



**ALL INDIA BANK EMPLOYEES' ASSOCIATION**

**NATIONAL CONFEDERATION OF BANK EMPLOYEES**

**BANK EMPLOYEES FEDERATION OF INDIA**

**INDIAN NATIONAL BANK EMPLOYEES FEDERATION**

**NATIONAL ORGANISATION OF BANK WORKERS**

**CHARTER OF DEMANDS FOR 11<sup>TH</sup> BIPARTITE SETTLEMENT  
ON REVISION OF WAGES AND SERVICE CONDITIONS**

**5<sup>TH</sup> June, 2017**

To  
**Shri Rajeev Rishi,**  
**Chairman**  
**Indian Banks' Association**  
**Mumbai**

Dear Sir,

**Reg: Our Charter of Demands for revision of wages  
and service conditions under 11<sup>th</sup> Bipartite Settlement**

You are aware that the current 10<sup>th</sup> Bipartite Settlement on wages and service conditions of bank employees will be getting ended by 31<sup>st</sup> October, 2017. Hence there is a need for revising the wages and other service conditions with a fresh Settlement.

Please refer to our joint communication dated 15-2-2017 under which we have submitted to Indian Banks' Association the broad summary of demands for negotiations for the ensuing 11<sup>th</sup> Bipartite Settlement wage revision. We had also informed you

that we shall submit the detailed Charter covering these demands upon commencement of the negotiations.

In the meantime, we are happy to note that the IBA has received mandate from the Member Banks and IBA has also opened up the negotiations by holding the meeting with the Unions on 2<sup>nd</sup> May, 2017 signifying the initiation of the process.

As outlined and reiterated by both IBA and the Unions during the meeting, it is desirable to quicken the process of negotiations and expedite the conclusion to reach the Settlement preferably well before the conclusion of the current Settlement so that the revised Settlement can be implemented from its commencement itself.

Undue delay in arriving at the Settlement has been a frustrating experience in the past for all concerned – managements, unions and the workforce at large. It also has a demotivating impact on the employees and hence rightly this has been felt by both of us for the need to conclude the settlement early and in time.

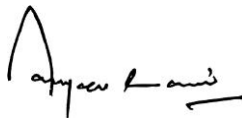
Further, at a time when the banking sector is facing multiple challenges from within as well as externally, we feel that it is important and imperative to spend much of the time and attention on strengthening our Banks, particularly our Public Sector Banks which are facing the brunt of these challenges. For this reason also, it is necessary to expedite the Settlement on wage revision and channelise our focus on successfully and unitedly facing these challenges to ensure a vibrant banking system to cater to the overall economic development of our country.

We note that the IBA has set up the Negotiating Committee to discuss our demands and the negotiations will commence shortly. Hence, we submit herein our detailed Charter of Demands for mutual discussions, meaningful negotiations and early resolution.

Thanking you,



**(C.H. VENKATACHALAM)**  
**GENERAL SECRETARY,**  
**ALL INDIA BANK EMPLOYEES' ASSOCIATION**



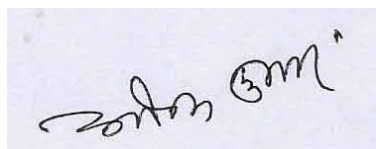
**(SANJEEV K BANDLISH)**  
**GENERAL SECRETARY,**  
**NATIONAL CONFEDERATION OF BANK EMPLOYEES**



**(PRADIP BISWAS)**  
**GENERAL SECRETARY**  
**BANK EMPLOYEES FEDERATION OF INDIA**



**(SUBHASH SAWANT)**  
**GENERAL SECRETARY,**  
**INDIAN NATIONAL BANK EMPLOYEES FEDERATION**



**(UPENDRAKUMAR)**  
**GENERAL SECRETARY,**  
**NATIONAL ORGANISATION OF BANK WORKERS**

# CHARTER OF DEMANDS

## **THE BACKDROP:**

The 10<sup>th</sup> Bipartite Settlement signed on 25<sup>th</sup> May, 2015 between IBA and AIBEA-NCBE-BEFI-INBEF-NOBW is effective from 1<sup>st</sup> November, 2012 for a period of 5 years and ending on 31-10-2017. Hence the pay scales, other components of wages and service conditions need to be revised from 1<sup>st</sup> November, 2017.

It is in this backdrop that we present this fresh Charter of Demands for consideration by the Indian Banks Association and for initiation of meaningful discussions, bilateral negotiations and expeditious conclusion to arrive at the 11<sup>th</sup> Bipartite Settlement.

## **JOURNEY SO FAR:**

The transition from the period of Tribunals and Awards from early forties to the middle of sixties, to bipartism, became the hallmark of collective bargaining in the banking industry with the signing of the first ever sector-wise, pan-India Bipartite Settlement on 19-10-1966. This foundation and spirit of cordiality and mutuality has been nurtured and carried forward in the last five decades due to which further 9 such industry-level bipartite settlements and various other important bilateral agreements have been signed during this period.

Unlike in many sectors, in our banking industry, these Settlements have not only catered to the demands of the employees for better wages and improvement in service conditions, but have also addressed and resolved many sensitive issues of the management and requirement of the administration and business development aimed at better efficiency, productivity, customer services, etc. This has been made possible because of the responsive and responsible approach on either side to work out amicable solutions.

We trust that the same cordiality and mutual understanding would continue in the coming period also.

## **PIVOTAL ROLE OF BANKS :**

We are conscious and hence committed to the cause and success of the banking sector in our country, particularly, our public sector banks, which have come to be an engine for economic growth and development. At the present juncture, when the economy is passing through a very critical phase, the role of Banks becomes very crucial. Banks have to further reach out to the people at large as well as act as a catalyst to de-stress the economic strains that our country is subjected to presently.

This requires Banks to adopt appropriate strategies and activities, and equally, the employees also need to feel encouraged and motivated to work with seamless objective. For this, the employees need to be remunerated appropriately and adequately. **Hence this Charter of Demands for improvement in wages and service conditions.**

## **INCREASING BUSINESS VOLUMES AND DECREASING MANPOWER:**

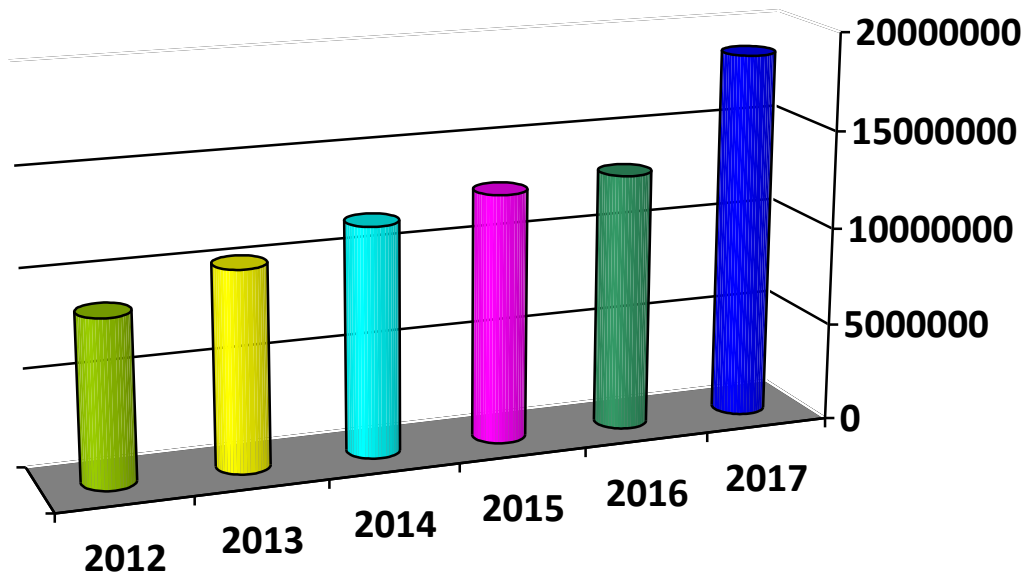
When we were dealing with 10<sup>th</sup> Bipartite Settlement, the total business of public sector banks as on 31-3-2012 was at around Rs. 85 lacs crores. As on 31-3-2016, the business volume has risen to Rs. 131 lacs crores as would be seen from the following Table I. As on 31-3-2017, the total business of Scheduled Commercial Banks has crossed Rs. 186 lac crores.

