

SETTLEMENT ON WAGE STRUCTURE

DATED 12th OCTOBER 1970

BETWEEN

INDIAN BANKS' ASSOCIATION

AND

ALL INDIA BANK EMPLOYEES' ASSOCIATION

INDIAN BANKS' ASSOCIATION

Stadium House, Block - 3
81 - 83, Vir Nariman Road
BOMBAY - 400 020

Price Rs. 20/-

(i)

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Memorandum of Settlement arrived at on 12th October, 1970 in an industrial dispute between the Managements of the Banks as represented by the Indian Banks' Association and their workmen as represented by the All India Bank Employees Association on the wage structure of the bank employees.

PARTIES PRESENT

**Representing
Managements**

1. Mr. P. F. Gutta
2. Mr. R. A. Gulmohamed
3. Mr. D. R. Chapman
4. Mr. P. Krishna Iyer
5. Mr. M. V. Bhide
6. Mr. R. K. Ghotgalkar

duly authorised on behalf of the
Indian Banks' Association

**Representing
Workmen**

1. Mr. D. P. Chadha, *President*
2. Mr. K. K. Mundul, *Vice-President*
3. Mr. Prabhat Kar, *General Secretary*
4. Mr. H. L. Parvana, *Secretary*
5. Mr. T. Chakrabarti, *Asst. Secretary*
6. Mr. N. Sampath, *Asst. Secretary*

All India Bank Employees Association

SHORT RECITAL

Upon the expiry of the Bipartite Settlement dated 19th October 1966, the All India Bank Employees Association raised demands *inter alia* for revision of wage structure of bank employees.

Negotiations were held between the Indian Banks' Association and the All India Bank Employees Association and as a result thereof, the parties (a list whereof is given in Appendix 'A' hereto) have arrived at the following terms of Settlement on wage structure.

TERMS OF THE SETTLEMENT GENERAL

1. The parties agree that the provisions contained in the Bipartite Settlement dated 19th October 1966, relating to the subject matters of this Settlement shall stand modified to the extent and in the manner set forth in this Settlement.

CATEGORISATION OF BANKS

2. In supersession of clause 2.2 of the Bipartite Settlement dated 19th October, 1966 the banks which are parties to this Settlement shall be classified as shown in Appendix 'A' hereto.

CATEGORISATION OF AREAS

3. In partial modification of clause 3.1 of the Bipartite Settlement dated 19th October 1966, areawise classification of different places in the country for the purpose of scales of pay stands abolished and consequently the scales of pay, dearness allowance and special allowances shall be uniform at all places.

4. In this Settlement any reference to Areas shall be to the Areas set out in clause 3.2 of the Bipartite Settlement dated 19th October 1966 and additions thereto in terms of clause 3.4 of the said Settlement.

SCALES OF PAY

(A) Clerical Staff

5. In supersession of clause 4.1 of the Bipartite Settlement dated 19th October 1966, the following uniform pay scales with

reference to the base year 1960 shall apply to all full time workmen other than those belonging to the subordinate staff :

A CLASS BANKS (In Rupees)

170-10-200-13-226-14-240-15-285-20-345-25-420-30-480-35-550
 ──── ──── ──── ──── ──── ──── ──── ──── ────
 1 3 2 1 3 3 3 2 2
 (20 years)

B CLASS BANKS

158-6-170-10-200-13-226-14-240-15-285-20-345-25-420-30-480
 ──── ──── ──── ──── ──── ──── ──── ──── ────
 1 2 3 2 1 3 3 3 2
 (20 years)

C CLASS BANKS

146-6-170-10-200-13-226-14-240-15-285-20-345-25-420
 ──── ──── ──── ──── ──── ──── ──── ────
 1 4 3 2 1 3 3 3 (20 years)

6. In supersession of clause 4.2 of the Bipartite Settlement dated 19th October 1966, the combined running scale will, therefore, be as follows :

Rs. 146-6-158-6-170-10-200-13-226-14-240-15-285-
 20-345-25-420-30-480-35-550

(B) Subordinate Staff

7. In supersession of clause 4.3 of the Bipartite Settlement dated 19th October 1966, the following uniform pay scales with reference to the base year 1960 shall apply to all full time workmen who are members of the subordinate staff :

A CLASS BANKS (In Rupees)

116-3-131-4-151-5-181-6-193-7-200
 ──── ──── ──── ──── ────
 1 5 5 6 2 1
 (20 years)

B CLASS BANKS

108-2-110-3-131-4-151-5-181
 ──── ──── ──── ────
 1 1 7 5 6
 (20 years)

C CLASS BANKS

104-2-110-3-131-4-151-5-171

—	—	—	—	—
1	3	7	5	4

(20 years)

8. In supersession of clause 4.4 of the Bipartite Settlement dated 19th October 1966, the combined running scale will, therefore, be as follows :

Rs. 104-2-108-2-110-3-116-3-131-4-151-5-
171-5-181-6-193-7-200

(C) Part-time Workmen

9. In supersession of clauses 4.5 and 20.5 of the Bipartite Settlement dated 19th October 1966, part-time workmen shall be entitled to graduated incremental pay scales related to their working hours as follows :

