



NATIONAL ORGANISATION OF BANK WORKERS

(An Industrial Federation of Bharatiya Mazdoor Sangh)

CHARTER OF DEMANDS FOR 10TH BI-PARTITE SETTLEMENT

Central office: 542, Dr. Munje Marg, Congress Nagar, Nagpur – 440 012
Ph. 0712-2460808, Fax 0712-2420850 E-mail – nobwco.ngp@gmail.com
Website - www.nobw.co.in



NATIONAL ORGANISATION OF BANK WORKERS (REGD)

(An Industrial Federation of Bharatiya Mazdoor Sangh)

Central office: 542, Dr. Munje Marg, Congress Nagar, Nagpur – 440 012

Ph. 0712-2460808, Fax 0712-2420850 E-mail – nobwco.ngp@gmail.com

Website - www.nobw.co.in

To

The Chairman,
Indian Banks' Association
Centre 1 Bldg, 6th Floor,
World Trade Centre Complex
Cuffe Parade
MUMBAI400005

Respected Sir,

National Organisation of Bank Workers (NOBW), a proud affiliate of Bharatiya Mazdoor Sangh (BMS) country's number 1 Central Trade Union, is delighted to submit this Charter of Demands for 10th Bipartite Settlement with the confidence that it will see the light of the day in the true spirit of Bilateralism and will be concluded within the time frame to the satisfaction of the hard working bank employees.

We deem it as an "Honest expression of our just aspirations" on behalf of thousands of Bank employees. For us, it is neither a rhetoric aimed for our members' consumption nor a ritual to be observed once in every five years to meet the statutory requirement to be on the board of UFBU.

We believe, unless an employee is well taken care of particularly with regard to his/her wages and service conditions, the HR concepts become ornamental, mutual existence gets strained and eventually industry will suffer. Thus Charter of Demands is a statement of conviction and absolute for us. We have given a serious thought to make it quite meaningful and practical, to justify our demands.

As a responsible and disciplined organisation, we operate on sound principles as propagated by our founding father Param Shrdheya Dattopant Thengadiji, who always said Nation first, then the Industry and the last is Individual. We know our responsibilities and we are much conscious of rights as our duties.

Sir, the concept of pre fixing Corpus based load factor and later distributing among the various segments doesn't befit the status of our banks. We shall be happy to negotiate component wise increase in real terms, which will give rise to the sum figure eventually rather than fixing the quantum ab initio and later struggling to accommodate. The time is ripe to ponder as to why the young and fresh talents are opting for other sector and banks are increasingly facing the very

high level of attrition. The next 3 to 5 years shall be great challenge in terms of HRD and the solution is not far to seek. We need to adopt the realistic package and exhibit vision. History may not be kind to us if we fail. No amount of technology can compensate the human element and emotions.

We would like to draw your kind attention towards increase of banking industry deposits, advances, business, productivity and per employees business whereas comparatively the salary of the employees has not been increased. (*Historical Comparison chart is enclosed*).

We also would like to draw your attention to the various Court verdicts and more particularly the Hon'ble Supreme Court's Judgment on "equal pay equal work". The employees of RBI, SBI and other PSBs have commonality of functioning, purpose and all other related issues in the day to day business operation and are working with a common objective of keeping the wheels of National economy on the move. That being the case, the uniform pay and allowances may please be maintained among all the banks.

The Bank employees seem to tumble upon the hurdle whenever their time to seek the rightful revision arrives. While it was worldwide recession that acted as hindrance to IX Bipartite, the glaring aspects was the collapse of unregulated, greedy private banks of the West. The Indian Banks rose from strength to strength, performed at all time best. Thanks to the strong fundamentals, public sector nature and the dedication of the employees, our PSBs were the envy of the west. The important factor to be noted that the Indian Public stood steadfastly behind the PSBs and their patronage in the past, in the present have indeed kept the flags flying very high. The environment is positive and we shall negotiate the rightful bipartite in a confident manner than listening to dooms day Sayers. The prophecy of failures tends to exist in any challenges but we have the enough resolve and resilience to move forward. Banks are also up to the task by taking up all Government welfare schemes of the Central and State, traditional banking functions and whole lot of diversified and dynamic functionalities. The employees are silently performing and they need to be recognised and adequately compensated.

We request you to commence the negotiations in the right earnest as per the Charter and let us please conclude the same in a time bound manner just as we bankers have to deliver time bound services.

