

| Projections of New Scales As On November 2012 for Workmen Staff Based on the Interpretation of the Agreement dated 23rd February 2015 (As understood by us at www.AllBankingSolutions.com [These are subject to feedback from our readers, who wish to interpret it differently]) |           |                        |                |                          |                        |                                      |                                       |                      |                                                                        |                  |                                                  |                                               |                                      |                                              |                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------|----------------|--------------------------|------------------------|--------------------------------------|---------------------------------------|----------------------|------------------------------------------------------------------------|------------------|--------------------------------------------------|-----------------------------------------------|--------------------------------------|----------------------------------------------|----------------------------------------------------|
|                                                                                                                                                                                                                                                                                   |           |                        |                |                          |                        |                                      |                                       |                      | Projected New Gross Salary after 15% Increase on Gross as per column 8 |                  |                                                  |                                               |                                      |                                              |                                                    |
|                                                                                                                                                                                                                                                                                   |           |                        | Merged DA %age | DA As on 31st March 2012 | 2% of BP+DA March 2012 | Old DA of Salary As on November 2012 | Old HRA of Salary As on November 2012 | As on November 2012  |                                                                        | Likely New Basic | New DA % as on November 2012 at a factor of 0.10 | Let us suppose HRA increased to 20% of new BP | Total New Salary As on November 2012 | Gross Increase in Salary As on November 2012 | Difference with Gross Salary projected at column 8 |
|                                                                                                                                                                                                                                                                                   | Workmen   |                        | 60.15%         | 64.20%                   |                        | DA 76.50%                            | HRA at 10%                            | Total Salary (1+5+6) | As on Nov.2012                                                         | Total (1+2+4)    | 10.90%                                           | New HRA                                       | Total (9+10+11)                      |                                              |                                                    |
| Stage                                                                                                                                                                                                                                                                             |           | Existing Basic Pay (1) | 2              | 3                        | 4                      | 5                                    | 6                                     | 7                    | 8                                                                      | 9                | 10                                               | 11                                            | 12                                   | 13                                           | 14                                                 |
| 1                                                                                                                                                                                                                                                                                 | Clerk     | 7200                   | 4331           | 4622                     | 236                    | 5508                                 | 720                                   | 13428                | 15442                                                                  | 11767            | 1283                                             | 2353                                          | 15403                                | 1975                                         | -39                                                |
| 2                                                                                                                                                                                                                                                                                 | Clerk     | 7600                   | 4571           | 4879                     | 250                    | 5814                                 | 760                                   | 14174                | 16300                                                                  | 12421            | 1354                                             | 2484                                          | 16259                                | 2085                                         | -41                                                |
| 3                                                                                                                                                                                                                                                                                 | Clerk     | 8000                   | 4812           | 5136                     | 263                    | 6120                                 | 800                                   | 14920                | 17158                                                                  | 13075            | 1425                                             | 2615                                          | 17115                                | 2195                                         | -43                                                |
| 4                                                                                                                                                                                                                                                                                 | Clerk     | 8400                   | 5053           | 5393                     | 276                    | 6426                                 | 840                                   | 15666                | 18016                                                                  | 13729            | 1496                                             | 2746                                          | 17971                                | 2305                                         | -45                                                |
| 5                                                                                                                                                                                                                                                                                 | Clerk     | 8900                   | 5353           | 5714                     | 292                    | 6809                                 | 890                                   | 16599                | 19089                                                                  | 14545            | 1585                                             | 2909                                          | 19039                                | 2440                                         | -50                                                |