**TABLE I**  
**TOTAL BUSINESS (Deposits + Advances)**  
**PUBLIC SECTOR BANKS**

Rs. In Crores/amount rounded off

YEAR	DEPOSITS	ADVANCES	TOTAL BUSINESS
31-3-2012	47,90,000	36,97,000	84,87,000
31-3-2013	57,45,000	44,72,000	1,02,17,000
31-3-2014	65,90,000	51,00,000	1,16,90,000
31-3-2015	71,95,000	54,76,000	1,26,70,000
31-3-2016	74,86,000	55,94,000	1,30,80,000
31-3-2017	108,05,000	78,81,000	1,86,86,000
SCBs			

## TOTAL BUSINESS (DEPOSITS + ADVANCES)



## NO. OF EMPLOYEES :

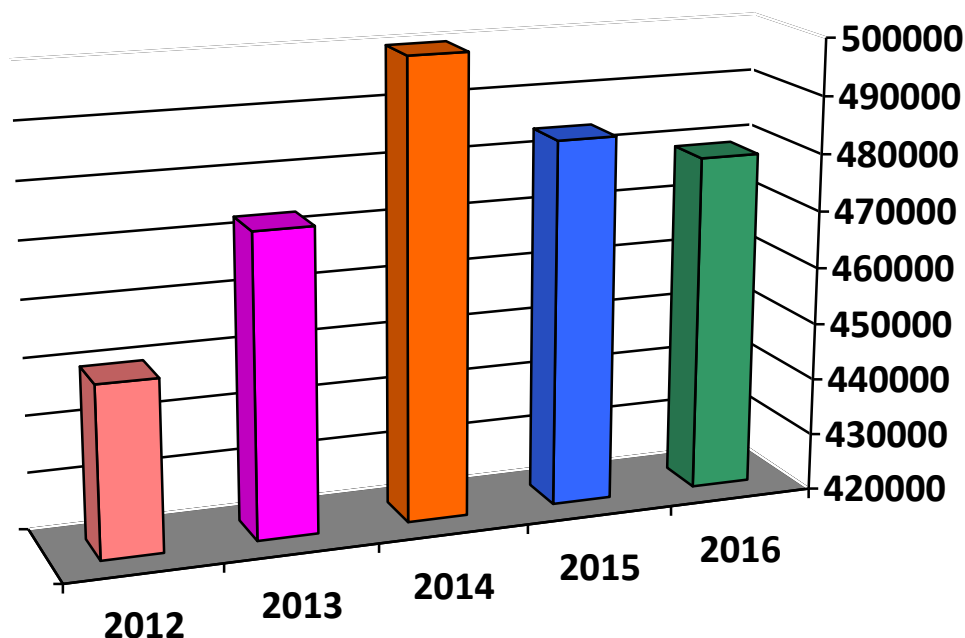
Concurrent to this increase in the volume of business in the Banks, as the figures herein under Table II would reveal, the number of workmen employees has not kept pace with business growth.

TABLE II

### NO. OF WORKMEN IN PUBLIC SECTOR BANKS

YEAR	NO. OF WORKMEN
31-3-2012	4,51,634
31-3-2013	4,73,198
31-3-2014	4,99,593
31-3-2015	4,84,000
31-3-2016	4,79,000

## NO. OF WORKMEN /AWARDSTAFF



It is pertinent to point out that with the concentration and focus on low cost Deposits, Jan Dhan Yojan Accounts to be opened and serviced, focus on small retail business involving more number of clients, implementation of innumerable schemes of the Government, etc., the increase in volume of work is more than proportionate to the increase in business volume.

But unfortunately, the number of employees have not gone up along with the growth in business volume.

On the other hand, the total number of workmen employees has come down from 5,00,000 as on 31-3-2014 to 4,79,000 as on 31-3-2016.

This has obviously resulted in higher workload on the staff.

Many a times, employees are required and found to be working beyond their stipulated working hours even to complete the day's routine transactions.

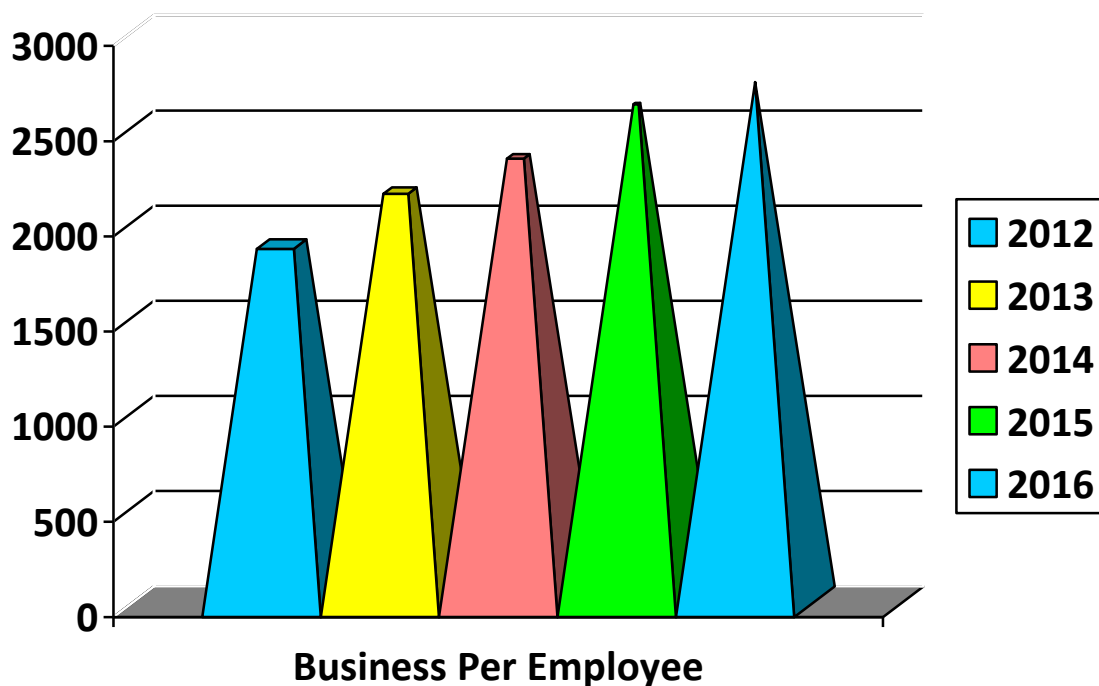
Higher the workload – higher the wage and **hence this Charter of Demands for upward wage revision.**

## **BUSINESS PER EMPLOYEE/PRODUCTIVITY ON THE INCREASE:**

The Table III below, will also explain the increasing business per employee

**TABLE III  
PUBLIC SECTOR BANKS**

<b>YEAR</b>	<b>BUSINESS PER EMPLOYEE</b>
<b>31-3-2012</b>	<b>1879 lacs</b>
<b>31-3-2013</b>	<b>2159 lacs</b>
<b>31-3-2014</b>	<b>2340 lacs</b>
<b>31-3-2015</b>	<b>2618 lacs</b>
<b>31-3-2016</b>	<b>2730 lacs</b>