- (a) Part-time workmen other than those belonging to the subordinate staff shall be paid one-third of the "scale wages" and shall also be entitled to one third of the annual increments, payable under this Settlement to full time workmen provided that the total working hours of such part-time workmen shall not exceed 12 per week.
- (b) Part-time workmen who are members of the subordinate staff shall be paid :

If their normal total working hours per week are :

Up to 3 hours	.. at Bank's discretion
More than 3 hours but less than 6 hours	.. at Bank's discretion but with a minimum of Rs. 25/- per month.
6 hours to 13 hours	.. One-third of the scale wages with proportionate annual increment
More than 13 hours to 19 hours	.. One-half of the scale wages with proportionate annual increment
More than 19 hours to 29 hours	.. Three-fourth of the scale wages with proportionate annual increment.
Beyond 29 hours	.. Full scale wages

EXPLANATION

For the purpose of sub-clauses (a) and (b) above, the expression "scale wages" shall mean basic pay, City Compensatory Allowance (as per clause 11 below), if any, Special/House Rent/Other allowances, if any, and dearness allowance payable under this Settlement to full time workmen.

EFFICIENCY BAR

10. There shall be no efficiency bar in the new scales of pay under this Settlement and accordingly clause 4.6 of the Bipartite Settlement dated 19th October 1966 stands deleted.

CITY COMPENSATORY ALLOWANCE

11 (a) Workmen in Area I in all categories of banks shall be paid with effect from 1st January 1970, City Compensatory Allowance (CCA) at the following rates :

'A' Class Banks

Workmen other than those belonging to the subordinate staff	}	15% of basic pay with minimum Rs. 30/- and maximum Rs. 80/- per month
Workmen belonging to the subordinate staff	}	12½% of basic pay with minimum Rs. 15/- and maximum Rs. 25/- per month

'B' and 'C' Class Banks

Workmen other than those belonging to the subordinate staff	}	15% of basic pay minimum Rs. 30/- per month
Workmen belonging to the subordinate staff	}	12½% of basic pay minimum Rs. 15/- per month

(b) (i) For workmen who were in service in Area I as on 31st December 1969 and entitled to receive C.C.A., the C.C.A. shall rank for calculation of overtime, bonus and provident fund as under :

100% for overtime ;

100% for bonus ; and

50% subject to a maximum of Rs. 30/-

per month for provident fund contributions.

(ii) For workmen who joined service in Area I between 1-1-1970 and 31-7-1970 (both days inclusive) the C.C.A. shall rank 100% for calculation of overtime and bonus only.

(c) On his transfer, otherwise than at his request, from Area I to a lower Area on or after 1-1-1970, a workman shall continue to draw in the lower Area the C.C.A. which was being paid to him on the date of his transfer and such C.C.A. shall rank, in the case of workmen who were in service on or before 31-12-1969 for calculation of overtime, bonus and provident fund contribution in the manner provided for in sub-clauses (a) and (b) (i) above and in the case of workmen who joined service between 1-1-1970 and 31-7-1970 (both days inclusive) for calculation of overtime and bonus in the manner as provided for in sub-clauses (a) and (b) (ii) above ; provided, however, that a workman who had been, or may be, transferred from a lower Area to Area I and is transferred back to a lower Area before completion of one year in Area I, shall cease to draw C.C.A. on his re-transfer to the lower Area ; provided further that where such period is extended at his request beyond 1 year but not exceeding 2 years from the date of his original transfer, then on his re-transfer to lower Area he shall cease to draw C.C.A.

(d) On transfer of a workman on or after 1-1-1970 at his request from Area I to a lower Area, the C.C.A. which was being paid to him in Area I on the date of his transfer shall be protected by paying it as an 'adjusting pay' to be set off against his future increment/s (including dearness allowance thereon).

(e) If any workman is transferred from a lower Area to Area I, he shall be entitled to the City Compensatory Allowance, subject to the provisions of sub-clauses (a) to (c) above.

**METHOD OF ADJUSTMENT INTO THE
NEW SCALES OF PAY**

(For workmen of banks other than those of Bank of India and Bank of Tokyo Ltd., for whom separate provisions have been made).

12. In supersession of clause 4.7 of the Bipartite Settlement dated 19th October 1966, all full time workmen who were in service on 31st December 1969, shall be fitted in the new scales of pay on the basis of the Area in which they were posted as on 31-12-1969 in the manner set out hereinafter.

In the matter of adjustment into the new scales of pay, all efficiency bars in the existing scales of pay shall be ignored.

