



STATE BANK OF HYDERABAD STAFF ASSOCIATION

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CIRCULAR NO. SA-CO/18 /2015

Dated: 10TH June 2015

ALL THE MEMBERS:

Dear Comrades,

We reproduce hereunder the **CIRCULAR NO. 27/ 106/2015/17, dated: 8th June, 2015**, issued by our National Organization – AIBEA, for your information.

With Greetings,

Yours Comradely,

(JAGDISH M BHAVTHANKAR)

GENERAL SECRETARY

Dear Comrades,

Salient Features of 10th Bipartite Settlement

1. Pay Scales (w.e.f. 1-11-2012) : Including stagnation increments

Clerical Staff:

11765 – 655 – 815 – 980 – 1145 – 2120 – 1310 – 31540 – 1310 - 42020
3 3 4 7 1 1 8

Substaff :

9560 – 325 – 410 – 490 – 570 – 655 – 18545 - 655 - 23785
4 5 4 3 3 8

2. Fitment from 9th BPS Basic Pay to 10th BPS Basic Pay

Fitment will be given stage to stage

3. Stagnation Increments:

Clerical: 8 stagnation Increments of Rs. 1310 each

5 increments once in 3 years and increments once in 2 years

Substaff : 8 Stagnation Increments of Rs. 655 each

All stagnation increments once in 2 years

Additional 8th Stagnation Increment : Those already in receipt of 7 stagnation increments shall be eligible for the 8th stagnation increment on 1-5-2015 or 2 years after receiving the 7th stagnation increment, whichever is later.

5th to 6th Stagnation Increment – Period reduced to 2 years (3 years under 9th BPS) : An employee who has completed 2 years or more after receiving 5th stagnation increment **as on 1st November 2012** shall receive the 6th stagnation increment as on 1st November 2012.

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

4. Professional Qualification Pay/Graduation Pay (PQP) :

	9 th BPS	10 th BPS
1 year after reaching 20 th stage	250	410
2 years after reaching 20 th stage	490	800
3 years after reaching 20 th stage	740	1210
4 years after reaching 20 th stage	990	1620
5 years after reaching 20 th stage	1230	2010

5. Fixed Personal Pay (FPP) :

	9 TH BPS	10 TH BPS
CLERICAL – Increment portion	800	1310
SUBSTSAFF – Increment portion	400	655

FPP – where Quarters are provided	9 TH BPS	10 TH BPS
CLERICAL – Increment portion	860	1450
SUBSTSAFF – Increment portion	430	725

Total FFPP as per area of posting	9 TH BPS	10 TH BPS
(i) Places with population of more than 45 lakhs	940	1585

(ii) Places with population of 12 lakhs and above including State of Goa	930	1570
(iii) Places with population of 5 lakhs and above, Capitals of States, UTs	920	1550
(iv) Other places not covered in above	915	

(i) Places with population of more than 45 lakhs	470	790
(ii) Places with population of 12 lakhs and above including State of Goa	465	790
(iii) Places with population of 5 lakhs and above, Capitals of States, UTs	460	780
(v) Other places not covered in above	460	

6. SPECIAL PAY:

	9TH BPS	10TH BPS
Single Window Operator	500	820
Head Cashier	780	1280
Special Assistant	1180	1930
Bill Collector/Armed Guard	240	390
Daftary	340	560
Head Peon	450	740
AC Plant Helper/Electrician	1250	2040
Driver	1450	2370

7. Dearness Allowance:

9TH BPS	10TH BPS
Clerical and Sub Staff	Clerical and Sub Staff
0.15 % of 'pay' per slab over 2836 pts	0.10 % of 'pay' per slab over 4440 pts

Note: **DA is payable on Special Allowance (New Allowance) also.**

Quarter	9TH BPS	10TH BPS
Nov 2012 - Jan 2013	76.50 %	10.90%
Feb 2013 - Apr 2013	80.25 %	13.40 %
May 2013 - Jul 2013	84.15 %	16.00 %
Aug 2013 - Oct 2013	88.95 %	19.20 %
Nov 2013 - Jan 2014	96.15 %	24.00 %

Feb 2014- Apr 2014	99.90 %	26.50 %
May 2014 – Jul 2014	97.50 %	24.90 %
Aug 2014 – Oct 2014	102.45 %	28.20 %
Nov 2014 - Jan 2015	109.80 %	33.10 %
Feb 2015 - Apr 2015	110.10 %	33.30 %
May 2015 – Jul 2015	110.70 %	33.70 %