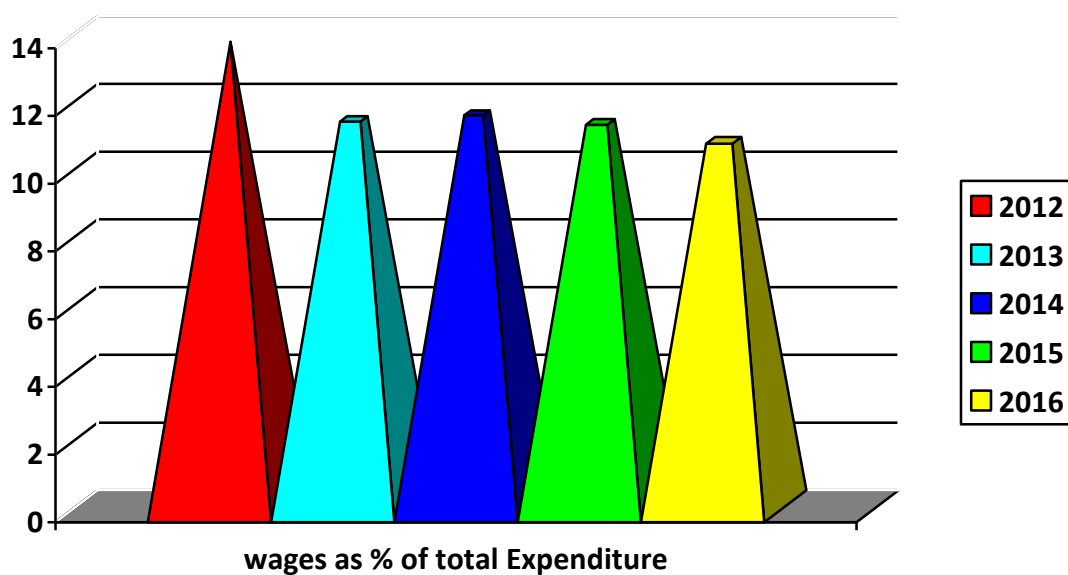
## WAGES AS A RATIO TO TOTAL EXPENSES COMING DOWN:

Contrary to the general impression that labour cost and wage expenses are going up, it would be observed that over the years, the ratio of wages to total expenses has slid down. Tables IV is self-explanatory.

### WAGE AS % TO TOTAL EXPENSES

**TABLE IV**  
**IN PUBLIC SECTOR BANKS**

Year	%
31-3-2012	13.72
31-3-2013	11.44
31-3-2014	11.62
31-3-2015	11.35
31-3-2016	10.81

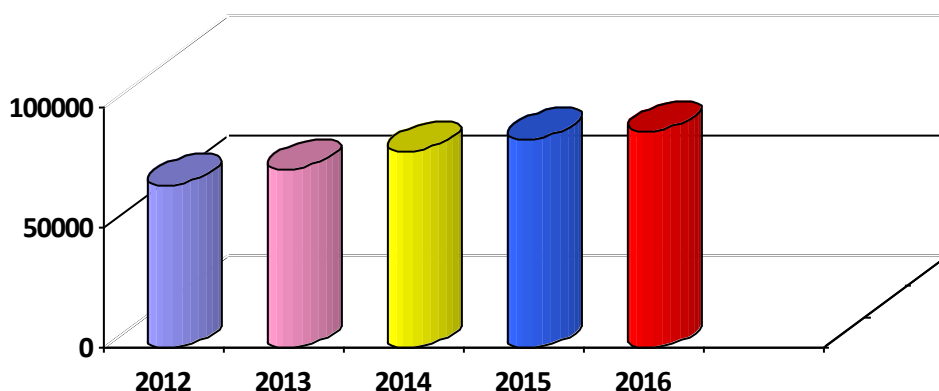


## **INCREASE IN NO. OF BRANCHES AND INCREASE IN WORKLOAD:**

Similarly, it would also be observed that in addition to increase in volume of business operations, there has also been a swell in the number of Branches as can be seen below in Table V.

**TABLE V - NO. OF BRANCHES - PSBs**

<b>YEAR</b>	<b>No. of BRANCHES in PSBs</b>
<b>31-3-2012</b>	<b>67,930</b>
<b>31-3-2013</b>	<b>74,000</b>
<b>31-3-2014</b>	<b>81,715</b>
<b>31-3-2015</b>	<b>87,303</b>
<b>31-3-2016</b>	<b>90,437</b>



Thus it can be seen that there is expansion of branch network in the last five years from 68,000 in 2012 to 90,000 in 2016 but the number of employees has come down during this period.

### **Variation in No. of branches and Staff from 2012 to 2016:**

<b>No. of new branches added in 5 years</b>	<b>23,000</b>
<b>No. of workmen reduced in 3 years</b>	<b>21,000</b>

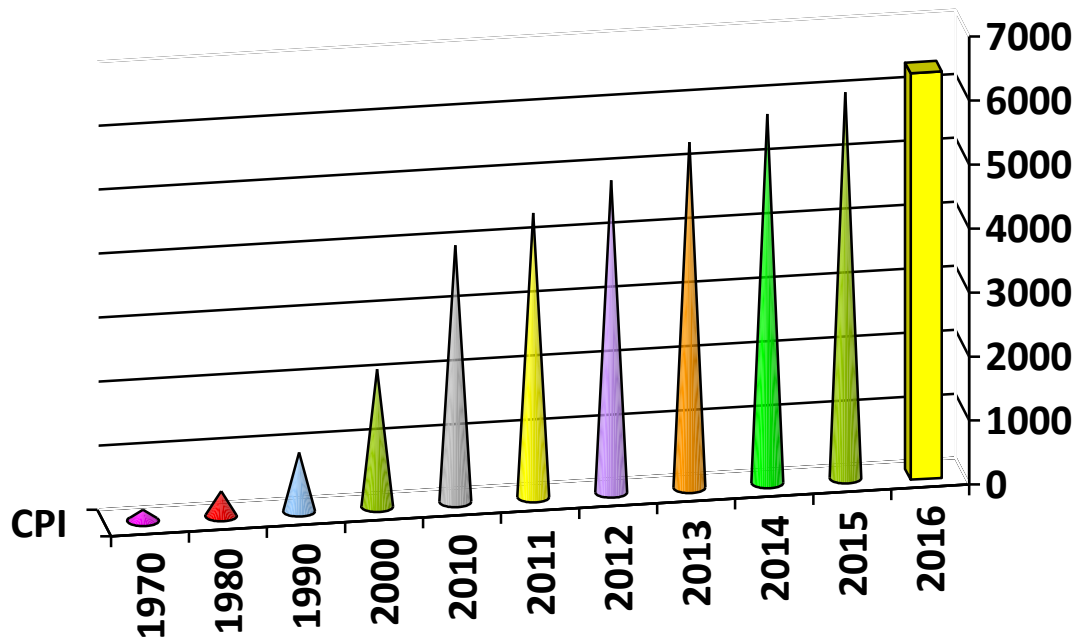
This has also resulted in undue pressure of work on the employees. This increased workload has to be properly ingrained and factored in the wages of the employees. **Hence the Charter of Demands for a higher wage revision.**

## **INFLATION AND IMPACT ON REAL WAGES:**

Wage is not only the price of labour but must also correspond to the price line. With the alarming level of unabated inflation and with every dose of price rise, the real wages are dipping and getting eroded. The following Table VI would manifest the enormity of the menace of price rise.