SECTION — I

**FOR WORKMEN OTHER THAN THOSE BELONGING
TO SUBORDINATE STAFF**

- (a) The initial fitment in the new scales of pay shall be made without reckoning the increment/s for educational qualifications, viz., graduation/National Diploma in Commerce/CAIB/CAIIB, if any.
- (b) A workman in 'A Class bank in Area II shall first be fitted into the new scales of pay by placing him at the stage in the new scales equal to, or if not equal, at the nearest higher stage above, the amount comprising of his basic pay as on 31st December 1969 plus 21% thereof; and workmen in Areas I and III shall be fitted at the same stage in the new scale of pay at which the workman in Area II, who was on 31st December 1969 at the corresponding stage, has been fitted;
- Provided that the workman at the first stage of the existing scale shall be fitted into the first stage of the new scale.
- (c) Workmen in 'B' and 'C' Class banks in Areas II and III shall first be fitted into the new scales of pay by placing them at the stage in the new scales equal to, or if not equal, at the nearest higher stage above, the amount comprising of their respective basic pay as on 31st December 1969 plus 21% thereof and those in Area I shall be fitted at the same stage in the new scales of pay at which workmen in Area II, who were as on 31st December 1969 at corresponding stage have been fitted :

Provided that the workmen at the first stage of the existing scales shall be fitted into the first stage of the new scales.

- (d) (i) After adjustments are made in accordance with sub-clauses (a) to (c) above, workmen of 'A' and 'B' Class banks in existing Areas I and II, who on 31st December 1969, were at stages 1 to 8, and those of 'C' Class banks in existing Areas I and II who on 31st December 1969 were at stages 1 to 9 of their respective existing scales, shall be granted Temporary Adjustable Allowance (TAA) equivalent to one increment plus dearness allowance thereon (payable for the month of January 1970) and City Compensatory Allowance thereon, if any, in the new scales of pay, to be wiped off in two equal instalments on the date of annual increment for 1971 and 1972 i.e., the TAA will be reduced by 50% on the date of annual increment in 1971 and will cease to be paid on the date of annual increment in 1972; provided, however, a workman of 'B' Class bank at the 8th stage of the existing scale as on 31-12-1969 shall be granted one increment instead of TAA in case he is a Graduate/NDC/CAIB/CAIIB.
- (d) (ii) Workmen of 'A' Class banks in Area III who on 31st December 1969 were at the first stage of the existing scale shall, after fitment in the new scale as per sub-clause (b) above, be granted "Temporary Adjustable Allowance" (TAA) equivalent to one increment plus dearness allowance thereon (payable for the month of January 1970) in the new scale of pay to be wiped off in two equal instalments on the date of annual increment in 1971 and 1972. i.e., the TAA will be reduced by 50 % on the date of annual increment in 1971 and will cease to be paid on the date of annual increment in 1972.
- (e) Workmen of 'A' and 'B' Class banks in existing Areas I and II who on 31st December 1969, were at stages 9 to 25 and those of 'C' Class banks in existing Areas I and II who on 31st December 1969, were at stages 10 to 25 of their respective existing scales, shall, after adjustments are made in accordance with sub-clauses (a) to (c) above in the new scales of pay, be granted one increment in the new scales of pay.

- (f) After adjustments are made in accordance with sub-clauses (a), (c) to (e) above, workmen of 'B' and 'C' Class banks in Area III, who were in service on 31st December 1969 shall be granted (a) "Temporary Adjustable Allowance" (TAA) equivalent to one increment plus dearness allowance thereon (payable for the month of January 1970) in the new scales of pay OR (b) one increment in the new scales of pay, to the extent, and for the period, as stated hereunder, namely :

Workmen of 'B' Class Banks in Area III

Those on stages 1 to 8 as on 31-12-1969	} T.A.A.	} From 1-1-1970 to 30-6-1970
Those on stages 9 to 25 as on 31-12-1969		

Workmen of 'C' Class Banks in Area III

Those on stages 1 to 9 as on 31-12-1969	} T.A.A.	} From 1-1-1970 to 31-12-1970
Those on stages 10 to 25 as on 31-12-1969		

- (g) After adjustments are made in accordance with sub-clauses (a) to (f) above, the increment/s in terms of Part II under clause 23 below for educational qualifications, viz., Graduation/ National Diploma in Commerce/CAIB/CAIIB, if any, shall be added.
- (h) If, after adjustments are made in accordance with sub-clauses (a) to (g) above in the new scales, workmen drawing basic pay in any two successive stages of the existing scales are fitted in one and the same stage of the new scales, the workman drawing higher basic pay as on 31st December 1969 in the existing scale shall receive on 1st January 1970 his annual increment irrespective of the date when it falls due during the year 1970 and he shall receive his annual increment thereafter on the 1st day of January every year ; provided, however, that if as a result of increments under sub-clause (g) above in the new scales for educational qualifications, a workman is

fitted at a stage higher than that at which he would have been fitted but for sub-clause (a) above, he will not again have the benefit of his increment advanced under this sub-clause.

- (i) With effect from 1-7-1970 insofar as workmen in 'B' Class banks in Area III are concerned and with effect from 1-1-1971 insofar as workmen in 'C' Class banks in Area III are concerned, they shall be fitted at the same stage in the new scales of pay where the workmen in Area II at the corresponding stage were fitted as on 31st December 1969 under sub-clauses (a) and (c) to (h) above and thereafter the increment already earned during the year 1970 shall be added ; provided however, that on such fitment the TAA granted to such workmen as provided in sub-clause (f) above, other than to those at the first stage of the new scale shall be withdrawn and one increment granted to such workmen as in sub-clause (f) above shall be absorbed in the increase granted on such fitment ;

Provided further that the workmen of 'C' class banks in Area III who have already reached the maximum of the new scale as on 1-1-1970 shall continue to be at the maximum of the new scale.

