Part A</b>	<b>Officers</b>		<b>AWARD</b>	
Basic Pay + DA	7.875	372.18 Crores	6.510	434.61 Crores
House Rent Allowance	0.349	16.49 Crores	0.657	43.89 Crores
CCA	0.125	5.93 Crores	0.295	19.71 Crores
<b>Total</b>	<b>8.349</b>	<b>394.60 Crores</b>	<b>7.462</b>	<b>498.21</b>
<b>PartB</b>				
Superannuation Benefits				
Contributory PF	1.854	87.61 Crores	1.813	121.04 Crores
Pension	1.196	56.52 Crores	1.253	83.67 Crores
Gratuity	0.335	15.82 Crores	0.227	18.47 Crores
<b>Total</b>	<b>3.385</b>	<b>159.95 cr.</b>	<b>3.343</b>	<b>223.18 Cr.</b>
<b>Part C</b>				
<b>Other Components:</b>				
Annual Medical Aid	0.261	12.33 Crores	0.130	8.67 Crores
Fixed Personal Allowance	0.250	11.83 Crores	0.512	34.19 Crores
Hill and Fuel Allowance	0.005	0.23 Crores	0.025	1.66 Crores
Transport Allowance			0.176	11.73 Crores
Part-time employees on consolidated wages			0.032	2.16 Crores
Additional Stagnation increment			0.051	3.33 Crores
Washing Allowance			0.097	6.47 Crores
Preponement of 4th stagnation increment			0.080	5.37 Crores
Special Allowances			0.198	13.25 Crores
Hospitalisation Expenses			0.144	9.60 Crores
<b>Total</b>	<b>0.516</b>	<b>24.39 Crores</b>	<b>1.44</b>	<b>96.43 Crores</b>
<b>Grand Total</b>	<b>12.250</b>	<b>578.94Crs</b>	<b>12.25</b>	<b>817.82Crs</b>

Financial Implications Scale I to VII	(With simple merger of DA)		1 – June - 2005	
	No of Officers 209520	DA Merger at 2288		Amount in Crores
Particulars	Existing	Proposed	Increase	%Increase
Basic Pay	3365.822	49740.723	1574.902	
Dearness Allowance	1170.036	158.895	-1011.141	
<b>1. BP + DA</b>	<b>4535.858</b>	<b>5099.618</b>	<b>563.7</b>	<b>8.220</b>
<b>HRA</b>				
Major "A"	75.453	104.818		
Area I	35.650	49.107		
Area II	100.793	137.217		
<b>2. Total HRA</b>	<b>211.895</b>	<b>291.143</b>	<b>79.24</b>	
Existing HRA costed at 100% for 30.70% of officers & at 150% for 28.86% of officers i.e.; 73.99% of (2) and revised HRA at 100% for 30.70% of officers & at 150% for 18.76% of officers i.e.; 58.84% of (2)	156.782	171.308	14.527	0.212
<b>CCA</b> Higher				
Lower	30.337	43.640		
	15.095	22.598		
<b>3. Total CCA</b>	<b>45.432</b>	<b>66.238</b>	<b>20.80</b>	<b>0.303</b>
<b>4. Other Components</b>		<b>40.948</b>	<b>40.94</b>	<b>0.597</b>
<b>5. Fixed Personal Allowance</b>				
<b>6. Superannuation Benefits</b>				
1) PF(10%ofBP)	234.689	344.695	110.0	1.604
2) Pension				
a) Transfer from PF	88.584	149.377	60.79	
b) ADDI. cost at 9.25% of ex pay for pension	73.082	138.174	65.09	0.673
c) Past Cost (1.4.98-31.10.20)		20.000	20.00	
d) <b>Less: (Cost 1.11.2002-30.4.2005)+ 0.6</b>	<b>161.666</b>	<b>299.752</b>	<b>138.0</b>	<b>2.013</b>
<b>Total Pension Cost</b>	<b>192.774</b>	<b>216.734</b>	<b>23.96</b>	<b>0.349</b>
3) Gratuity				
<b>Total Superannuation (TSA)</b>	<b>589.129</b>	<b>861.181</b>	<b>272.0</b>	<b>3.967</b>
<b>7. Grand Total</b>	<b>5327.201</b>	<b>6239.293</b>	<b>912.0</b>	<b>13.300</b>

