



**ALL INDIA BANK EMPLOYEES' ASSOCIATION**  
**Salient features of the 12th Bipartite Settlement**

**Exgratia for pensioners:**

Ex gratia for pensioners to be paid with effect from November, 2022.

Exgratia shall be the full basic pension + DA for October, 2022 multiplied by the Factor as per the Table and rounded off to the next higher or lower 100.

**Factor table:**

**Award Staff**

4/5th BPS	6th BPS	7th BPS	8th BPS	9th BPS	10th BPS	11th BPS
1-1-86 to 31-10-92	1-11-92 to 31-3-98	1-4-98 to 31-10-02	1-11-02 to 31-10-07	1-11-07 to 31-10-12	1-11-12 to 31-10-17	1-11-17 to 31-10-22
0.17	0.15	0.12	0.07	0.05	0.03	0.02

**Officers**

1/2nd JN	3rd JN	4th JN	5th JN	6th JN	7th JN	8th JN
1-1-86 to 30-6-93	1-7-93 to 31-3-98	1-4-98 to 31-10-02	1-11-02 to 31-10-07	1-11-07 to 31-10-12	1-11-12 to 31-10-17	1-11-17 to 31-10-22
0.17	0.15	0.12	0.07	0.05	0.03	0.02

**Ex Gratia – Illustration – Payable from November, 2022:**

Retirement	Basic pension in Oct. 2022	DA in Oct. 2022	Pension + DA	Applicable Factor	Ex Gratia	Rounded off
4/5th BPS	760	10,001	10,761	0.17	1,829	1,800
6th BPS	2,820	18,032	20,852	0.15	3,125	3,100
7th BPS	6,270	25,476	31,746	0.12	3,809	3,800
8th BPS	9,960	27,645	37,605	0.07	2,632	2,600
9th BPS	15,750	33,193	48,943	0.05	2,447	2,400
10th BPS	29,585	29,703	59,288	0.03	1,778	1,800
11th BPS	64,500	23,749	88,249	0.02	1,765	1,800



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#### **Improvement in Leave:**

A provision will be made in HRMS for sanctioning authority to record the reason for rejection of leave.

Encashment of leave up to 255 days at the time of retirement.

For calculating the number of days of Privilege leave, Mandatory Leave and Bereavement Leave shall 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.

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.

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 also be availed for infertility treatment.

In case of delivery of more than 2 children in one delivery, Maternity Leave shall be sanctioned upto 12 months.

Employees will be granted Bereavement Leave on the demise of the family members (spouse, children, parents and parent-in-law).

Leave Bank scheme will be introduced – detailed scheme will be worked out.

For employees above the age of 58 years, sick leave shall be granted towards hospitalization of the spouse at a centre other than the place of work and for a maximum period of 30 days.

Maternity Leave for adoption of a 2nd child.

Casual leave can 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.

Employees who are Defence Representatives in departmental enquiry proceedings may be granted one day special leave for the purpose of preparing the defence submissions of an employee. Such special leave shall be granted for a maximum of ten occasions in a year.

Advance notice of 10 days for availing privilege leave be waived for office bearers and Executive Committee members of a registered trade union.

Principal Office bearers of AIBEA, NCBE, etc. shall be granted Special leave upto 25 days in a calendar year.

#### **Others:**

For calculating the amount payable for overtime work, the expression "emoluments" shall mean aggregate of Basic Pay, Special Pay, PQP, Special Allowance, HRA and Transport Allowance.

The present Special Pay posts shall be redesignated wef 1st April, 2024. Clerks as Customer Service Associate, Head Cashier as Senior Customer Service Associate (Cash), and Special Assistant as Special Customer Service Associate. Substaff as Office Assistant, Daftary as Senior Office Assistant and Head Peon as Special Office Assistant.

The passing powers of Clerical Staff shall be amended wef 1st April, 2024 and enhanced Special Pay for the additional responsibility shall be paid from that date. For substaff, the existing provisions shall continue.