DA per slab of 4 points

	clerical		Substaff	
	9 th	10 th	9 th	10 th
1 st stage	10.80	11.76	8.77	9.56
20 th stage	28.95	31.54	17.00	18.55
At Max. stage	37.35	42.02	21.22	23.78

8. Definition of Pay for DA and HRA : Basic Pay, Stagnation increments, PQP, Special Pay, Offg. Pay

Definition of Pay for Superannuation benefits: Basic Pay, Stagnation increments , PQP, Special Pay, Offg. Pay, Increment portion of FPP,

9. House Rent Allowance:

	9 th BPS	10 TH BPS
Places - 45 Lacs & above + Project Area centres in Group A	10 %	10 %
Places – 12 to 45 lacs + Goa + Project Area Centres in Group B	9 %	9 %
Places – 5 to 12 lacs + capitals of States/UT	7.5 %	7.5 %
Other places *	7.0 %	7.5 %

* 1.52 lacs employees are working in these rural/semi urban areas/branches

10. Transport Allowance:

	9 th BPS	10 TH BPS

Clerks and substaff - Upto 15 th stage	225	425
Clerks and substaff -16 th stage and above	275	470
Part time employees – 1/3, 1/2 or 3/4	Pro rata of	
Upto 15 years service	225	425
Above 15 years service	275	470

Note: Substaff drawing Rs. 470 on being promoted as clerk will continue to get Rs. 470 even if fitted at below 16th stage.

11. Special Allowance (New Allowance)

For clerks, substaff and part time employees

- On Basic Pay including Stagnation Increment: **7.75 %**
- D.A. shall be paid on this Special Allowance
- This Special allowance shall not count for superannuation benefits

12. Annual Medical Aid

9 th BPS	Rs. 2000 per year
10th BPS	Rs. 2200 per year

13. Hill & Fuel Allowance:

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

14. Washing Allowance: Rs. 150 per month

15. Cycle Allowance : Rs. 100 per month

16. Split Duty Allowance : Rs. 150 per month

17. Diem/Halting Allowance

	Places with population of 12 lakhs and above and State of Goa	Places with population of 5 lakhs and above, State Capitals/ Capitals of Union Territories	<i>Other Places</i>
Clerical Staff	Rs.700/- per diem	Rs.600/- per diem	Rs.450/- per diem
Subordinate Staff	Rs.500/- per diem	Rs.400/- per diem	Rs.250/- per diem

18. Project Area Compensatory Allowance

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

19. Definition of 'family'

Under 9 th BPS	Under 10 th BPS
<ul style="list-style-type: none"> • Employees' wife/husband • Unmarried children including step children/ legally adopted children • Physically handicapped brother/ sister • Parents ordinarily residing with the employee 	<ul style="list-style-type: none"> • Employees' wife/husband • Unmarried children including step children and legally adopted children • physically and mentally challenged brother/ sister • widowed daughters and divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters, • parents
Wholly dependent family member shall mean such member of the family having a monthly income not exceeding Rs.3500/- p.m	Wholly dependent family member shall mean such member of the family having a monthly income not exceeding Rs.10,000/- p.m

For LFC , a married female employee may include her parents or parents- in-law under the definition of family, **but not both**, provided that the parents/parents-in-law are wholly dependent on her.

For the purpose of medical expenses reimbursement scheme, for all employees, **any two** of the dependent parents/ parents-in-law shall be covered.

20. Compensation on Transfer

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

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

21. Compensation for losses due to breakage or damage to goods on Transfer

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

Clerical Staff : Rs.1,500/-

Subordinate Staff : Rs.1,000/-

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

Clerical Staff : Rs.1,000/-

Subordinate Staff : Rs.750/-

22. Leave Fare Concession:

LFC can be availed by

- travel by train upto entitled distance, or
- by road or air upto the equivalent train fare amount for the admissible distance or
- encashed and a lump sum equivalent to **100%** of the train fare (75% under 9th BPS) for the admissible distance by the entitled class will be paid.

There will no need to take any leave while encashing LFC.

While encashing LFC, Privilege Leave also can be encashed..

One more option will be available to choose between 4 year block or 2 year block.

Employees can travel by **steamer** while on LFC and for clerks entitled class would be I Class Cabin and for substaff II class cabin

23. Travel on duty

For clerks: AC 2 Tier and for Substaff AC 3 Tier

23. Road Mileage

Where an employee has to travel on duty /LFC by road, he/she will be reimbursed actual road mileage or **Rs. 6 per km** whichever is less.