Yours faithfully,



ASHWANI RANA
GENERAL SECRETARY

Historical Comparison of Productivity:**Banking Industry Deposits, Advances and Staff since 1969:**

As on	Deposits Rs Crore	Advances Rs Crore	Business Rs Crore	Business at 1960 prices	Total Staff	AICPI avg 1960= 100	PEB	PEB at 1960 prices
19/07/69	4469	3196	7665	4380	188536	175	4.07	2.32
31/12/79	29554	19333	48887	13968	475840	350	10.27	2.94
31/12/82	52507	36503	89010	18739	646016	475	13.78	2.90
31/12/83	61557	41842	103399	19436	692676	532	14.93	2.81
31/03/92	233753	143036	376789	34920	863909	1079	43.61	4.04
31/03/93	263254	153880	417134	35172	871846	1186	47.84	4.03
31/03/98	531840	259729	791569	43927	874000	1802	90.57	5.03
31/03/99	737281	354071	1091352	53081	873569	2056	124.93	6.08
31/03/00	859462	414989	1274451	60423	797331	2109	159.84	7.58
31/03/01	968623	480118	1448741	66160	757020	2190	191.37	8.74
31/03/02	1079394	549351	1628745	71304	755437	2284	215.60	9.44
31/03/03	1079167	548436	1627603	68530	757251	2375	214.94	9.05
31/03/04	1229463	633036	1862499	75507	752627	2467	247.47	10.03
31/03/05	1435853	854671	2290524	89434	748711	2561	305.93	11.95
31/03/06	2002528	1367770	3370298	126036	700100	2674	481.40	18.00
31/03/07	1994199	1440147	3434346	120367	728878	2853	471.18	16.51
31/03/08	2453867	1797505	4251372	140303	714793	3030	594.77	19.63
31/03/09	3112748	2260156	5372904	162522	717761	3306	748.56	22.64
31/03/10	3524352	2562817	6087169	163858	760475	3715	800.44	21.55
31/03/11	4191963	3147335	7339298	178878	773694	4103	948.60	23.12
31/03/12	4791251	3697154	8488405	190869	794042	4447	1069.01	24.04

- The data on Deposits and Advances is for all Public Sector Banks (excluding IDBI) the amounts are in Rs crore.
- The AICPI 1960=100 is the average of Consumer Price Index Number applicable to Industrial Workers with base year 1960=100. The figures indicated here are average index of that year.
- The business in 1960 prices is found by multiplying the business (deposits + advances) figure of the year by 100 (index of 1960) and then dividing by the average AICPI.
- The PEB (Per Employee Business) is calculated by dividing "Business" figure by number of staff and then multiplying by 100 (for Crore to Lakh conversion. The PEB is stated at Rs lakh per employee.
- The chart shows a growth in productivity from 2.32 to 24.04, thus we can say that there is 10 times or 1000% growth in productivity (at 1960 prices).

Historical Comparison of the Bank Scales:

Bipartite	II	III	IV	V	VI	VII	VIII	IX	Rise through BPS	
	From	Jan-70	Sep-78	Jul-83	Nov-87	Nov-92	Nov-97	Nov-02	Nov-07	III BPS to IX BPS
CPI	100	200	332	600	1148	1684	2288	2836		
Sign	Oct-70	Aug-79	Sep-84	Apr-89	Feb-95	Mar-00	Jun-05	Apr-10		
Officer Scale (I to VII)										
From		Apr-77	Feb-84	Nov-87	Nov-92	Apr-98	Nov-02	Nov-07		
CPI		200	332	600	1148	1684	2288	2836	1418%	2836%
Sign		Jul-79	Sep-84	Apr-89	Feb-95	Dec-00	Jun-05	Apr-10		
I-III Start		700	1175	2100	4250	7100	10000	14500	2071%	
I-III St 11		1150	1825	3300	6670	10500	14880	20900	1817%	
I-III End		2200	3250	5200	10200	15760	23520	35100	1595%	
IV-VII Start		2000	3050	4780	8970	13900	20480	30600	1530%	
IV-VII St 11		3000	4100	6100	11750	18080	27300	42000	1400%	
IV-VII End		3500	4600	7000	14000	21300	32600	52000	1486%	
Clerk Start	170	325	520	900	1820	3020	4410	6200	1908%	3647%
Clerk St 11	325	620	990	1810	3620	5720	8440	12000	1935%	3692%
Clerk End	550	1160	1850	3220	6560	10880	16570	23900	2060%	4345%
SS Start	116	245	430	815	1665	2750	4060	5500	2245%	4741%
SS St 11	151	330	580	1120	2285	3650	5460	7850	2379%	5199%
SS End	200	495	850	1670	3610	5850	9180	13800	2788%	6900%
Above Scales at 1960 prices										
I-III Start		350	354	350	370	422	437	511	146%	
I-III St 11		575	550	550	581	624	650	737	128%	
I-III End		1100	979	867	889	936	1028	1238	113%	
IV-VII Start		1000	919	797	781	825	895	1079	108%	
IV-VII St 11		1500	1235	1017	1024	1074	1193	1481	99%	
IV-VII End		1750	1386	1167	1220	1265	1425	1834	105%	
Clerk Start	170	163	157	150	159	179	193	219	135%	129%
Clerk St 11	325	310	298	302	315	340	369	423	136%	130%
Clerk End	550	580	557	537	571	646	724	843	145%	153%
SS Start	116	123	130	136	145	163	177	194	158%	167%
SS St 11	151	165	175	187	199	217	239	277	168%	183%
SS End	200	248	256	278	314	347	401	487	197%	243%
GM end to SS start		14.29	10.70	8.59	8.41	7.75	8.03	9.45		