SECTION — II

Subordinate Staff

13. (a) A workman in 'A' class bank in Area II shall first be fitted into the new scale of pay by placing him at the stage in the new scale equal to, or if not equal, at the nearest higher stage above, the amount comprising of his basic pay as on 31st December 1969 plus 30% thereof, and workmen in Areas I and III shall be fitted at the same stage in the new scale of pay at which a workman in Area II, who was as on 31st December 1969 at a corresponding stage, has been fitted.

(b) After adjustments are made in accordance with sub-clause (a) above, the workmen in Areas I and II who were in service as on 31-12-1969 shall be granted one increment at all stages in the new scale of pay and those at stages 1 and 2 of the existing scale in Area III shall also be granted one increment in the new scale of pay.

(c) Workmen in 'B' and 'C' Class banks in Areas II and III shall first be fitted into the new scales of pay by placing them at the stage in the new scales equal to, or if not equal, at the nearest higher stage above, the amount comprising of their respective basic pay as on 31st December 1969 plus 30% thereof; and workmen in Area I shall be fitted at the same stage in the new scales of pay at which workmen in Area II, who were as on 31st December 1969 at corresponding stage, have been fitted.

(d) After adjustments are made in accordance with sub-clause (c) above, the workmen in all Areas shall be granted one increment at all stages in the new scales of pay.

(e) After adjustments are made in accordance with sub-clauses (a) to (d) above, workmen who on 31st December 1969 were at stages 21, 22, 23, 24 and 25 of the existing scales shall be granted one further increment in the new scales.

(f) Workmen who had reached the maximum of the existing scales on or before 31st December 1968 shall be fitted in the maximum of the new scales of pay on 1st January 1970.

(g) If after adjustments are made in accordance with sub-clauses (a) to (e) above in the new scales the workmen drawing basic pay in two or more successive stages of the existing scales are fitted in one and the same stage of the new scales of pay the workmen drawing higher basic pay as on 31-12-1969 in their existing scales shall receive on 1-1-1970 their annual increment irrespective of the date when the increment falls due during the year 1970 and they shall receive their annual increment thereafter on the 1st day of January every year.

(h) With effect from 1-7-1970 so far as the workmen of 'B' Class banks are concerned and with effect from 1-1-1971 so far as the workmen of 'C' Class banks are concerned, the workmen in existing Area III shall be fitted at the same stage where workmen in existing Areas I and II are fitted on 31-12-1969 in the new scales of pay under sub-clauses (c) to (g) above and thereafter the increment already earned during the year 1970 shall be added provided that the workmen in the existing Area III after fitment into the new scales of pay shall not be entitled to the additional increment at various stages as agreed upon for the workmen in existing Areas I and II, except for those at

stages 1 and 2 in 'B' Class banks and at stages 1 to 4 in 'C' Class banks in Area III who shall be granted one increment in the new scales of pay.

SPECIAL PROVISIONS FOR SOME BANKS

BANK OF INDIA

14. In supersession of Clause 21.6 and Appendix 'F' of the Bipartite Settlement dated 19th October, 1966, the following shall apply.

PART I — SCALES OF PAY

The following Pay Scales with reference to the base year 1960 shall apply to all full time workmen :

- (i) **Workmen other than those belonging to subordinate Staff :** (In Rupees)

170-10-200-13-226-14-240-15-285-20-345-25-420-30-480-35-550
 ——— ——— ——— ——— ——— ——— ——— ——— ———
 1 3 2 1 3 3 3 2 2
 (20 years)

- (ii) **Workmen who are members of the subordinate staff :**

116-3-131-4-151-5-181-6-193-7-200
 ——— ——— ——— ——— ———
 1 5 5 6 2 1
 (20 years)

PART II — FOR EDUCATIONAL QUALIFICATIONS

- | | | |
|--|--------------|----------------|
| (A) Graduates and/or holders of National Diploma in Commerce | 2 increments | } in the scale |
| (B) Part I of CAIB/CAIIB Examinations | 1 increment | |
| (C) Part II of CAIB/CAIIB Examinations | 2 increments | |

PART III — PART — TIME WORKMEN

- (i) Clause 20.5 of the Bipartite Settlement dated 19th October, 1966 shall stand deleted.
- (ii) In supersession of Clauses 4.5 and 21.6 of the Bipartite Settlement dated 19th October, 1966, part-time workmen shall be entitled to graduated incremental pay scales related to their working hours, in the same manner as prescribed in Clause 9 of this Settlement.

PART IV — METHOD OF ADJUSTMENT IN THE
NEW SCALES OF PAY**Workmen other than those belonging to the
subordinate staff :**

Area I : Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scales of pay with 20 years' span shall be fitted into the new scale of pay on a "stage-to-stage basis" as on 1st January 1970. Thereafter :

- (a) such of those workmen who were on the stages 1 to 19 of the existing scale of pay before 1-1-1970 shall be granted one *ad hoc* increment in the new scale of pay; and
- (b) those who were on the 20th stage before 1-1-1970 shall be granted a 'Personal Allowance' of Rs. 72/- per month.