**TABLE VI**

<b>Period</b>	<b>( CPI 1960=100 )</b>	
<b>1970 average</b>	<b>170</b>	<b>Increase of 220 points in 10 years i.e. 22 points per year</b>
<b>1980 average</b>	<b>390</b>	
<b>1990 average</b>	<b>918</b>	<b>528 points in 10 years i.e. 53 points per year</b>
<b>2000 Average</b>	<b>2144</b>	<b>1226 points in 10 years i.e. 123 points per year</b>
<b>2010 average</b>	<b>4011</b>	<b>1867 points in 10 years i.e. 187 points per year</b>
<b>Price Index increase during the current settlement period</b>		
<b>Nov. 2011</b>	<b>4440</b>	
<b>Nov. 2012</b>	<b>4876</b>	<b>436 points in one year</b>
<b>Nov. 2013</b>	<b>5400</b>	<b>524 points in one year</b>
<b>Nov. 2014</b>	<b>5764</b>	<b>364 points in one year</b>
<b>Nov. 2015</b>	<b>6032</b>	<b>268 points in one year</b>
<b>Nov. 2016</b>	<b>6352</b>	<b>320 points in one year</b>
<b>Nov. 2011 -2016</b>		<b>1912 Points in 6 years i.e. 318 points per year</b>



### INCREASE IN DA SLABS

<b>November, 2012 ( at the commencement of 10<sup>th</sup> BPS)</b>	<b>109 slabs</b>
<b>November, 2013</b>	<b>240 slabs</b>
<b>November, 2014</b>	<b>331 slabs</b>
<b>November, 2015</b>	<b>398 slabs</b>
<b>November, 2016</b>	<b>478 slabs</b>

No doubt, while there is a scheme for compensation against periodical price rise through payment of D.A, the unprecedented price spiral in the recent years in the light of the uncontrollable inflation is seriously eroding the real wage and wages are far lagging behind the actual price rise.

Hence to catch up adequately with the fast-track inflation, there has to be a matching compensation and **hence our Charter of Demands for fair increase in wages and improvement in DA formula.**

## INCREASING PROFITS AND A SHARE IN THE PROSPERITY:

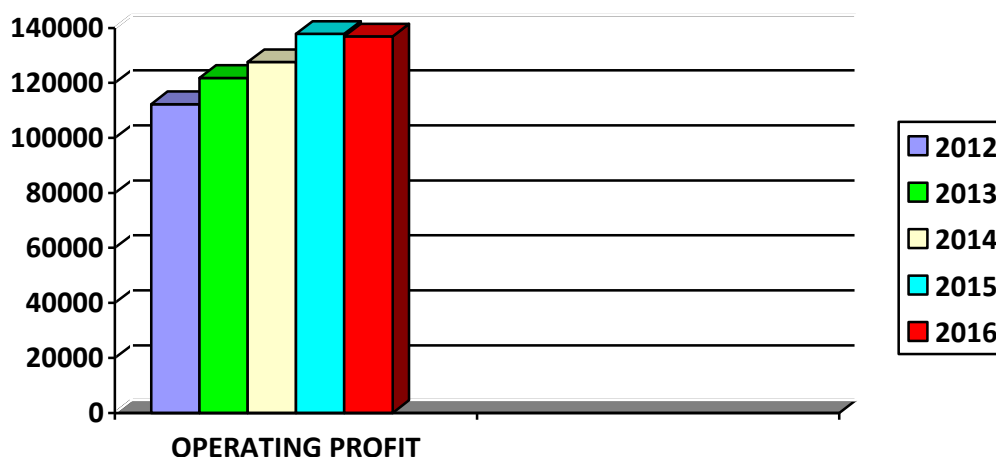
Everyone will acknowledge that one of the most important contributory factors for improving the profitability is the hard work put in by the workforce in the Banks.

The following Table VII will show the impressive profits of the Public Sector Banks during this period.

**Table VII**

### OPERATING PROFITS IN PUBLIC SECTOR BANKS

YEAR	OPERATING PROFIT
31-3-2012	1,12,290 crores
31-3-2013	1,21,838 crores
31-3-2014	1,27,651 crores
31-3-2015	1,37,817 crores
31-3-2016	1,36,926 crores



Thus it can be observed that the Operating Profits of the Banks have increased impressively during the recent years despite difficult times. Operating Profits have increased from Rs. 1,12,290 crores in 2011-12 to Rs. 136,926 crores for the year 2015-16. Employees naturally look towards a share in the prosperity of the Banks and **hence this Charter of Demands for wage revision.**

## **BULGING BAD LOANS – THE REAL DRAG ON THE BANKS:**

While all the Banks have been performing well in the given circumstances, the alarming increase in Bad loans and Non-Performing Assets have been the main issues that have been adversely impacting the profitability of the Banks.

The Table VIII below shows the enormity of the bad loans that is engulfing the banks and eclipsing their performance.

**TABLE VIII**

### **NON-PERFORMING LOANS IN PUBLIC SECTOR BANKS**

<b>31-3-2012</b>	<b>1,17,262 Crores</b>
<b>31-3-2013</b>	<b>1,75,040 Crores</b>
<b>31-3-2014</b>	<b>2,27,938 Crores</b>
<b>31-3-2015</b>	<b>2,92,640 Crores</b>
<b>31-3-2016</b>	<b>5,39,956 Crores</b>
<b>31-12-2016</b>	<b>6,06,911 Crores</b>

### **NPA's in PRIVATE BANKS**

<b>31-3-2012</b>	<b>18,902 Crores</b>
<b>31-3-2013</b>	<b>21,070 Crores</b>
<b>31-3-2014</b>	<b>24,542 Crores</b>
<b>31-3-2015</b>	<b>34,106 Crores</b>
<b>31-3-2016</b>	<b>56,185 Crores</b>
<b>31-12-2016</b>	<b>70,321 Crores</b>

The main income and revenue for the Banks are on account of the interest received on loans and advances. When huge amount of loans are getting sour and turning bad and yielding no revenue, the total income of the Banks is getting reduced drastically year after year and affecting the profitability of the Banks.

But, ordinary rank and file employees are in no way involved in grant of such loans and hence are not responsible for the same. Hence the burden faced by the Banks on account of bad loans by such huge loan defaults should not be put on the shoulders of the employees when their claim for better wages are dealt with.

## PROVISIONS FOR BAD LOANS:

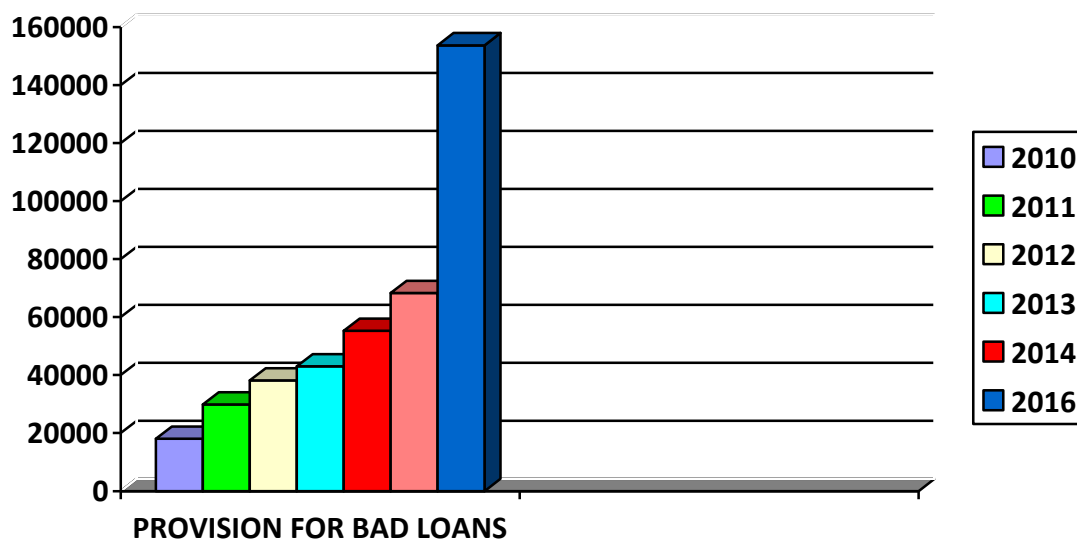
Because the bad loans are increasing in the Banks, the provision towards Bad Loans are also on the increase every year.