- The ratio of maximum and minimum salary is declining from 14.29 times in 1979 to 9.45 times in 2007. This shows erosion of salary at higher levels or disproportionate increase at lower levels.
- However, the main factor is erosion of salary of clerk to GM on account of tapering DA formulae accepted throughout from 1970 to 2002. Later on from Nov 2002 the 100% DA is applicable to all cadres.
- To remove this "Historical Anomaly" (Term used by Pay Commission of the country, while making correction for pay for government employees from 1991)



NATIONAL ORGANISATION OF BANK WORKERS (REGD)

(An Industrial Federation of Bharatiya Mazdoor Sangh)

Central office: 542, Dr. Munje Marg, Congress Nagar, Nagpur – 440 012
Ph. 0712-2460808, Fax 0712-2420850 E-mail – nobwco.ngp@gmail.com
Website - www.nobw.co.in

CHARTER OF DEMANDS FOR 10TH BIPARTITE SETTLEMENT

1. **Scales of Pay** - Clause 4 of 9th BPS dated 27.04.2010 be amended and the scales of pay of the workmen shall be revised with effect from 01.11.2012:

Note:

- The Scales are to be revised by merger of Basic at 4708 points which is average of (April to June 2012 quarter) of Present Basic.
- After merger as above, New Pay Scales are constructed by adding 40% for both Non-Subordinate Staff and Subordinate Staff and increments are rounded off to the nearest hundred.
- Hump increment in clerical cadre be removed without loss.
- Stage to Stage Fitment be maintained.
- The relativity between the Officers and the Non-Subordinate Staff and Non-Subordinate and Subordinate Staff shall be ensured.
- If the scales of pay agreed to be constructed on different index number, they shall be adjusted accordingly.

2. **Stagnation Increments:** Clause 5 of 9th BPS dated 27.04.2010 be amended as follows:

On reaching maximum of pay scale, both Non-Subordinate Staff and Subordinate Staff shall be given stagnation increment for every 2 years of service equivalent to last increment drawn, for 10 stages.

3. Dearness Allowance: Clause 7 of 9th BPS dated 27.04.2010 be amended as follows:

- A. Same DA Formula should continue and the neutralisation shall be 100% for all cadres.
- B. The new rate of D.A. shall be calculated in relation to shift in index number as hitherto. Thus on the slabs 3304, it shall be 0.12 % per rise of 4 points over 4708 points of AICPI-IW 1960=100)

4. City Compensatory Allowance: Clause 8 of 9th BPS dated 27.04.2010 be restored and amended as follows.

- i) Places with population of more than 40 lakhs including New Mumbai and NCR area of New Delhi – 10% of Revised Pay without ceiling .
- ii) Places with population of 10 lakhs and above including State of Goa– 9% of Revised Pay without ceiling
- iii) Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in i and ii above – 8% of Revised Pay without ceiling.
- iv) Places with population below 5 lakhs not covered in i, ii and iii above – 7% of Revised Pay without ceiling.

The CCA shall rank for BONUS, OT and PF.

5. House Rent Allowance : Clause 9 of 9th BPS dated 27.04.2010 be amended and the House Rent Allowance payable to the workmen shall be on the basis of latest census and at par with the recommendations of VIthPay Commission in respect of Central Government Employees at the following rates :

- i) Places with population of more than 40 lakhs including New Mumbai and NCR area of New Delhi – 15% of Revised Pay without ceiling.
- ii) Places with population of 10 lakhs and above including State of Goa– 12% of Revised Pay without ceiling

- iii) Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in i and ii above – 10% of Revised Pay without ceiling.
- iv) Places with population below 5 lakhs not covered in i, ii and iii above – 9% of Revised Pay without ceiling.