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Pay Scales (Merger at 8088 Points)						With Stagnation Increments					
<b>Clerks</b> 24050 - 1340/3 - 28070 - 1650/3 - 33020 - 2000/4 - 41020 - 2340/7 - 57400 - 4400/1 - 61800 - 2680/1 - 64480						Clk: 11 - once in 2 yrs. Rs.93960					
<b>Sub-staff</b> 19500 - 665/4 - 22160 - 830/5 - 26310 - 990/4 - 30270 - 1170/3 - 33780 - 1345/3 - 37815						SS: 11 - once in 2 yrs. Rs.52610					
<b>D.A. @ 1% per point over 123.03 of 2016 Index</b>		<b>Special Pay - Clerks</b>		<b>11th</b>	<b>Nov-22</b>	<b>Apr-24</b>	<b>Fixed Personal Pay (All areas)</b>				
<b>D A Quarter</b>	<b>Avg.</b>	<b>11th %</b>	<b>12th %</b>	Single Window Operator	1250	1680	1970	<b>Category</b>	<b>No Qrs.</b>	<b>Qrs.</b>	<b>Increment</b>
Nov-22	130.47	38.92%	7.44%	Head Cashier II	1940	2605	3050	Clerk	3155	2880	2680
Feb-23	132.43	41.16%	9.40%	Special Assistant	2920	3925	4600	Substaff	1585	1445	1345
May-23	132.93	41.72%	9.90%	<b>Special Pay - Substaff</b>			All clerks and SWO-A will be CSA from Apr-24 with Rs.1955 Spl. Pay	<b>Leave Fare Concession</b>			
Aug-23	135.10	44.24%	12.07%	Bill Collector/Armed Guard	590	795		<b>4 years</b>		<b>2 years</b>	
Nov-23	138.80	48.51%	15.77%	Daftary	850	1145		Clerks	4700	2350	
Feb-24	138.76	48.51%	15.73%	Head Peon	1120	1505		Substaff	5400	2700	
<b>Graduation/Professional Qualification Pay</b>				Electrician/AC Plant Helper	3090	4150		Road Mileage charges Rs.11/- per Km.			
Graduation/PQP-After 1 year- Clk & SS				Driver	3590	4825	LFC/Hospitalisation - Dependent income Rs.18,000/-				
Graduation/PQP-After 2 year- Clk & SS				<b>Medical Insurance Policy/Cashless Medical Scheme:</b>			Fare by special trains like Rajdhani/ Shadabdi/Tejas/Vande Bharat/Amrit Bharat, etc. (except luxury trains) shall be allowed.				
Graduation/PQP-After 3 year- Clk & SS				For employees/retires existing scheme to continue - Separate Sub-committee will be formed to discuss the issues regarding any improvement			Where an employee has applied for LFC/leave as per stipulated time, the same is sanctioned & when advance booking of train tickets is not possible, tickets purchased as Tatkal/Premium tatkal will be reimbursed.				
Graduation/PQP-After 4 year- Clerk				3280			Where an employee has applied for LFC/leave in advance & also booked the tickets & the LFC is declined/deferred by the Bank, cancellation charges will be reimburse.				
Graduation/PQP-After 5 year- Clerk				4100			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.				
<b>Special Allowance (with D A)</b>				<b>Annual Medical Aid:</b> Rs.2,830/- p.a.			LFC facility for escort accompanying employee with benchmark disability.				
26.50% of Basic Pay. D A is payable on this.				Periodical medical check up for employees – wherever not available, scheme in each bank shall be evolved.							
<b>House Rent Allowance</b>				Recovery for qrs - 0.15% of 1st stage.							
10.25% for all areas.				Annual eye check for all employees – maximum reimbursement of Rs. 500 per year per employee.							
<b>New Pension Scheme</b>				<b>Provident Fund</b>							
14% on revised Pay + D A				10% on revised Pay							
<b>Transport Allowance (with D A)</b>				<b>Breakage charges on transfer:</b> Clerks Rs.2000 (Receipt) Rs.1400 (Declaration) Substaff Rs.1400 and Rs.1000							
Rs.850/- p.m. + DA for Clk,SS & Part Time.				Substaff passing JAIIB/CAIIB, shall get PQP like clerks.							
Hill & Fuel - 8% Max. 2850, 4% Max. 1150, 3% Max. 950				<b>Officiating Pay:</b> A clerk officiating as JM I Officer either for a continuous period of 4 days or more or an aggregate of 4 days in a month, shall be paid 15% of the Basic Pay of the person officiating.							
Washing Allowance - Rs.300/- p.m.				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.							
Cycle Allowance - Rs.150/- p.m.											
Halting Allow.-Clk- 1500, 1350, 1000 - SS- 1100, 900, 600											
Lodging expenses reimbursement by producing receipt: Clk - 3000, 2500, 2000 - SS - 1500, 1250, 1000											
Additionally 35% of the Diam/Halting Allow. for food exp.											
Deputation Allow.: 7.75% Max.3,750 Local 4% Max.1875											