The following Table IX will explain the huge profits being set apart for provisions towards bad loans.

**Table IX**

### Provisions made from Operating Profits - PSBs

YEAR	PROVISIONS FOR BAD LOANS/NPA
31-3-2012	38,177 crores
31-3-2013	43,051 crores
31-3-2014	55,237 crores
31-3-2015	68,158 crores
31-3-2016	1,53,713 crores



### PROVISIONS FOR BAD LOANS in PRIVATE BANKS

31-3-2012	5,629 Crores
31-3-2013	4,103 Crores
31-3-2014	7,102 Crores
31-3-2015	9,685 Crores

## **PROVISIONS FOR BAD LOANS EATING AWAY PROFITS:**

The huge provisions made for bad loans are eating away the bulk of the hard earned profits and the percentage of profit erosion on account of provision for bad loans is clearly visible from the following Table X.

**TABLE X**

<b>YEAR</b>	<b>OPERATING PROFIT</b>	<b>PROVISIONS FOR BAD LOANS/NPA</b>	<b>As %</b>
<b>31-3-2012</b>	<b>1,12,290 crores</b>	<b>38,177 Crores</b>	<b>34 %</b>
<b>31-3-2013</b>	<b>1,21,838 crores</b>	<b>43,051 crores</b>	<b>35 %</b>
<b>31-3-2014</b>	<b>1,27,651 crores</b>	<b>55,237 crores</b>	<b>43 %</b>
<b>31-3-2015</b>	<b>1,37,817 crores</b>	<b>68,158 crores</b>	<b>49 %</b>
<b>31-3-2016</b>	<b>1,36,926 crores</b>	<b>1,53,713 crores</b>	<b>113 %</b>

While we are fully conscious that paying capacity and profitability of the Banks are important ingredients to be kept in mind while resolving claims of wage revision, we are sure that the fact that bulk of the profits earned by the Banks on its banking operations on account of the labour put in by the workforce are getting evaporated due to bad loans and consequent provisions on which the employees have no role or control would also be equally kept in mind.

Considering the adverse economic ambience prevalent in our country, anyone will agree that there has been an impressive performance by the Banks. Notwithstanding various and multiple challenges and constraints, our Banks have earned very good profits and the employees who have worked hard and enabled this success story cannot be and should not be de-linked from being recognised and suitably rewarded. Naturally, the employees look up with genuine aspirations, for a legitimate share in the increasing profits of the Banks.

**Hence this Charter of Demands for increased emoluments and improvement in service conditions.**

With the preamble given hereinabove, we proceed to narrate our Charter of Demands.



## **Broad Summary of Demands:**

- 1. REVISION AND IMPROVEMENT IN PAY SCALES**
- 2. IMPROVEMENTS IN STAGNATION INCREMENTS**
- 3. IMPROVEMENTS IN SPECIAL PAY, PQP, EQP , FPP**
- 4. REVISION IN DA FORMULA AND IMPROVEMENT IN COMPENSATION AGAINST PRICE RISE**
- 5. PROVISION OF HOUSING ACCOMMODATION/ PAYMENT OF HRA**
- 6. INTRODUCTION OF EDUCATION ALLOWANCE**
- 7. INCREASE IN TRANSPORT ALLOWANCE / REIMBURSEMENT OF PETROL COST**
- 8. IMPROVEMENTS IN LEAVE BENEFITS**
- 9. INTRODUCTION OF LEAVE BANK SYSTEM**
- 10. IMPROVEMENT IN LFC ENTITLEMENT**
- 11. INCREASE IN ANNUAL MEDICAL AID**
- 12. IMPROVEMENTS IN PRESENT MEDICAL INSURANCE SCHEME**
- 13. MEDICAL INSURANCE PREMIUM FOR RETIREES**
- 14. BONUS FOR ALL EMPLOYEES WITHOUT ANY CEILING**
- 15. IMPROVEMENT IN GRATUITY**
- 16. ENHANCEMENT IN RATE OF PROVIDENT FUND**
- 17. IMPROVEMENT IN PENSION SCHEME**
- 18. TOTAL EXEMPTION FROM INCOME TAX ON ENTIRE RETIREMENT BENEFITS**

19. **DA LINKED PENSION FOR POST-APRIL, 2010 EMPLOYEES**
20. **INTRODUCTION OF 5 DAY BANKING SERVICE**
21. **IMPROVEMENT IN SPECIAL AREA ALLOWANCE AND SPECIAL COMPENSATORY PROVISIONS FOR NORTH EAST, HIMACHAL PRADESH AND JAMMU & KASHMIR**
22. **REVISION IN CRITERIA/CEILING OF DEPENDENTS' INCOME**
23. **DELETION OF EXISTING PROVISIONS ON VOLUNTARY CESSATION OF SERVICE**
24. **OUTSOURCING – VIOLATION OF BIPARTITE SETTLEMENT TO BE STOPPED**
25. **ABSORPTION OF TEMPORARY EMPLOYEES**
26. **ADEQUATE RECRUITMENT OF CLERICAL AND SUBSTAFF IN ALL BANKS**
27. **PROPER IMPLEMENTATION OF COMPASSIONATE GROUND APPOINTMENT SCHEME**
28. **ALL PART TIME EMPLOYEES TO BE CONVERTED AS FULL TIME EMPLOYEES**
29. **IMPROVEMENT IN OTHER ALLOWANCES**
30. **OVERTIME**
31. **DELETION OF PARA 522(1) AND PARA 536 OF SASTRY AWARD**
32. **DISCIPLINARY ACTION & PROCEDURE**
33. **BETTER COMPENSATION ON TRANSFER OF EMPLOYEES ON DEPLOYMENT POLICY**
34. **EXPENSES WHILE ON TRANSFERS**
35. **RESTORATION OF BSRB FOR RECRUITMENT OF STAFF**
36. **INTRA-CADRE CAREER PROGRESSION SCHEME FOR AWARD STAFF**

- 37. ISSUES RELATING TO RETIRED EMPLOYEES**
  - 38. IMPROVEMENT IN STAFF LOANS**
  - 39. STAFF WELFARE SCHEMES**
  - 40. SPECIAL PROVISIONS / IMPROVEMENTS IN SERVICE CONDITIONS PERTAINING TO WOMEN EMPLOYEES**
  - 41. UNIFORM GUIDELINES ON FITMENT FOR EX-SERVICEMEN JOINING THE BANKS**
  - 42. PHYSICALLY CHALLENGED/DIFFERENTLY ABLED EMPLOYEES**
  - 43. IMPROVEMENT IN SERVICE CONDITIONS/ REMUNERATION OF DAILY DEPOSIT COLLECTORS**
  - 44. WAGES AND SERVICE CONDITIONS FOR RRB EMPLOYEES**
  - 45. INTERNAL AND EXTERNAL RELATIVITY TO BE MAINTAINED**
  - 46. OTHER DEMANDS/SUGGESTIONS**
  - 47. GENERAL**
-