The HRA shall rank for BONUS, OT and PF.

6. Transport Allowance:

Clause 10 of 9th BPS dated 27.04.2010 be amended as follows:

Transport Allowance need not be included in the Pay, instead introduce Petrol Bill Reimbursement Scheme as follows.

- i) Non-Subordinate Staff: 30 lts of Petrol.
- ii) Subordinate Staff: 20 lts of Petrol.
- iii) For Physically Challenged employees, an additional allowance of 5% of Revised Pay be paid.

7. Special Pay:

Clause 11 of 9th BPS dated 27.04.2010 be amended as follows:

- A. The Special Pay of Non Subordinate Staff and Subordinate Staff in the 10th BPS shall be reconstructed at 4443 points of AICPI with a real increase of 50%.
- B. Single Window Operator 'A' shall be paid an amount of Rs. 500 pm.
- C. Single Window Operator 'B' shall be revised to Rs. 1500 pm.
- D. Head Cashier – II shall be revised to Rs. 2000 pm.
- E. Special Assistant shall be revised to Rs. 2500 pm.
- F. The employees who acquire qualification after reaching the maximum of Pay scales shall be entitled to PQP with effect from acquiring qualification. An additional category of Post Graduates be created as per annexure.

The Special Pay, Graduation Pay and Professional Qualification Pay payable to Non-Subordinate Staff and the Special Pay payable to Subordinate Staff are mentioned in Part A, B & C of Annexure II enclosed to this charter.

- 8. Hill and Fuel Allowance:** Clause 12 of 9th BPS dated 27.04.2010 be amended as follows:
- a) At places situated at a height of 3000 meters and above- 15% of Revised Pay without ceiling.
 - b) At places situated at a height of over 1500 meters but less than 3000 meters- 10% of Revised Pay without ceiling.
 - c) At all places situated at a height of over 1000 meters but less than 1000 meters and Mercara Town- 6% of Revised Pay without ceiling.
- 9. Fixed Personal Pay :** Clause 13 of 9th BPS dated 27.04.2010 be amended and this shall be deconsolidated and reckoned for D.A. HRA and CCA at applicable rate.
- 10. Payment of Overtime Allowance:** Clause 14 of 9th BPS dated 27.04.2010 be amended and restored and shall be paid to the employees for the overtime work performed.
- 11. Pension:** Clause 16 of 9th BPS dated 27.04.2010 to be amended as follows:
- One more pension option should be given forthwith, in consonance with existing pension rules, to those who have been deprived i.e. on normal VRS and on Resignation.
 - Existing 1993 Pension Scheme should be extended to employees joining bank on or after 1.4.2010.
 - Pension be given as a third retirement benefit.
 - Pension commutation shall be allowed to the extent of 40% of Basic Pension. Restoration of full pension shall be done after 12 years. Updating of Pension shall be made after every Wage Revision. FULL PENSION be granted after an employee putting 20 years of service. Periodicity of Enhanced Family Pension be increased to 70 years or 10 years from the date of death whichever is earlier.
 - Pension cost should not be taken from wage revision.
- 12. Medical Aid :** Clause 17 of 9th BPS dated 27.04.2010 be amended as follows – For all confirmed employees – Rs.12000/- per annum be paid as reimbursement of medical expenses.

- 13. Definition of family:** Present Definition as described in the Clause 18 of 9th BPS dated 27.04.2010 to continue with an addition as follows: Dependent parents shall mean parents having income of basic pension not exceeding Rs.10000/- per month, singly or jointly.
- 14. Leave Fare Concession:** Clause 19 of 9th BPS dated 27.04.2010 need to be amended and the following provisions may be incorporated:
- Employee be given with an opportunity to exercise his/her option again. (Precondition that option “once given cannot be changed” be deleted).
 - There should be a substantial increase in the entitlement as to distance. Both Non-Subordinate and Subordinate Staff should be sanctioned with I/II AC on the entitlement such that the workmen is entitled to travel by I / II AC including Rajadhani /Shatabdi/Duranto and the rates / tariff should also be enhanced. The above eligibility should be fixed in terms of amount per person based on train fare as above for both Subordinate and Non subordinate Staff, within his / her overall eligible amount per person, the family members can travel by any mode of transport such as train, public taxi, own car, air flights, ship/steamer.
 - Workmen be extended with the facility for traveling or availing the LFC by own car / Private car/taxi and maximum entitlement be sanctioned without any condition.
 - There should also be enhancement in kilometer rate and that should be enhanced to Rs.10.00 per kilometer.
 - For availment of LFC under 2 year block for visit to any place within India and aboard, the maximum permissible distance shall be 3000 kms (for one way) for both Subordinate and Non Subordinate Staff. (for to and fro it should be 6000)
 - For availment of LFC under a 4 year block for visit to any place within India and abroad, the maximum permissible distance shall be 6000 kms (for one way) for both Subordinate and Non Subordinate Staff (for to and fro it should be 12000 kms)
 - Actual local conveyance over and above entitlement be paid.
 - LFC encashment - Eligibility be increased from 75% to 100%.