Those workmen who were at the 19th stage of the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period 1-1-1970 to 31-12-1970 and would have thereby reached the maximum (i.e., 20th stage) in the existing scale of pay shall be paid a 'Personal Allowance' of Rs. 72/- per month from the date on which they would have so entered the 20th stage of the existing scale of pay.

Area II : Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scale of pay with 20 years' span shall be fitted into the new scale of pay on a "stage-to-stage basis" as on 1st January 1970. Thereafter,

- (a) such of those workmen who were on the stages 1 to 19 of the existing scale of pay before 1-1-1970 shall be granted one *ad-hoc* increment in the new scale of pay and
- (b) those who were on the 20th stage before 1-1-1970 shall be granted a 'Personal Allowance' of Rs. 40/- per month.

Those workmen who were at the 19th stage of existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period 1-1-1970 to 31-12-1970 and would have thereby reached the maximum (i.e., 20th stage) in the existing scale of pay shall be paid a 'Personal Allowance' of Rs. 40/- per month, from the date on which they would have so entered the 20th stage.

Area III : Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scale of pay with 20 years' span shall be fitted on a "stage-to-stage basis" into the new scale of pay as on 1-1-1970 ; provided that the workmen fitted at the 1st stage of the new scale of pay shall be granted Temporary Adjustable Allowance (TAA) equivalent to the amount of one increment plus dearness allowance thereon (payable for the month of January 1970) in the new scale of pay, to be wiped off in two equal instalments on the date of annual increment in 1971 and 1972, i.e., the Temporary Adjustable Allowance will be reduced by 50% on the date of annual increment in 1971 and will cease to be paid on the date of annual increment in 1972.

NOTE : After fitment of the clerical staff in Areas I, II and III into the new scale of pay as above, the increments for educational qualifications as prescribed under Part II

hereinabove shall be added and the special allowances now being drawn by the employees for the said qualifications shall cease but the special allowances after the 20th stage of the scale as prescribed under sub-clause (a) of Clause 23 of this Settlement shall continue.

Subordinate Staff :

Area I : Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scale of pay with 20 years' span shall be fitted into the new scale of pay on a "stage-to-stage basis" as on 1st January 1970. Thereafter :

- (a) such of those workmen who were on the stages 1 to 18 of existing scale of pay before 1-1-1970 shall be granted two *ad-hoc* increments in the new scale of pay ;
- (b) those who were on the 19th stage before 1-1-1970 shall be granted one *ad-hoc* increment in the new scale of pay and in addition a 'Personal Allowance' of Rs. 15/- per month ; and
- (c) those who were on the 20th stage before 1-1-1970 shall be granted a 'Personal Allowance' of Rs. 25/- per month.

Those workmen who were at the 18th stage of the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 19th stage of the existing scale of pay shall be paid a 'Personal Allowance' of Rs. 15/- per month from the date they would have so entered the 19th stage in the existing scale of pay. Similarly, those workmen who were at the 19th stage of the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 20th stage of the existing scale of pay shall be paid a 'Personal

Allowance' of Rs. 25/- per month from the date they would have so entered the 20th stage in the existing scale of pay.

Area II : Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scale of pay with 20 years' span shall be fitted into the new scale of pay on a "stage-to-stage basis" as on 1-1-1970. Thereafter :

- (a) such of those workmen who were on the stages 1 to 18 of the existing scale of pay before 1-1-1970 shall be granted two increments in the new scale of pay ;
- (b) those who were on the 19th stage before 1-1-1970 shall be granted one increment in the new scale of pay and in addition a 'Personal Allowance' of Rs. 15/- per month ; and
- (c) those workmen who were on the 20th stage before 1-1-1970 shall be granted a 'Personal Allowance' of Rs. 25/- per month.

Those workmen who were at the 18th stage of the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 19th stage of the existing scale of pay shall be paid a 'Personal Allowance' of Rs. 15/- per month from the date they would have so entered the 19th stage in the existing scale of pay. Similarly, those workmen who were at the 19th stage in the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 20th stage of the existing scale of pay shall be paid a 'Personal Allowance' of Rs. 25/- per month from the date they would have so entered the 20th stage in the existing scale of pay.

Area III : Those workmen who entered the service of the Bank before 1st January 1970 and who are at present

governed by the scale of pay with 20 years' span shall be fitted into the new scale of pay on a "stage-to-stage basis" as on 1-1-1970. Thereafter :

- (a) such of those workmen who were on the stages 1 to 19 of the existing scale of pay before 1-1-1970 shall be granted one *ad-hoc* increment in the new scale of pay ; and
- (b) those who were on the 20th stage before 1-1-1970 shall be granted a 'Personal Allowance' of Rs. 15/- per month.

Those workmen who were at the 19th stage of the existing scale of pay and whose normal annual increment falls due 'during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 20th stage of the existing scale of pay shall be paid a 'Personal Allowance' of Rs. 15/- per month from the date they would have so entered the 20th stage in the existing scale of pay.

GENERAL

- (i) The 'Personal Allowance' referred to above shall not rank for the purpose of calculation of Dearness Allowance, Provident Fund, Bonus, Gratuity, Overtime, Halting Allowance, etc.
- (ii) The dates of annual increments shall remain unchanged.
- (iii) The basic pay of the workmen who are at present governed by scales of pay with 25 years' span applicable to other 'A' Class Banks shall, however, be fitted as per the scheme prescribed under this Settlement in respect of the workmen of the 'A' Class Banks.