## **1. REVISION AND IMPROVEMENT IN PAY SCALES**

- Revision of Basic Pay by merger of D.A. payable at the average index for the quarter July-September 2017.
- Existing Spl. Allowance and DA thereon to be added to Basic Pay
- Construction of revised pay scales by additional loading thereafter at 25% for Substaff and 20% for Clerical staff
- Fitment to be on stage to stage basis

## **2. IMPROVEMENTS IN STAGNATION INCREMENTS**

- Stagnation increments once in 2 years without any ceiling for both clerical and subordinate staff.
- Stagnation increment/s to be given in all cases of reversion even when reversion is given after one year

## **3. IMPROVEMENTS IN SPECIAL PAY, EQP, PQP, FPP**

- Entry level clerical cadre to include duties of SWO and existing Special pay of Rs. 820 to be clubbed with Basic pay.
- Entry level Substaff cadre to include duties of Daftary and existing Special Pay of Rs. 560 to be clubbed with Basic pay while revising the Pay Scales.
- Other posts of Special Pay to be revised by merger of D.A and loading as in the case of Basic Pay.
- Further increase in Special Pay amount commensurate with the increased duties, responsibilities and risks involved in each post.
- Revision of PQP/EQP equivalent to the first stage increment in the pay scale.
- Revision of FPP on the same lines of revision of basic pay.
- Sanction of additional increments to Subordinate Staff for acquiring additional qualifications like graduation and /JAIIB/ CAIIB
- Restrictions in payment of officiating allowance to be removed. Formula for computation of officiating pay to be revised and made simple

#### **4. REVISED DA FORMULA AND IMPROVEMENT IN COMPENSATION AGAINST PRICE RISE**

- D.A. to be paid based on CPI (2001=100) Index Series instead of CPI (1960=100) Series.
- D.A. to be revised on monthly variation in Index.
- D.A. to be revised on rise and fall of every point in the Index.
- D.A. compensation to be 110% for Clerical Staff and 120% for Subordinate Staff.

#### **5. PROVISION OF HOUSING ACCOMMODATION/ PAYMENT OF HRA**

- Housing accommodation/ Quarters to be provided by Banks to all employees. Wherever not provided, HRA to be paid.
- Revision of HRA rates suitably and to be paid on the revised Pay.
- Areas/population group to be re-classified and based on latest census figures.
- Treating peripheral areas of metros/satellite towns like Chandigarh/Mohali/Panchkula, New Delhi/Gurgaon/NCR Regions, etc. at par for payment of HRA applicable to metro/satellite town respectively.
- Introduction of Leased Accommodation facility to employees.
- Payment of HRA on Capital Cost where employee owns the house
- HRA on Rent Receipt basis upto 150% of normal entitlement .
- Payment of eligible HRA to employees residing in Bank's Quarters after recovery of standard rent.
- Special Economic Zone/EPZ/NEZ, etc. to be made at par with Project Areas.
- Revision in HRA rates at places based on mid-census population figures
- Revision in HRA at project area centres
- Additional HRA in difficult and border areas.

## **6. INTRODUCTION OF EDUCATION ALLOWANCE**

- Education Allowance to be paid to employees (Max. 2 children)

## **7. INCREASE IN TRANSPORT ALLOWANCE / REIMBURSEMENT OF PETROL COST**

- Reimbursement of petrol cost to all employees who own vehicles.
- Transport Pay to those employees who do not own vehicles.
- Existing Transport Allowance to be renamed as Transport Pay with substantial increase and payment of D.A. thereon.

## **8. IMPROVEMENTS IN LEAVE BENEFITS**

### **a. Casual Leave**

- Casual leave to be increased to 18 days.
- 25 days CL for physically challenged employees.

### **b. Privilege Leave**

- Accumulation of Privilege Leave should be increased to 300 days .
- Encashment of Privilege Leave should be increased to 300 days. Where there is any shortfall under PL, Sick Leave to be allowed for encashment, if available.
- Privilege leave availed, irrespective of number of days, on grounds of sickness on production of medical certificate be allowed without being counted as an occasion.
- Employees should be permitted to avail their privilege leave on production of sickness certificate even in cases of illness of their family members residing with them.
- Privilege Leave encashment to be permitted in case of loss of job due to punishments/resignations.
- Intervening holidays falling in between the leave period should not be counted as Privilege Leave.
- Advance notice period to avail PL to be reduced to 10 days.
- Max. No. of occasions to avail PL in an year to be increased to 6 times

**c. Sick Leave**

- One month sick leave for every completed year of service, without any ceiling.
- Submission of medical certificate be waived for availing sick leave for small ailments like fever, flu etc, for maximum period of 5 days. For this, number of occasions in a year may be stipulated.
- Employees should be permitted to avail their sick leave on production of sickness certificate even in cases of illness of their family members residing with them.
- Sick leave not availed during service to be covered by Leave Encashment scheme
- Sick leave may be granted to women employees to look after sickness of a child below 12 years.

**d. Maternity Leave:**

- Maternity leave should be 2 years in service for women employees and for 1 year on one occasion for one child.
- A female employee may be granted maternity leave, for legal adoption of child, upto one year within the overall entitlement.
- Over and above the maternity leave, another 2 months to be given to cover cases of hysterectomy, wherein the maternity leave is already exhausted.
- Specific gyneac ailments to be covered under maternity leave including infertility treatment.

**e. Child Care Leave**

- Child care leave on the lines as available for government employees be extended to bank employees also.

**f. Sabbatical Leave**

- Sabbatical leave to all employees upto 2 years in the entire service with service benefits on the lines available to Central Government employees.

**g. Study Leave**

- Introduction of study leave for a max. period of 2 years for employees to pursue higher studies.

**h. Paternity Leave:**

- Paternity leave to be granted for child adoption.

**i. Special Leave for Office-bearers**

- Special leave provided for office bearers should be enhanced.
- Provision of Duty Leave to Office-bearers for attending conciliation meetings/ labour courts /tribunals / labour training programmes, etc.

**j. Extra-ordinary Leave**

- Extra-ordinary leave should be permitted upto 180 days per occasion.

**k. Absence during Curfew, natural calamities, flood, etc. to be treated as on duty/special leave :**

- Absence due to curfew, riots, natural calamities, prohibitory orders and other disturbances beyond the control of the employees to be treated as on duty and be granted special leave.

**l. Special Leave with Pay when an employee dies after major ailments**

- In case of death of the employee on account terminal diseases or on account of prolonged sickness/major accidents, etc the period of leave on loss of pay should be treated as special leave with pay.

## **9. INTRODUCTION OF LEAVE BANK SYSTEM**

- Leave Bank concept should be introduced with suitable modalities with sole object to help colleague employees in distress due to terminal diseases and having no leave to their credit. Willing employees to voluntarily surrender their leave upto a prescribed number of days per year to be kept in a common pool in each Bank. From this common pool (Leave Bank) employees on loss of pay due to prolonged illness, terminal diseases, major accidents, etc. to be sanctioned leave with pay.