15. Hospitalisation:

We submit that the Clause 20 of 8th BPS dated 02.06.2005 be amended on the lines 6th Pay Commission recommendations and CGHS facilities be extended to the working and retired bank employees.

Direct tie-up system be evolved with Hospitals and the banks can enter into tie-up with Insurance Companies and reimbursed 100% on the hospitalization expenses without any ceiling on individual items.

Reimbursement in respect of imported medicines / drugs: Due to certain unavoidable reasons, the hospital authorities are not in a position to produce the bill in prescribed form in case of imported medicines / drugs and on the contrary they give written statement in their letter heads and in such occasion, the bank should sanction the claim preferred by the employees. Besides, major treatment does not require hospitalisation such as whole body scanning etc., therefore in such treatment, the bank should not insist for hospitalisation and obtain report to that extent by the recognized hospital.

Ambulance Charges: The ambulance charges should be reimbursed in case of the patient taken for certain tests by the hospital to diagnostic centres and moreover the existing tariff fixed in the existing settlement is meager and therefore, irrespective of the availability of ambulance or auto rickshaw, on representation the employee / dependant be sanctioned with city taxi fare / auto fare / ambulance charges at the rate of Rs.15.00 per KM with a maximum of Rs. 2500 per trip.

Package Charges : The ceiling limit fixed for the major diseases in respect of hospitalisation and treatment, we suggest that the package amount fixed for certain ailment / disease should be increased substantially and the amount should be sanctioned by taking into consideration the prevailing cost / package fixed by the reputed hospitals.

Domiciliary Treatment: In addition to the existing ailments / disease it is suggested hereby to include Asthma and connected treatment to heart, lungs, chemotherapy, physiotherapy and fertility treatment should be brought within the purview of domiciliary treatment which does not require hospitalisation but government doctor /reputed hospitals should certify that the intake of drug / medicine necessary on regular basis to protect the health of an employee.

Ayurvedha / Homeopathy / Sidha / Naturopathy Treatment: For these alternative Medical Treatments, the State / Central Government may not grant recognition and they may have to undergo various tough procedures. Therefore, the parties to the settlement may arrive at a conclusion to recognise the major Ayurvedha / Homeopathy / Sidha / Naturopathy hospitals without insisting for State / Central recognition because some of the diseases like Artherities, Asthma etc., for which the Award Staff / Spouse undergo such treatment can be reimbursed and for this purpose a suitable scheme should be devised and this should come under the category Domiciliary treatment.

16. Part time Employees: We observe that the provisions of Clause 21 of 9th BPS dated 27.04.2010 has not been implemented in most of the banks hence we demand:

- a) All those part time employees working on daily wages, temporary/consolidated basis should be absorbed converted to full scale wages.
- b) All those part time employees working on scale wages should be converted to full scale wages.

17. Compensation on Transfer: We suggest that the provisions of Clause 22 of 9th BPS dated 27.04.2010 be modified as follows:

By Train: An employee on transfer shall be paid the cost actually incurred for transporting his personal effects.

By Road: If the places are not connected by rail/out agency, actual expenses shall be reimbursed for transporting the personal effects by road.

18. Compensation for losses due to breakage or damage to goods on Transfer: We suggest that the provisions of Clause 23 of 9th BPS dated 27.04.2010 be modified as under:

- a) Where an employee produces receipts or a statement of loss in respect of breakages entire amount be reimbursed without ceiling.
- b) Where no receipts/statement of loss are produced, a lumpsum payment of Rs.1000/- be reimbursed to both Non-Subordinate and Subordinate Staff.