24. Casual Leave:

An employee shall be entitled to Casual Leave upto not more than 4 days continuously but holidays and weekly offs prefixing/suffixing or falling within the period of Casual Leave will not be treated as part of Casual Leave

25. Sick Leave (Unavailed casual leave)

Casual Leave converted into Sick Leave (UCL) may be availed without production of medical certificate for 4 days at a time once in a year or two days at a time twice a year (in addition to availing for one day without medical certificate)

26. Special Sick Leave

Special Sick Leave upto 30 days (full salary and over and above normal entitlement) will be allowed once during his/her entire period of service for donation of kidney/ any other organ.

27. Privilege Leave

Privilege Leave can be availed upto 4 times in a calendar year.(as against 3 occasions under 9th BPS).

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

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

28. Accumulation of Privilege Leave:

Privilege Leave shall be allowed to be accumulated up to a maximum of **270 days**. But encashment would be allowed upto 240 days at the time of retirement.

29. Maternity Leave

- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.
- (b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.
- (c) Within the overall period of 12 months, leave may also be granted in case of **hysterectomy upto a maximum of 60 days. (it was 45 days under 9th BPS)**
- (d) Leave may also be granted once during service to a childless female employee for legally adopting a child who is below one year of age, for a maximum period of **six months (it was 2 months under 9th BPS)** , subject to the following terms and conditions: -
 - (i) Leave will be granted for adoption of only one child.
 - (ii) The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.
 - (iii) The **permanent part-time employees are also eligible** for grant of leave for adoption of a child.
- (iv) The leave shall also be available to biological mother in cases where the child is born through surrogacy.**
- (v) The leave shall be availed within overall entitlement of 12 months during the entire period of service.

32. Paternity Leave

Male employee with less than two surviving children shall be eligible for **15 days Paternity Leave** during his wife's confinement. This leave may be combined with any other kind of leave except Casual Leave. The leave may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

33. Extraordinary Leave

In exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion and upto a maximum of **24 months (it was 12 months under 9th BPS)** during the entire period of an employees' service.

34. Joining Time

Joining time of six days allowable under Para 511 of Sastry Award may be granted either immediately after relieving **or within three months** after joining the new place of posting.

35. Holidays

Every second and fourth Saturday of the month will be a full holiday and other Saturdays will be full working days.

(This will be effective after Notification of the change issued by the RBI / Government of India which is expected shortly)

36. Pension for part time employees

With effect from 1st November 2012, for the purpose of calculating the amount of pension in respect of permanent part time employees in scale wages who are covered by the Pension Scheme, **their actual service shall be reckoned for qualifying service and not pro rata.**

37. Pension on revised Basic Pay from 1-11-12 & arrears of commutation:

In the case of employees in service as on 1-11-2012 and who have retired from service upto 25-5-2015, their Pension and Commutation shall be recalculated and paid based on the revised Basic Pay. Accordingly, the difference in Commutation amount would be paid to them while to excess pension paid during this period would be adjusted from the same.

Option available: Such employees will have an option not to claim the incremental commutation as above in which case the pension amount also would not undergo any change.

Example: (A senior Special Asst. retired in January, 2014 at max. of payscale with total Pay of Rs. 28,110) : If 1/3 basic pension was commuted, he will now get an arrears in commutation of **Rs. 3,86,217**. Consequently, monthly pension in May, 2015 would be Rs. 22,972 instead of Rs. 24,845 received under 9th BPS i.e. reduction of Rs. Rs. 1873) He will have an option not to claim the difference in Commutation of Rs. 3,86,217 and draw an increase in pension at Rs. 1102.

Option 1	Commutation Arrears of Rs. 3,86,217 and less pension by Rs.1873
Option 2	Not claim this extra commutation and draw pension of Rs. 1102 more

Similarly for a Senior Daftary at max. and retired in January, 2014:

Option 1	Commutation Arrears of Rs. 185,409 and less pension by Rs.992
Option 2	Not claim this extra commutation and draw pension of Rs. 583 more

38. Hospitalisation/Medical expenses reimbursement:

A new and revised scheme has been introduced for **full reimbursement** of hospitalisation / medical expenses incurred by the employee/dependent family members. The Scheme would apply to employees even after their retirement. The Scheme would also cover all the existing retired employees.

With greetings,

Yours comradely,


C.H. VENKATCHALAM