| 6                                                                                                                                                                                                                                                                                 | Clerk     | 9400                   | 5654           | 6035                     | 309                    | 7191                                 | 940                                   | 17531                | 20161                                                                  | 15363            | 1675                                             | 3073                                          | 20111                                | 2580                                         | -50                                                |
| 7                                                                                                                                                                                                                                                                                 | Clerk     | 9900                   | 5955           | 6356                     | 325                    | 7574                                 | 990                                   | 18464                | 21234                                                                  | 16180            | 1764                                             | 3236                                          | 21180                                | 2716                                         | -54                                                |
| 8                                                                                                                                                                                                                                                                                 | Clerk     | 10500                  | 6316           | 6741                     | 345                    | 8033                                 | 1050                                  | 19583                | 22520                                                                  | 17161            | 1871                                             | 3432                                          | 22464                                | 2881                                         | -56                                                |
| 9                                                                                                                                                                                                                                                                                 | Clerk     | 11100                  | 6677           | 7126                     | 365                    | 8492                                 | 1110                                  | 20702                | 23807                                                                  | 18142            | 1977                                             | 3628                                          | 23747                                | 3045                                         | -60                                                |
| 10                                                                                                                                                                                                                                                                                | Clerk     | 11700                  | 7038           | 7511                     | 384                    | 8951                                 | 1170                                  | 21821                | 25094                                                                  | 19122            | 2084                                             | 3824                                          | 25030                                | 3209                                         | -64                                                |
| 11                                                                                                                                                                                                                                                                                | Clerk     | 12300                  | 7398           | 7897                     | 404                    | 9410                                 | 1230                                  | 22940                | 26381                                                                  | 20102            | 2191                                             | 4020                                          | 26313                                | 3373                                         | -68                                                |
| 12                                                                                                                                                                                                                                                                                | Clerk     | 13000                  | 7820           | 8346                     | 427                    | 9945                                 | 1300                                  | 24245                | 27882                                                                  | 21247            | 2316                                             | 4249                                          | 27812                                | 3567                                         | -70                                                |
| 13                                                                                                                                                                                                                                                                                | Clerk     | 13700                  | 8241           | 8795                     | 450                    | 10481                                | 1370                                  | 25551                | 29384                                                                  | 22391            | 2441                                             | 4478                                          | 29310                                | 3759                                         | -74                                                |
| 14                                                                                                                                                                                                                                                                                | Clerk     | 14400                  | 8662           | 9245                     | 473                    | 11016                                | 1440                                  | 26856                | 30884                                                                  | 23535            | 2565                                             | 4707                                          | 30807                                | 3951                                         | -77                                                |
| 15                                                                                                                                                                                                                                                                                | Clerk     | 15100                  | 9083           | 9694                     | 496                    | 11552                                | 1510                                  | 28162                | 32386                                                                  | 24679            | 2690                                             | 4936                                          | 32305                                | 4143                                         | -81                                                |