19. Halting Allowance:

Clause 24 of 9th BPS dated 27.04.2010 be amended and the halting allowance be enhanced from the existing as below:

	Non Subordinate Staff		Subordinate Staff	
	Existing	Proposed	Existing	Proposed
Places with population of more than 40 lakhs.	Rs.500 per diem	Rs.1500 per diem	Rs.375 per diem	Rs.1200 per diem
Places with population of 10 lakhs and above.	Rs.500 per diem	Rs.1300 per diem	Rs.375 per diem	Rs.1000 per diem
Places with population of 5 lakhs and above.	Rs.375 per diem	Rs.1000 per diem	Rs.250 per diem	Rs.800 per diem
Places with population below 5 lakhs.	Rs.300 per diem	Rs.800 per diem	Rs.185 per diem	Rs.600 per diem

Clause III (g) B of Supplementary Settlement dated 8-11-73 stated that the workmen is not entitled to halting allowance / bhatta for travel within the Municipal limits / Corporation including Cantonment or Panchayat limits. We suggest that the workmen if asked to perform duties outside the Municipal / Panchayat / Cantonment limit should be reimbursed with out of pocket expenses of Rs.500/- per day in case of metro and Rs.300/- in case of other cities.

- 20. Washing Allowance:** Clause 25 of 9th BPS dated 27.04.2010 be amended and Rs.500/- per month be paid as Washing Allowance.
- 21. Cycle Allowance:** Clause 26 of 9th BPS dated 27.04.2010 be amended and an amount of Rs.500/- per month be paid as Cycle Allowance.
- 22. Split Duty Allowance:** Clause 27 of 9th BPS dated 27.04.2010 be modified and an amount of Rs.600/- per month shall be paid

23. **Project Area Compensatory Allowance:** Clause 28 of 9th BPS dated 27.04.2010 be amended and 10% of revised pay be paid as Project Area Compensatory Allowance in both A & B Group.
24. **Special Area Allowance:** Clause 29 of 9th BPS dated 27.04.2010 be enlarged by including some new areas such as Naxal hit areas etc and 10% of revised pay be paid as Special Area Allowance.
25. **Closing Allowance:** We suggest that Balance Sheet Closing allowance be paid to both Non-Subordinate and Subordinate Staff for Half Yearly and Yearly closing of Accounts. .
26. **Paradip Port Town Allowance:** 5% of the revised pay be paid as Paradip Port Town Allowance.
27. **Water Scarcity Allowance:** At par with Central and State Government this allowance be paid.
28. **Island / Drought /Disturbed / Tribal / Border Area Allowance:** At par with Central and State Government this allowance be paid.
29. **North Eastern Region Hardship Compensatory Allowance:** Incentive now being paid to certain categories of employees may be extended to all categories in North-Eastern Region.
30. **Rural Area Hardship Allowance:** Shall be introduced and 10% of revised pay be paid to the employees working in rural areas.
31. **Children Education Allowance:** Shall be introduced and actual tuition fee to be reimbursed.
32. **Leave Rules:**

Clause 26 (b) of 9th B.P.S. dated 27.04.2010 be amended and as follows:

- Within the overall limit of 12 months, leave may also be granted in case of menopause problems.
- Child care leave be sanctioned on the lines of Central Govt. employees.

In addition to the above the following changes are demanded.

- 5 Days Week be introduced on the lines of RBI.
- Casual leave be increased to 15 days.
- Unavailed Casual Leave be sanctioned without medical certificate for any number of days.
- Unavailed Casual Leave may be permitted to be encashed on retirement / Voluntary retirement
- Accumulation of privilege Leave upto 300 days .
- Notice for availing PL be reduced to 15 days.
- Unused Sick Leave may be permitted to be encashed on retirement / Voluntary retirement. Sick Leave on half pay shall be at the rate of 30 days per year of service without limit on accumulation.
- 30 days Sick leave every year.
- All leave to the credit of an employee at the time of retirement, death, discharge, dismissal, resignation or termination whatsoever shall be encashed/paid to him/her/nominees/heirs.
- **Special Leave: To be permitted in case of**
 - Absence of Employees due to reasons beyond control such as Natural Calamity, Terrorist Activities, Bomb Blast, Riots, Strike unconnected with Banking, breakdown of public transport services.
 - Employees participating in relief work on production of Certificate from District Collector's Office to the effect.
 - Employees attending Conciliation / Tribunal proceedings, training sponsored by Govt agencies as Union Representatives.

33. Special Pay Duties:

There should be a detailed discussion and proper interpretation of the responsibility of the Special Assistant, Head Cashier-II and Single Window Operator-B and the proposed Settlement should not empower individual banks to decide the job responsibility, enhancement in the limits / authorization of passing instruments etc., in the backdrop of CBS System.

34. Security Provisions:

a) Security provisions of the Bank to be suitably upgraded and Armed Guards shall be appointed in all the branches and given pistols instead of Rifle.

b) CCTV should be installed in every branch.

c) Cashiers should be provided with fake note detecting and note counting machines.

35. Security Staff:

a) There should be normal working hours for Armed Guards and Watchmen.

b) Head Armed Guards post to be created in commercial banks on area basis.