THE BANK OF TOKYO LTD.

15. The scheme for adjustment of the workmen of the Bank of Tokyo Ltd. into the new scales of pay will soon be finalised by the parties.

PART-TIME WORKMEN

16. In supersession of clauses 4.9 and 20.5 of the Bipartite Settlement dated 19th October 1966, the existing part-time workmen in the respective Areas shall be fitted where full-time workmen at the same existing stages in the same Areas are fitted into the new scales and thereafter be paid proportionate wages in terms of Clause 9 above.

METHOD OF ADJUSTMENT INTO THE NEW SCALES OF PAY FOR WORKMEN WHO JOINED THE SERVICE BETWEEN 1-1-1970 AND 31-7-1970

17. All workmen who joined service between 1-1-1970 and 31-7-1970 (both days inclusive) shall, after fitment into the new scales, be given a 'Temporary Adjustable Allowance' (TAA) equivalent to one increment plus dearness allowance thereon (payable for the month of January 1970) and City Compensatory Allowance, if any, to be wiped off in two equal instalments on the date of annual increment in 1971 and 1972, i.e., the TAA will be reduced by 50% on the date of annual increment in 1971 and will cease to be paid on the date of annual increment in 1972.

ANNUAL INCREMENTS

18. Subject to the provisions of clauses 12(h) and 13(g) above, in the case of full-time workmen, annual increment in the new scales shall fall due on the same date on which increment in the existing scales would have fallen due if the existing scales were continued, so that the period of service since the date of the last increment in the existing scales shall be available for the purpose of calculating the period of earning an increment in the new scales of pay.

19. Part-time workmen shall also be entitled to receive proportionate annual increment in the new scales, on the same date on which the increments in the existing scales would have fallen due if the existing scales were continued, so that the period of service since the date of the last increment in the existing scales shall be available for the purpose of calculating the period of earning an increment in the new scales of pay.

**BASIC PAY/EMOLUMENTS OF WORKMEN
(WHO WERE IN SERVICE AS ON 31-12-1969)
ON TRANSFER FROM ONE AREA TO ANOTHER**

20. In supersession of clause 4.13 of the Bipartite Settlement dated 19th October 1966 it is agreed that :—

- (a) on transfer from a higher Area to a lower Area, a workman shall continue to draw the same basic pay and TAA, if any, that was applicable to him prior to his transfer.
- (b) a workman transferred from a lower Area to a higher Area shall be fixed at a stage in the new scale of pay where an employee in the higher Area at the same stage has been fixed. If, however, such workman is transferred back to his original Area before completing a total service of one year in the higher Area, his basic pay shall be refixed in lower Area at the stage where he would have otherwise been, had he not been so transferred to the higher Area.
- (c) if a workman is transferred at his request, from a lower Area to a higher Area temporarily for a specified period and where such period is extended at his request beyond one year but not exceeding two years from the date of his original transfer, notwithstanding the provisions contained in sub-clause (b) above, he shall, on his transfer to the original lower Area, be governed by the same stage of the pay scale at that lower Area where he would have otherwise been, had he not been so transferred, even though he may have exceeded the total service of one year in the higher Area. During his period of stay in the higher Area, he shall, of course, draw emoluments applicable at such higher Area as stated in sub-clause (b) above.
- (d) where a workman is transferred from one Area to another temporarily for a specified period, he shall be entitled only to the halting allowance applicable to the Area to which he is transferred and no adjustment in his salary will be made.

21.* The "adjusting pay", if any, which a workman who was transferred before 1-1-1970 from a higher Area to a lower Area at

his request was getting as on 31-12-1969 (in terms of clause 4.13 (a) of the Bipartite Settlement dated 19th October, 1966), shall be continued to be paid to him until it is set off against his future increment/s (including dearness allowance thereon).

22. Where a workman is initially recruited in a C.C.A. Centre, for eventual posting to a new Branch/Office to be opened at a non-C.C.A. Centre, the letter of appointment issued to him by the bank shall clearly specify the State and the place in which he would be eventually posted. In such a case the workman shall be started on C.C.A. Centre emolument and so long as he remains at the C.C.A. Centre, he shall be paid as "Local Allowance" the difference between the emoluments of the other place and the C.C.A.-Centre in which he is temporarily posted.

If, within one year of his appointment, he is not posted to the other place for which he was recruited, he shall be deemed to have been appointed in the C.C.A. Centre in which he was temporarily posted on recruitment. In that event the "Local Allowance" drawn by him till then shall be regularised.