| 16                                                                                                                                                                                                                                                                                | Clerk     | 15800                  | 9504           | 10144                    | 519                    | 12087                                | 1580                                  | 29467                | 33887                                                                  | 25823            | 2815                                             | 5165                                          | 33803                                | 4336                                         | -84                                                |
| 17                                                                                                                                                                                                                                                                                | Clerk     | 16500                  | 9925           | 10593                    | 542                    | 12623                                | 1650                                  | 30773                | 35389                                                                  | 26967            | 2939                                             | 5393                                          | 35299                                | 4526                                         | -90                                                |
| 18                                                                                                                                                                                                                                                                                | Clerk     | 17200                  | 10346          | 11042                    | 565                    | 13158                                | 1720                                  | 32078                | 36890                                                                  | 28111            | 3064                                             | 5622                                          | 36797                                | 4719                                         | -93                                                |
| 19                                                                                                                                                                                                                                                                                | Clerk     | 18500                  | 11128          | 11877                    | 608                    | 14153                                | 1850                                  | 34503                | 39678                                                                  | 30236            | 3296                                             | 6047                                          | 39579                                | 5076                                         | -99                                                |
| 20                                                                                                                                                                                                                                                                                | Clerk     | 19300                  | 11609          | 12391                    | 634                    | 14765                                | 1930                                  | 35995                | 41394                                                                  | 31543            | 3438                                             | 6309                                          | 41290                                | 5295                                         | -104                                               |
| 21                                                                                                                                                                                                                                                                                | Clerk     | 20100                  | 12090          | 12904                    | 660                    | 15377                                | 2010                                  | 37487                | 43110                                                                  | 32850            | 3581                                             | 6570                                          | 43001                                | 5514                                         | -109                                               |
| 22                                                                                                                                                                                                                                                                                | Clerk     | 20900                  | 12571          | 13418                    | 686                    | 15989                                | 2090                                  | 38979                | 44826                                                                  | 34157            | 3723                                             | 6831                                          | 44711                                | 5732                                         | -115                                               |
| 23                                                                                                                                                                                                                                                                                | Clerk     | 21700                  | 13053          | 13931                    | 713                    | 16601                                | 2170                                  | 40471                | 46542                                                                  | 35466            | 3866                                             | 7093                                          | 46425                                | 5954                                         | -117                                               |
| 24                                                                                                                                                                                                                                                                                | Clerk     | 22500                  | 13534          | 14445                    | 739                    | 17213                                | 2250                                  | 41963                | 48257                                                                  | 36773            | 4008                                             | 7355                                          | 48136                                | 6173                                         | -121                                               |
| 25                                                                                                                                                                                                                                                                                | Clerk     | 23300                  | 14015          | 14959                    | 765                    | 17825                                | 2330                                  | 43455                | 49973                                                                  | 38080            | 4151                                             | 7616                                          | 49847                                | 6392                                         | -126                                               |
| 26                                                                                                                                                                                                                                                                                | Clerk     | 24100                  | 14496          | 15472                    | 791                    | 18437                                | 2410                                  | 44947                | 51689                                                                  | 39387            | 4293                                             | 7877                                          | 51557                                | 6610                                         | -132                                               |