36. Risk Insurance: Cover to be provided for staff accompanying cash remittances in view of increased robbery / dacoity.**37. Uniform and Liveries:**

All permanent full time members of the Subordinate Staff as well as Permanent Part Time workmen in Subordinate Cadre working for not less than 6 hours per week shall be supplied with 3 sets of Terry Khadi uniforms every year and 2 set of Woolen uniform once in two years.

38. Absorption:

i) All personal car drivers receiving salary on reimbursement basis through Executives of the banks entitled for car shall be absorbed in regular service.

ii) Badli / Daily / Contract / Casual labourers on temporary basis or continuous basis beyond 90 days or with break in service for 240 days in a calendar year shall be absorbed in regular service.

- iii) Part Time Employees shall be regularised on Full Time basis in a phased manner by entrusting them other duties along with that of part time duties.

39. Welfare Measures:

- 1) Quarter facility: All Award Staff posted to place other than place of domicile shall be provided with rent free quarters or leased accommodation be provided.
- 2) Group Insurance Scheme shall be introduced for all categories of Bank Employees.

40. Loans & Advances:

- a) Housing Loan quantum should be substantially increased with a minimum of Rs.25.00 lakhs @ 5% simple interest.
- b) All other Staff Loans and Advances be increased taking into account exorbitant cost escalation.
- c) One month gross salary should be given to all employees as Festival Advance.
- d) Interest free Car Loan be extended.

41. Outsourcing:

The Bank shall not be permitted to hire outside agencies to get the Bank's normal day to day work.

42. Recruitment: Revive BSRB and recruit workman staff on State to State basis.

43. Compassionate Appointment: Compassionate Appointment Scheme should be restored and one family member of the employee shall be appointed in the eligible cadre on his/her resignation on medical grounds or death while in service. Present compensation by way of ex-gratia may be increased to Rs 10 and Rs 15 lakhs.

44. Deployment of Staff

Clause 4 of 9th BPS dated 27.04.2010 – A total relook to this subject is demanded in the present scenario.

45. Immunity to Bank Employees:

Bank employees shall be granted immunity for disclosing acts of mismanagement, frauds, corruption in the bank, branch, or offices to the appropriate authority and a scheme of suitable rewards to be formulated.

48. Composite Bargaining Agency:

Bank wise composite bargaining agency for policy issues shall be constituted with representatives from all the Registered All India Trade Unions functioning in the bank.

50. Deposit Collectors:

1. Workman status should be given to Deposit Collectors.
2. Salary, Commission and other benefits should be decided at industry level with retroprospective effect.

51. Formation of redressal forum at Industry/IBA/Govt level :

After the completion of wage revision we do not have any forum to discuss the issues/problems. Therefore at industry/IBA/Govt level a forum should be constituted to discuss the grievances of the unions on regular intervals.

52. Retired Employees:

We demand following facilities for retired employees.

1. Medical/Hospitalisation facility.
2. Revision of Pension.

53. Disciplinary Proceedings:

- i) Subsistence allowance shall be paid to the suspended employee at half the gross pay for the first 6 months and full salary beyond 6 months of incremental benefit otherwise eligible.
- ii) The suspension of the employee shall be pending till enquiry only.
- iii) Chargesheet shall be issued within 30 days of cause of action and enquiry shall be concluded within 6 months thereof, if no outside agency is involved.

- iv) Suspension of an employee from service can be effected only if his or her continuation in service or serving in the branch hampers conducting investigations. In all other cases, there shall be no suspension. Suspension shall not be used as a method to humiliate and victimize the employee.
- v) The punishment imposed by the disciplinary authority to be kept in abeyance till 45 days and if Chargesheeted Employee prefers an appeal, then till the date the appeal is disposed off by the appellate authority.
- vi) The clause 19.12 (d) of 1st BPS dated 19.10.66 to be amended suitably so as to entitle Defence Representative for attending departmental enquiry anywhere in India with duty relief.
- vii) An employee shall not be proceeded against with departmental enquiry if he is already prosecuted. Clause 19.4 of 1st BPS dated 19.10.66 be suitably amended so that enquiry already initiated is held in abeyance till the prosecution is concluded and law courts find him/her guilty.
- viii) The clause 21 (ii) of 6th BPS dated 14.02.95 to be suitably amended to treat the misconduct mentioned therein as minor misconduct.
- ix) Para 22 of 6th BPS dated 14.02.95 to be deleted as misconduct therein is not specifically identified as minor or major misconduct.
- x) The clause 21 (iv) sub-clause (c) of 6th BPS dated 14.2.95 to be amended so as to bring down to lower stage in scale of pay upto to a maximum of four stages.
- xi) Whenever employee is found guilty of gross negligence in the enquiry and the employee is punished, no recovery proceedings of the financial loss be effected. Token recovery also be made part of punishment wherever Chargesheeted Employee is found negligent.
- xii) On exonerating by law courts, an employee shall not be proceeded against with domestic enquiry. Wherever the Domestic Enquiry is pending. In case the Domestic Enquiry resulted in imposing punishment including cessation from service the same shall be treated as “not implemented” and necessary proceedings shall be drawn by Disciplinary Authority.