SPECIAL ALLOWANCES

23. In supersession of clause 5.2 of the Bipartite Settlement dated 19th October 1966, the special allowances, payable to workmen other than the members of the subordinate staff, for duties/responsibilities as listed in Part I of Appendix 'B' to the Bipartite Settlement dated 19th October 1966, shall be as follows :

PART I

(In Rupees per month)

Categories of workmen	Class of Banks		
	A	B	C
(i) Telephone Operator	10	10	8
(ii) Relieving Telephone Operator	5	5	4
(iii) Audit Clerk	17	17	15
(iv) Comptist	20	20	20
(v) Telex Operator	25	25	19

(In Rupees per month)

Categories of workmen	Class of Banks		
	A	B	C
(vi) Teller	33	26	20
(vii) Punch Card Operator	28	28	28
(viii) Accounting Machine Operator	43	43	39
(ix) IBM, ICT (Hollerih-Power Samas) Machine Operator	49	49	49
(x) Stenographer	49	49	37
(xi) Head Clerk	49	49	37
(xii) Assistant Head Cashier (above the level of routine clerks)			
Units of 5 clerks and above	31	26	17
Units of 4 clerks and below	22	20	15
(xiii) Cashier-in-Charge of Cash in Pay Office or Branch	33	33	23
(xiv) Head Cashier – Category A :			
Units of 5 clerks and above	43	33	22
Units of 4 clerks and below	33	25	17
(xv) Head Cashier – Category B :			
Units of 5 clerks and above	49	39	—
Units of 4 clerks and below	39	31	—
(xvi) Head Cashier – Category C :	55	55	37
(xvii) Head Cashier – Category D :	61	55	—
(xviii) Head Cashier – Category E :	85	79	67
(xix) Special Assistant	91	85	76
(xx) Credit Investigator, Opinion Compiler, Bazar Clerk, Munshi, Translator, Supplementary/Ledger Caller	With regard both to the duties/responsibilities of these categories <i>status quo</i> shall be maintained in each bank concerned but the special allowances, if any, shall be enhanced by adding 21% thereof thereto and rounding off to the next digit.		

- NOTE : (1) Head Cashiers – Categories A and C are for banks other than the subsidiary banks of the State Bank of India.
- (2) Head Cashiers – Categories B and D are for the subsidiary banks of the State Bank of India.
- (3) Head Cashiers – Category E is for all banks.

PART II — FOR EDUCATIONAL QUALIFICATIONS

(A) Graduates and/or holders of National Diploma in Commerce	} 2 increments	} in the scale
(B) Part I of CAIB/CAIIB Examinations	} 1 increment	
(C) Part II of CAIB/CAIIB Examinations	} 2 increments	

- (a) Note (b) to Part II under Clause 5.2 of the Bipartite Settlement dated 19th October 1966, shall be substituted by the following :

- (i) For those workmen who are already getting special allowances after reaching 25th stage of the existing scales of pay, the Special allowances in consideration of this /these educational qualification(s) shall be continued to be paid irrespective of the stage at which they are fitted in the new scales of pay and the existing special allowances in their case shall be substituted as in sub-clause (ii) below:
- (ii) For those workmen who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of this/these educational qualification(s) special allowance(s) shall be payable as under :—

(In rupees, per month)

12 after they have completed 1 year	} after reaching 20th stage of the scale
24 after they have completed 2 years	
36 after they have completed 3 years	
48 after they have completed 4 years	
60 after they have completed 5 years	

subject to the following limits :

- 24 for those who are Graduates and/or N.D.C.
- 12 for those who have passed Part I CAIB/CAIIB.
- 36 for those who have passed Part I and II of CAIB/CAIIB.
- 36 for those who are graduates/NDC and have passed Part I of CAIB/CAIIB.
- 60 for those who are graduates/NDC and have passed Part I and II of CAIB/CAIIB.

24. In supersession of clause 5.3 of the Bipartite Settlement dated 19th October 1966, the special allowances payable to members of the subordinate staff for duties/responsibilities as listed in Part II of Appendix 'B' of the Bipartite Settlement dated 19th October 1966, shall be as follows :

(In Rupees per month)

Categories of workmen	Class of Banks		
	A	B	C
(i) Cyclostyle Machine Operator	8	7	6
(ii) Liftman	10	10	7
(iii) Relieving Liftman	6	6	4
(iv) Cash Peon	10	8	6
(v) Watchman/Watchman-cum-Peon	10	8	6
(vi) Armed Guard	17	15	13
(vii) Bill Collector	17	17	10
(viii) Daftary	20	16	13
(ix) Head Peon	23	19	15
(x) Air-conditioning Plant Helper	46	39	33
(xi) Electrician	46	39	33
(xii) Driver	52	42	33
(xiii) Head Messenger	With regard both to the duties/responsibilities of these categories, <i>status quo</i> shall be maintained in each bank concerned but the special allowances, if any, shall be enhanced by adding 30% thereof thereto and rounding off to the next digit.		