## **10. IMPROVEMENT IN LFC ENTITLEMENT**

- Improvements to be made in LFC scheme on distance, class and mode of travel, etc
- Husband and wife if they are working in different banks are allowed to avail their block of LFC separately. Same provision may be allowed to couple working in the same bank.
- Road mileage charges for travel other than by train to be made at par with officers as the rates are the same as charged by car rentals.
- Sightseeing and local charges be also paid by the Bank within overall limit.
- To and fro Air Fare/ eligible Train fare / Road mileage charges, beyond LFC entitlement, be paid to employees working in Tripura, Meghalaya, Manipur, Nagaland, Arunachal Pradesh, Mizoram to Kolkata, Andaman-Nicobar Islands up to Kolkata / Chennai and in Lakshadweep up to Cochin. And in far flung areas of Himalayan States/ J & K to Chandigarh/Delhi.
- LFC to visit abroad to be permitted.
- LFC by any mode including own car to be permitted.
- Package tour should be allowed within overall limit
- Reimbursement of service charges for booking of tickets be allowed.
- Partial encashment of LFC to be allowed
- Train fare of Rajdhani/Shtabdi trains to be reimbursed as charged by the Railways, if actually travelled .
- Revision on Pony charges and addition of Dolly charges.
- One more option to change over from two year to 4 year block and vice versa.
- Proper clarification to be issued on Dynamic fare in Railway fare

## **11. INCREASE IN ANNUAL MEDICAL AID**

- Amount under Annual Medical Aid to be enhanced substantially.

## **12. IMPROVEMENTS IN MEDICAL INSURANCE SCHEME**

- Scheme to provide additional top up facility to enhance the cover.
- Proper and defined common guidelines to be issued for availment under buffer coverage.
- Proper procedure and time frame to be evolved to expedite claim settlement and to avoid long delays.
- Role of TPAs to be properly clarified and employees should not be asked to contact TPAs. Bank managements should handle all grievances.
- Unilateral changes in the scheme made by UIIC to be withdrawn.
- Premium amount to be decided transparently and bilaterally.
- More number of hospitals in all centres to be covered under the cashless scheme.

## **13. THE MEDICAL INSURANCE PREMIUM FOR RETIREES**

- Premium fixation to be discussed with the unions before renewal.
- Premium to be paid by banks as in the case of in service employees.

## **14. BONUS FOR ALL EMPLOYEES WITHOUT ANY CEILING**

- Bonus Act to be amended to remove the existing eligibility ceiling and Bonus to be paid to all employees. Till the Act is amended, Ex-gratia in lieu of bonus should be paid to all employees

## **15. GRATUITY**

- Removal of ceiling on Gratuity under the Gratuity Act
- For payment of Gratuity under Bipartite Settlement, One month's 'Pay' for each year of service rendered to be paid without any restrictions.
- Last drawn 'Pay' or 12 months average Pay, whichever is higher, should be taken for computation of Gratuity.

## **16. PROVIDENT FUND:**

- Provident Fund contribution should be increased from 10% to 12% of Pay for all employees.

## **17. IMPROVEMENT IN PENSION SCHEME:**

- Periodical Pension updation along with wage revision of service employees
- DA revision/change on pension to be like in service employees .
- Qualifying service for full pension should be 20 years like in Govt/RBI;
- Average of 10 months or last drawn 'Pay', 'whichever is higher' should be considered for calculation of basic pension.
- Service rendered in Defence, if not counted for Defence pension should be added in bank service for payment of pension

### **Family Pension –**

- To be improved at par with RBI/ Government scheme
- Family pension at double the normal rate to be paid for next seven years from the date of death or upto the age of 67 years instead of present 65 years,
- Payment of Family Pension to unmarried/widowed daughters for life and if spouse and daughters are not available, then to parents, if alive.
- Incorporation of suitable provision in Pension Regulations 31 and 33 in synergy with Clause 6 (b), 6 (c) and 6 (d) of Bipartite settlement dated 10.4.2002 on Disciplinary Action & Procedure

**Note:** Cost of superannuation benefits to be outside the cost of wage revision

## **18. TOTAL EXEMPTION FROM INCOME TAX ON ENTIRE RETIREMENT BENEFITS**

- For Gratuity, the existing ceiling on exemption limit for Income Tax should be removed.
- Amount paid on account of encashment of accumulated leave at the time of retirement should be exempted from Income Tax

**19. DA LINKED PENSION FOR POST-APRIL, 2010 EMPLOYEES.**

- All employees recruited from 1-4-2010 should be extended the DA linked Defined Benefit Pension Scheme.
- Till such time, Service charges levied on employees under NPS to be borne by the Bank or the Fund Managers.

**20. INTRODUCTION OF 5 DAY BANKING SERVICE:**

- Instead of only 2nd and 4th Saturday off, all the Saturdays to be declared as holiday.

**21. IMPROVEMENT IN SPECIAL AREA ALLOWANCE AND SPL. COMPENSATORY PROVISIONS FOR NORTH EAST, HIMACHAL PRADESH AND JAMMU & KASHMIR**

- Special Area Allowance to be revised
- Special Compensatory provisions for North East, Himachal Pradesh and Jammu & Kashmir

**22. REVISION IN CRITERIA/CEILING OF DEPENDENTS' INCOME**

- The existing provision of Rs. 10,000 as criteria to define 'wholly dependent' to be revised as Rs. 25,000 per dependent looking to inflation .

**23. DELETION OF EXISTING PROVISIONS ON VOLUNTARY CESSATION OF SERVICE**

- This provision needs to be deleted.
- All those who have been imposed this voluntary cessation so far, they must be given pension and other benefits, as there was no misconduct on their part.
- Those who were removed from service under this clause to be extended a chance to appeal.

## **24.       OUTSOURCING – VIOLATION OF           BIPARTITE SETTLEMENT TO BE STOPPED**

- All types of outsourcing of regular permanent jobs to be withdrawn which are not covered by existing settlement provisions
- All contract/outsourced employees should be absorbed.
- Implementation of Supreme Court order on equal wage for equal work for existing outsourced and contract employees till the vacancies are filled up by their absorption.

## **25.       ABSORPTION OF TEMPORARY           EMPLOYEES:**

- All temporary/casual employees to be paid equal wages of their cadre.
- A scheme to be evolved to absorb the temporary/casual employees in permanent jobs.
- Preference to be given to these employees while filling up vacancies.

## **26.       ADEQUATE RECRUITMENT OF CLERICAL           AND SUBSTAFF IN ALL BANKS**

- The number of clerical and substaff is being reduced in banks/branches. This is adversely affecting customer services. Steps should be taken to recruit adequate number of staff.

## **27.       PROPER IMPLEMENTATION OF SCHEME           ON COMPASSIONATE GROUND           APPOINTMENTS**

- Despite clear provision of the Scheme, most of the Banks are reluctant to extend compassionate ground appointments. All eligible cases since 05.08.2014 should be considered for appointments within a timeframe.
- The guidelines obtaining in SBI for only Exgratia payment instead of employment should be changed and compassionate ground appointments should be extended as per Govt. guidelines as in other banks from 5-8-2014.
- Ex Gratia should be only optional for the family to exercise.
- The clause of 5% quota in respect of total recruitment to be deleted.

## **28. ALL PART TIME EMPLOYEES TO BE CONVERTED AS FULL TIME EMPLOYEES**

- A policy should be evolved to convert and elevate all part time employees as full time employees.
- Permanent consolidated wage employees brought to 1/3rd wages under 9th BPS from 1-5-2010 to be covered by pension scheme instead of under NPS as they were permanent employees prior to that also.

## **29. IMPROVEMENT IN OTHER ALLOWANCES**

- Adequate increase in all existing Other Allowances like Cycle Allowance, Washing Allowance, Split Duty Allowance, Project Area Compensatory Allowance, Paradip Port Allowance, Hill and Fuel Allowance, Water Scarcity Allowance, Compensation on Transfer, etc.
- Adequate increase in Halting Allowance/ Reimbursement of Lodging Expenses while on travel on duty.
- Introduction of Lunch Allowance, Transfer Allowance, Closing Allowance.
- Extension of allowances whichever and wherever paid to Central/State Government Employees like Disturbed Area Allowance, Island Allowance, Agency/Tribal Allowance, Remote/Difficult Area Allowance, etc.
- Extension of North-East incentive as per 6th pay commission and as extended to RBI employees in North-east/Sikkim
- Far-flung/difficult areas in Uttaranchal, Himachal/ J&K to be paid Special Area Allowance at par with Leh/Ladakh, etc.
- Hill allowance should be given to all Districts where State Governments are paying Hill Allowance.