| 27                                                                                                                                                                                                                                                                                | Clerk     | 24900                  | 14977          | 15986                    | 818                    | 19049                                | 2490                                  | 46439                | 53405                                                                  | 40695            | 4436                                             | 8139                                          | 53270                                | 6831                                         | -135                                               |
| 1                                                                                                                                                                                                                                                                                 | Sub-Staff | 5850                   | 3519           | 3756                     | 192                    | 4475                                 | 585                                   | 10910                | 12547                                                                  | 9561             | 1042                                             | 1912                                          | 12515                                | 1605                                         | -32                                                |
| 2                                                                                                                                                                                                                                                                                 | Sub-Staff | 6050                   | 3639           | 3884                     | 199                    | 4628                                 | 605                                   | 11283                | 12975                                                                  | 9888             | 1078                                             | 1978                                          | 12944                                | 1661                                         | -31                                                |
| 3                                                                                                                                                                                                                                                                                 | Sub-Staff | 6250                   | 3759           | 4013                     | 205                    | 4781                                 | 625                                   | 11656                | 13404                                                                  | 10214            | 1113                                             | 2043                                          | 13370                                | 1714                                         | -34                                                |
| 4                                                                                                                                                                                                                                                                                 | Sub-Staff | 6450                   | 3880           | 4141                     | 212                    | 4934                                 | 645                                   | 12029                | 13833                                                                  | 10542            | 1149                                             | 2108                                          | 13799                                | 1770                                         | -34                                                |
| 5                                                                                                                                                                                                                                                                                 | Sub-Staff | 6650                   | 4000           | 4269                     | 218                    | 5087                                 | 665                                   | 12402                | 14262                                                                  | 10868            | 1185                                             | 2174                                          | 14227                                | 1825                                         | -35                                                |

|    |           |       |      |      |     |       |      |       |       |       |      |      |       |      |     |
|----|-----------|-------|------|------|-----|-------|------|-------|-------|-------|------|------|-------|------|-----|
| 6  | Sub-Staff | 6900  | 4150 | 4430 | 227 | 5279  | 690  | 12869 | 14799 | 11277 | 1229 | 2255 | 14761 | 1892 | -38 |
| 7  | Sub-Staff | 7150  | 4301 | 4590 | 235 | 5470  | 715  | 13335 | 15335 | 11686 | 1274 | 2337 | 15297 | 1962 | -38 |
| 8  | Sub-Staff | 7400  | 4451 | 4751 | 243 | 5661  | 740  | 13801 | 15871 | 12094 | 1318 | 2419 | 15831 | 2030 | -40 |
| 9  | Sub-Staff | 7650  | 4601 | 4911 | 251 | 5852  | 765  | 14267 | 16407 | 12502 | 1363 | 2500 | 16365 | 2098 | -42 |
| 10 | Sub-Staff | 7900  | 4752 | 5072 | 259 | 6044  | 790  | 14734 | 16944 | 12911 | 1407 | 2582 | 16900 | 2166 | -44 |
| 11 | Sub-Staff | 8200  | 4932 | 5264 | 269 | 6273  | 820  | 15293 | 17587 | 13401 | 1461 | 2680 | 17542 | 2249 | -45 |
| 12 | Sub-Staff | 8500  | 5113 | 5457 | 279 | 6503  | 850  | 15853 | 18231 | 13892 | 1514 | 2778 | 18184 | 2331 | -47 |
| 13 | Sub-Staff | 8800  | 5293 | 5650 | 289 | 6732  | 880  | 16412 | 18874 | 14382 | 1568 | 2876 | 18826 | 2414 | -48 |
| 14 | Sub-Staff | 9100  | 5474 | 5842 | 299 | 6962  | 910  | 16972 | 19518 | 14873 | 1621 | 2975 | 19469 | 2497 | -49 |
| 15 | Sub-Staff | 9450  | 5684 | 6067 | 310 | 7229  | 945  | 17624 | 20268 | 15444 | 1683 | 3089 | 20216 | 2592 | -52 |
| 16 | Sub-Staff | 9800  | 5895 | 6292 | 322 | 7497  | 980  | 18277 | 21019 | 16017 | 1746 | 3203 | 20966 | 2689 | -53 |
| 17 | Sub-Staff | 10150 | 6105 | 6516 | 333 | 7765  | 1015 | 18930 | 21770 | 16588 | 1808 | 3318 | 21714 | 2784 | -56 |
| 18 | Sub-Staff | 10550 | 6346 | 6773 | 346 | 8071  | 1055 | 19676 | 22627 | 17242 | 1879 | 3448 | 22569 | 2893 | -58 |
| 19 | Sub-Staff | 10950 | 6586 | 7030 | 360 | 8377  | 1095 | 20422 | 23485 | 17896 | 1951 | 3579 | 23426 | 3004 | -59 |
| 20 | Sub-Staff | 11350 | 6827 | 7287 | 373 | 8683  | 1135 | 21168 | 24343 | 18550 | 2022 | 3710 | 24282 | 3114 | -61 |
| 21 | Sub-Staff | 11750 | 7068 | 7544 | 386 | 8989  | 1175 | 21914 | 25201 | 19204 | 2093 | 3841 | 25138 | 3224 | -63 |
| 22 | Sub-Staff | 12150 | 7308 | 7800 | 399 | 9295  | 1215 | 22660 | 26059 | 19857 | 2164 | 3971 | 25992 | 3332 | -67 |
| 23 | Sub-Staff | 12550 | 7549 | 8057 | 412 | 9601  | 1255 | 23406 | 26917 | 20511 | 2236 | 4102 | 26849 | 3443 | -68 |
| 24 | Sub-Staff | 12950 | 7789 | 8314 | 425 | 9907  | 1295 | 24152 | 27775 | 21164 | 2307 | 4233 | 27704 | 3552 | -71 |
| 25 | Sub-Staff | 13350 | 8030 | 8571 | 438 | 10213 | 1335 | 24898 | 28633 | 21818 | 2378 | 4364 | 28560 | 3662 | -73 |
| 26 | Sub-Staff | 13750 | 8271 | 8828 | 452 | 10519 | 1375 | 25644 | 29491 | 22473 | 2450 | 4495 | 29418 | 3774 | -73 |
| 27 | Sub-Staff | 14150 | 8511 | 9084 | 465 | 10825 | 1415 | 26390 | 30349 | 23126 | 2521 | 4625 | 30272 | 3882 | -77 |
|    |           |       |      |      |     |       |      |       |       |       |      |      |       |      |     |

Note : We have ignored all other allowances (e.g. FPA, PQA etc.) and other allowances paid to workmen, which are yet to be discussed, and these are likely to be increased proportionately only