## CHART SHOWING THE BASIC PAY, ALLOWANCES & FACILITIES APPLICABLE TO OFFICERS

Sr.	Allowance/	OFFICERS		
		IV Joint Note	W.E.F.	V Join
1	<b>Basic Pay</b>	Scale I - 7100-340 (16) - 12540 Scale II - 9820-340 (11) - 3560 Scale III - 12540-340 (5) - 14240 - 380(2) - 15000 Scale IV - 13900-340 (1) - 14240 Scale V - 16140-380 (4) - 17660 Scale VI - 17660-420 (4) - 19340 Scale VII - 19340-420 (2) - 20180-520 (1) - 20700 - 600 (1) - 21300	01.04.1998	I-10000-470/6-12820-500/3-14320-560/7-18240 II-13820-500/1-14320-560/10-19920 III-18240-560/5-21040-620/2-22280 IV-20480-560/1-21040-620/5-24140 V-24140-620/4-26620 VI-26620-680/6-29340 VII-29340-680/2-30700-900/1-31600-1000/1-32600 w.e.f. 01.11.2002
2	<b>Dearness Allowance</b>	0.24% pay upto 7100 + 0.20% of pay > 7100 tol 1300+0.12% pay> 11300 to 12025+0.06% of pay > 12025	01.04.1998	0.18% upto 9650 + 0.1 + 0.09%-15351-16350 100% from 01.02.05
3	<b>HRA</b>	Maj. A Class + Proj A Centres - 9% of pay Area I & Proj B Centre - 8% of pay Other Centres - 7% of pay (No protection for HRA either on management transfer or on request transfer)	01.11.1999	8.5% 7.5% 6.5%
4	<b>CCA</b>	Area I & State of Goa - 4% of BP - Max. Rs.365/- p.m. = or > 5 lacs Population - 3% of BP - Max. Rs.250/- pm (No protection of CCA either on management transfer or request transfer)	01.11.1999	12 lacs & above - 4% - 5 lacs & above and state Chandigarh, Pondicherry Max. 175/-  wef-01.11.2002
5	<b>Special Area Allowance</b>	Rates revised as per the revised basis pay under last salary revision	01.11.1999	Revised 01.11.02

6	<b>Project Area Allowance</b>	At A Centres – Rs.125/- pm At B Centres – Rs.100/- pm	01.04.1997	Rs. 210/- pm  Rs.185 pm  Wef 01.11.2002
	<b>Mid Academic Year Transfer Allowance</b>	Rs. 125/- pm	01.04.1997	Rs.500 Wef 01.11.2004
	<b>Deputation Allowance</b>	Deputation outside the Bank - Same Place - 4% Pay - Max Rs.500/- pm - Other place - 7.75% of pay - max Rs.1000 pm Deputation to Bank's Training Centre as Faculty 4% pay with a max Rs.500 pm	01/11/1999	4% - Max. 750/- 7.75% - Max.1500/- pm  Wef 01.05.04
	<b>Officiating Allowance</b>	6% of pay without any maximum	01.11.1999	6%/ No change/
	<b>Closing Allowance</b>	Rs. 250 for each closing	1997-98	Same
	<b>Split Duty Allowance</b>	Rs. 70 pm	01.04.1997	Rs.125 pm Wef 01.11.2002
	<b>Hill &amp; Fuel Allowance</b>	= or > altitude of 1000 mtrs but < 1500 mtrs and mercara Town - 2% of pay with a max of Rs.200 pm = or > 1500 mtrs but < 3000 mtrs - 2.5% of pay with a max of Rs.260 pm = or > 3000 mtrs - 5% of pay with a max of Rs.750 pm 01.11.1999	01.11.1999	Wef 01.11.2002  Rs. 400  Rs. 500  Rs. 1150

13	<b>Fixed Personal Pay</b>	340+2.28 = 345; 380+4.78 = 385; 420+5.29 = 426; 600+7.56 = 608;  (If not enjoying the facility of Residential Accommodation the HRA portion also is payable)	01.11.1999	583/645/708/1041  Wef 01.11.2004
14	<b>Graduation increments</b>	NIL		
15	<b>Advance Increments for passing CAIIB</b>	Part I - CAIIB/JAIIB -one advance increment Part II - CAIIB - one advance increment	01.07.1979	No Change
16	<b>Graduation Pay (After reaching maximum)</b>	NIL		
17	<b>Professional Qualification Pay</b>	Rs.150 pm for CAIIB-I/ JAIIB & Rs.360 pm for both CAIIB/JAIIB and CAIIB II	01.11.1999	Rs.300/- pm payable after one year of reaching the max. scale Rs.300/- pm payable after one year of reaching the max. scale. Rs.750/- pm payable after two years of reaching the max. scale. w.e.f. 01.11.2002
18	<b>Stagnation Increments</b>	2 Ince-for SC-I @ Rs.340 pm 1 Ince-for SC-II @ Rs. 380 pm (Including the stg. In scale II - the duration is 3 years after reaching maximum)	01.04.1998	Not agreed for additional stagnation increment
19	<b>Medical Aid</b>	JMG & MMG - Rs. 2225 pa SMG&TEG-Rs.3000pa	01.11.1999	Rs.3750  Rs.5000