DEARNESS ALLOWANCE

25. In supersession of clause 7.2 of the Bipartite Settlement dated 19th October 1966, the scheme of dearness allowance shall be as follows :

- (a) In the case of workmen other than members of the subordinate staff, the dearness allowance shall be calculated and paid at the rate of 3% of the pay (i.e. basic pay, special allowance, if any, and officiating allowance, if any, payable under this Settlement) for every rise of 4 points above 100 in the quarterly average of the All-India Average Working Class Consumer Price Index (General) : base 1960 = 100 ; and
- (b) In the case of members of the subordinate staff, the dearness allowance shall be calculated and paid at the rate of 4% of the pay (i.e., basic pay, special allowance, if any, and officiating allowance, if any, payable under this Settlement) for every rise of 4 points above 100 in the quarterly average of the All-India Average Working Class Consumer Price Index (General) : base 1960 = 100.
- (c) For the purpose of calculating dearness allowance 'quarter' shall mean the period of 3 months ending on the last day of March, June, September or December.
- (d) Final index figures as published in the Gazette of India or the Indian Labour Journal, whichever is earlier, shall be the index figures which shall be taken for the purpose of calculation of dearness allowance.
- (e) For the purpose of calculating the dearness allowance for any particular month, the quarterly average for the last quarter for which the final index figures are available on the 15th day of that month should be taken. Thus, if the dearness allowance for the month of January is to be calculated, the quarterly average for the last quarter for which final index figures are available on the 15th January should be taken.

**PROVISIONS PERTAINING TO PROVIDENT FUND OF
WORKMEN OF BRITISH BANK OF THE MIDDLE EAST**

26. The provisions regarding Provident Fund of the workmen of the British Bank of the Middle East at present governed by the Employees' Provident Fund Act, 1952, shall continue to be in force.

OTHER ISSUES

27. The parties agree that immediately after signing this settlement on wages they shall continue negotiations with a view to finding out as expeditiously as possible, mutually satisfactory solutions to the various issues already raised by both of them.

**RETROSPECTIVE EFFECT AND THE PERIOD OF
OPERATION OF THE SETTLEMENT**

28. This Settlement shall come into force with retrospective effect from 1st January 1970 and shall be binding on the parties for four years from 1st January 1970 to 31st December 1973 and shall continue to be binding even thereafter until either party gives to the other two months' notice in writing of intention to terminate this Settlement.

29. The existing provisions for the purpose of calculation and payment of overtime and halting allowances will continue to apply from 1st January 1970 till 31st October 1970, notwithstanding the fact that the new scales of pay, dearness allowance, etc. have come into operation in the meantime.

30. For the purpose of making the requisite adjustments and payments thereof under this Settlement banks shall have time till 30th November 1970.

31. If any doubt or difficulty arises regarding interpretation of any provision of this Settlement, the matter will be taken up only

at the level of Indian Banks' Association and the All India Bank Employees Association for discussion and settlement.

for Indian Banks' Association

1. Sd/- R. A. Gulmohamed
2. Sd/- P. F. Gutta
3. Sd/- D. R. Chapman
4. Sd/- P. Krishna Iyer
5. Sd/- M. V. Bhide
6. Sd/- R. K. Ghotgalkar

for All India Bank Employees' Association

1. Sd/- D. P. Chadha (*President*)
2. Sd./- Prabhat Kar (*Gen. Secretary*)

Bombay

12th October 1970

Witnesses :

1. Sd/- P. S. Sundaresan
2. Sd/- C. W. Tilve

APPENDIX 'A'**LIST OF PARTIES****BANKS REPRESENTED BY INDIAN BANKS' ASSOCIATION****'A' Class Banks — Foreign Banks**

1. Algemene Bank Nederland N.V.
2. American Express International Banking Corporation.
3. Bank of America.
4. The Bank of Tokyo Ltd.
5. Banque Nationale de Paris.
6. The British Bank of the Middle East.
7. The Chartered Bank.
8. The Eastern Bank Ltd.
9. First National City Bank.
10. The Hongkong and Shanghai Banking Corporation.
11. Mercantile Bank Ltd.
12. National and Grindlays Bank Ltd.

'A' Class Banks — Indian Banks

1. Allahabad Bank.
2. The Andhra Bank Ltd.
3. Bank of Baroda.
4. Bank of India.
5. Bank of Maharashtra.
6. Canara Bank.
7. Central Bank of India.
8. Dena Bank.
9. Indian Bank.
10. Punjab National Bank.
11. State Bank of Bikaner and Jaipur.
12. State Bank of Hyderabad.
13. State Bank of Mysore.
14. State Bank of Patiala.

15. State Bank of Travancore.
16. Syndicate Bank.
17. Union Bank of India.
18. United Bank of India.
19. United Commercial Bank.

'B' Class Banks

1. The Bank of Rajasthan Ltd.
2. The Canara Banking Corporation Ltd.
3. The Hindustan Commercial Bank Ltd.
4. The Karnataka Bank Ltd.
5. The New Bank of India Ltd.
6. The Oriental Bank of Commerce Ltd.
7. The Sangli Bank Ltd.
8. The South Indian Bank Ltd.
9. State Bank of Indore
10. The Vijaya Bank Ltd.

'C' Class Banks

1. The Belgaum Bank Ltd.
2. The Hindustan Mercantile Bank Ltd.
3. Krishnaram Baldeo Bank Ltd.
4. The Lakshmi Commercial Bank Ltd.
5. The Miraj State Bank Ltd.
6. The Nedungadi Bank Ltd.
7. The Punjab and Sind Bank Ltd.
8. United Industrial Bank Ltd.
9. The Vysya Bank Ltd.

AND THEIR WORKMEN

REPRESENTED BY

ALL INDIA BANK EMPLOYEES' ASSOCIATION