54. Deletion / Amendments / Modification / Clarifications:

- i) Para 522 of Sastry Award to be deleted
- ii) Para 536 of Sastry Award to be deleted.
- iii) Para 511 of Sastry Award to be amended so as to treat the employee on duty.
- iv) Para 10.13 (iii) of 1st BPS dated 19.10.66 suitably amended so as to make husband and wife working in same bank eligible to avail LFC in their own right along with dependent family members but not for same travel.
- v) Para 19.6 (d) of 1st BPS dated 19.10.66 to be clarified so that only an increment can be stopped as punishment for one charge sheet.
- vi) Para 19.7(g) of 1st BPS dated 19.10.66 to be amended by including the words "During Office Hours".
- vii) Para 19.7 (i) of 1st BPS dated 19.10.66 to be deleted.
- viii) Para 19.7 (j) of 1st BPS dated 19.10.66 to be deleted
- ix) Para 19.12 (d) of 1st BPS dated 19.10.66 be amended to delete the words within the same state from the provision.
- x) Para 19.14 of the 1st BPS dated 19.10.66 to be suitably clarified to provide single Disciplinary authority for each bank.

55. Date of effect and duration of settlement:

The settlement shall be made effective for a period of 3 years from 01.11.2012

The NOBW reserves its right to add/withdraw/amend or alter any demands mentioned hereinabove.



(ASHWANI RANA)
GENERAL SECRETARY

PLACE: NAGPUR
DATE: 26.09.2012

Annexure - II

Special Pay for Non Subordinate Staff:

PART- 'A'

Sl. No	Post	Amount of Spl Pay (Rs.)
1	Head Cashier – II	2000
2	Special Assistant	2500
3	Single Window Operator -A	500
4	Single Window Operator -B	1500

For Subordinate Staff

Sl. No	Post	Amount of Spl Pay (Rs.)
1	Liftmen	600
2	Cash Peon	600
3	Watchmen	800
4	Armed Guard	1000
5	Daftary	1000
6	Head Peon	1100
7	Electrician / AC Plan helper / AC Machine Operator	2000
8	Driver	2500
9	Head Messenger in IOB	1500

Part 'B'**GRADUATION PAY / PROFESSIONAL QUALIFICATION PAY**

For those workmen 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. 600/- p.m. after they complete 1 year
Rs. 1200/- p.m. after they complete 2 years
2. Those who have passed JAIIB or Part I of CAIB/CAIIB
Rs. 600/- p.m. after they complete 1 year
3. Those who have passed JAIIB and CAIIB or Both Parts of CAIB/CAIIB
Rs. 600/- p.m. after they complete 1 year
Rs. 1200/- p.m. after they complete 2 years
Rs. 1800/- p.m. after they complete 3 years
4. Those who are graduates / NDC and have passed JAIIB or Part I of CAIB/CAIIB
Rs. 600/- p.m. after they complete 1 year
Rs. 1200/- p.m. after they complete 2 years
Rs. 1800/- p.m. after they complete 3 years
5. Those who are graduates / NDC and have passed JAIIB or Both Parts of CAIB/CAIIB
Rs. 600/- p.m. after they complete 1 year
Rs. 1200/- p.m. after they complete 2 years
Rs. 1800/- p.m. after they complete 3 years
Rs. 2400/- p.m. after they complete 4 years
Rs. 3000/- p.m. after they complete 5 years

6. Those who are Post Graduates / NDC and have passed JAIIB or Part I of CAIB/CAIIB

Rs. 600/- p.m. after they complete 1 year

Rs. 1200/- p.m. after they complete 2 years

Rs. 1800/- p.m. after they complete 3 years

Rs. 2400/- p.m. after they complete 4 years

7. Those who are Post Graduates / NDC and have passed JAIIB or Both Parts of CAIB/CAIIB

Rs. 600/- p.m. after they complete 1 year

Rs.1200/- p.m. after they complete 2 years

Rs. 1800/- p.m. after they complete 3 years

Rs. 2400/- p.m. after they complete 4 years

Rs. 3000/- p.m. after they complete 5 years