20	<b>Package charges under Hospitalization</b>	Coronary by pass - 87000 - JMG & MMG & 1.05 lacs - SMG & TEG Coronary Angiography - Rs.8750 & Rs. 10500 Angioplasty - Rs.62500 & 75000 Kidney Transplant - Rs.50000 & Rs.60000 Liver Transplant	01.11.1994	Scale I - III/V-VII 175000/210000 18750/22500 87500/105000 200000/240000 250000/300000 wef 01.05.2005
21	<b>Schedule of charges &amp; Bed Charges</b>	Schedule of charges and bed charges not revised after 01.11.94 The existing ceilings on bed charges are SMG & TEG - Rs. 300 per day (Self) and Rs.240 per day (family members) JMG&MMG - Rs.225 per day (self) & Rs.180 per day (family members)	01.11.1994	Rs.800 Rs.600 Respectively 150% of Award Staff Rs.600 Rs.450 125% of Award Staff wef 01.05.2005
22	<b>Entertainment Expenses (Non-autonomv Banks)</b>	BM (Small) - Rs.1200pa BM (Medium) - Rs.1500 pa BM (Large) - Rs.1800pa Scale IV-Rs.2000pa Scale V - Rs.2000pa Scale VI- Rs.5000pa Scale VII-Rs.5000pa	01.01.1992	
23	<b>Halting Allowance</b>	Maj A/Area I/others JMG/MMG 340/270/240 SMG/TEG 270/240/200	01.11.2003	600/550/500 550/500/400- Special places Rs.700

24	<b>Hotel Expenses</b>	Maj A/Area I/others TEG - 3500/1750/1500 SMG- 1600/1195/1050 MMG- 825/700/600 JMG- 500/425/350 (In Delhi, Mumbai & Kolkata for TEG Scale VI & VII - 25% extra if they could not get within the above rates)	20.10.1997	
25	<b>Transfer-Transporting Package</b>	Pay range/Family/No family 7100-9820/300kg/1500kg 9821 & above/full wagon/2500kg	01.04.1998	
26	<b>Lump sum reimbursement for packing etc.</b>	SMG 8i TEG - Rs.5000 JMG 8i MMG - Rs.4000	01.04.1997	Rs.8750 Rs.7000 Wef 01.05.2005
27	<b>Traveling Allowance on retirement</b>	TA = baggage for self and family - within 6 months from date of retirement Retail Residential Accommodation - upto 2 months Telephone facility - upto 2 months Purchase of furniture facility	1981	No change '
28	<b>Leave Fare Concession (LFC)</b>	Once in 4 years within which one 2 years block is to place of domicile and the other one to any where in India  Scale I - AC II sleeper only Scale II & III -1 class or AC II sleeper. Can travel by AIR (Eco. Class), if the destination is more than 500 Kms  Scale IV and above - AC I Class or AIR (Eco. class)  Entitlement to be reckoned in the entitled class from the starting point to the destination declared by the officer prior to initiation of the journey	01.11.1989	LTC Encashment: Upto Scale III-4500 Kms - one way Scale IV 8i above – 5500 kms – one way  75% of the eligible fare  wef 02.06.05

29	<b>Joining Time - Transfer</b>	<p>Eligible only if and when the transfer takes place from one place to another</p> <p>Not exceeding 7 days (excluding the journey days)</p> <p>Normally at the time of transfer. If not, he can avail within 6 months from the date of transfer. If the children are studying at the earlier place - upto the academic year conclusion.</p>	1980	
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**TRUTH RESIDES IN EVERY HUMAN HEART,  
 AND ONE HAS TO SEARCH FOR IT THERE,  
 AND TO BE GUIDED BY TRUTH AS ONE SEES IT.  
 BUT NO ONE HAS A RIGHT TO COERCE OTHERS  
 TO ACT ACCORDING TO HIS OWN VIEW OF TRUTH**  
**Mahatma Gandhi**