## **30. OVERTIME**

- Method of calculation of overtime should be simplified and improved.
- Many banks are not paying overtime to employees even when they sit late for completion of their work due to heavy workload or due to connectivity problem in CBS system, etc. and in all such cases OT wages should be paid strictly as per BP Settlement .

### **31. DELETION OF PARA 522(1) AND PARA 536 OF SASTRY AWARD**

- These provisions under Para 522(1) and Para 536 of Sastry Award should be deleted.

### **32. DISCIPLINARY ACTION & PROCEDURE**

- For claiming travelling expenses for defending an employee in the departmental action, existing restrictions of 'within the State' be removed .
- Subsistence Allowance to be improved upon .
- Indiscriminate usage of Clause 5(j) to be stopped through proper guidelines/definition.
- Clarification with regard to provision of clause 6 (3) i.e., bringing down by two stages in the scale of pay and applicability of the same to employees who have already reached maximum in the scale of pay.
- Clarification to be given that minor misconducts clearly enumerated under Clause 7 of BPS dt. 10-4-2002 should not be brought as major misconducted under Clause 5.
- Multiple charges for one incident should not be made out.
- Punishment order by the Disciplinary Authority not to be implemented till the final disposal of Appeal by the Appellate Authority.
- Issuance of charge sheet under Pension Regulation to award staff after retirement to be stopped since it is not provided in Bipartite Settlement.
- Awarding the punishment of stoppage of increments should be without affecting superannuation benefits, as in the case of officers.
- Provision for appeal against suspension
- In case of punishment of dismissals, a provision for Review Authority after Appellate Authority
- Deletion of Fine as a punishment

### **33. BETTER COMPENSATION ON TRANSFER OF EMPLOYEES ON DEPLOYMENT POLICY**

- The distance limit on deployment of surplus staff to deficit areas to be reduced and amount paid as compensation on such transfers to be revised.

### **34. EXPENSES WHILE ON TRANSFERS**

- Transportation charges on transfer should be reimbursed in full by any mode
- Packing charges also be reimbursed.
- Hotel accommodation for 6 days with halting allowance on transfer of an employee.
- Breakage charges should be increased by 50%.
- Road transport charges should be revised.

### **35. RESTORATION OF BSRB**

- The earlier system of recruitments through regional Banking Service Recruitment Boards to be restored in lieu of IBPS

### **36. INTRA-CADRE CAREER PROGRESSION SCHEME FOR AWARD STAFF**

- Introduction of Assured Career Progression scheme for clerical and substaff cadres in all Banks as a uniform policy.

### **37. RETIRED EMPLOYEES**

- Follow up of the issues covered by Record Note dated 25-5-2015
- LFC to be extended to retired bank employees.
- Under medical insurance scheme for retirees, premium fixation to be discussed with the unions before renewal.
- Premium under medical insurance scheme to be borne by the Banks instead of collecting from the retirees.
- Ex-gratia to pre 1986 non SBI retirees/widows to be revised.
- Revision of Family Pension rates without any ceiling.
- Revising the Basic Pension of all past retirees at the common index point under 11th BPS.
- Uniform rate of DA for all pensioners and removal of slab system for past retirees



- The percentage of allocation towards welfare schemes of retirees should be uniformly defined.
- Updation of pension for past retirees and periodical pension revision in future along with wage revision.
- DA revision/change on pension to be like serving employees

### **38. STAFF LOANS**

- Improvement to quantum of Staff Housing loan / Vehicle Loan and reduction in rate of interest and increase in Festival Advance to one month Gross salary. Uniform guidelines to be given as a part of Bipartite Settlement.
- Introduction of Education Loan scheme to wards of employees for pursuing graduation/post-graduation, Bachelors/Masters in Professional course etc., under concessional rate of interest

### **39. STAFF WELFARE SCHEMES:**

- Allocation of fund to Staff Welfare Schemes based on Operating profits of Banks and revision in entitlement of Fund.

### **40. SPECIAL PROVISIONS /IMPROVEMENTS IN SERVICE CONDITIONS PERTAINING TO WOMEN EMPLOYEES**

- Establishment of child care centres in all major cities and towns to take care of the children.
- Child care leave on the lines of Central Government Scheme.
- Maternity leave should be 2 years in service for women employees and for 1 year on one occasion for one child.
- Sick leave may be granted to women employees to look after sickness of a child below 12 years.
- Specific gynec ailments to be covered under maternity leave including infertility treatment.
- A female employee may be granted maternity leave, for legal adoption of child, upto one year within the overall entitlement.
- Over and above the maternity leave, another 2 months to be given to cover cases of hysterectomy, wherein the maternity leave is already exhausted.

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#### **41. UNIFORM GUIDELINES ON FITMENT FOR EX-SERVICEMEN JOINING THE BANKS**

- Service rendered in Defence, in case of ex-servicemen employees who are not drawing/eligible for Defence pension, should be added in bank service for eligibility for payment of pension.
- Uniform and consolidated guidelines to be issued for fixation of emoluments of Ex Servicemen joining the Banks.
- Litigations on emoluments of Ex-servicemen employees to be resolved by taking a holistic view and evolving a Model Approach Paper.

#### **42. PHYSICALLY CHALLENGED/DIFFERENTLY ABLED EMPLOYEES**

- Government guidelines on concessions to such employees in recruitment/promotion/transfers/rotations/postings, etc. to be strictly followed by all Banks.
- Revision of conveyance allowance paid to these employees
- Physically challenged children of employees to be defined as dependents irrespective of age or marital status
- 25 days CL for physically challenged employees.
- Full pension to physically challenged employees at 50% of Pay irrespective of service rendered.

#### **43. IMPROVEMENT IN REMUNERATION AND SERVICE CONDITIONS OF DAILY DEPOSIT COLLECTORS / BUSINESS FACILITATORS/ BUSINESS CORRESPONDENTS /CSPS**

- Daily Deposit Collectors/Business Correspondents/ Business Facilitators/CSPs in Banks to be extended medical insurance scheme, DA linked commission rates, enhanced Gratuity, coverage under PF.
- Functions of Deposit Collectors/Business Correspondents/ Business Facilitators/ CSPs to be widened to include NPA recovery scheme, etc.

#### **44. WAGES AND SERVICE CONDITIONS FOR RRB EMPLOYEES.**

- Proper implementation of NIT Award for Regional Rural Bank employees on parity as per Supreme Court orders including pension, allowances, etc.
- Inclusion of RRB employees' service conditions as part of Bipartite Settlement.

#### **45. INTERNAL AND EXTERNAL RELATIVITY TO BE MAINTAINED**

- While finalizing the Pay Scales and other service conditions, the relativity within the industry and outside should be kept in mind.

#### **46. OTHER DEMANDS/SUGGESTIONS**

- Streamlining and defined business/banking hours within working hours
- Personal drivers in the Banks should be regularised.
- Declaration of bank holiday on 8<sup>th</sup> March for International Women's Day
- Declaration of 1<sup>st</sup> May as a Bank Holiday in all the States as International Workers' Day

#### **47. GENERAL**

- The Settlement should be effective from 1-11-2017 for next three years
  - Settlement should be concluded before 31-10-2017
  - Unions reserve the right to alter, amend, add, delete or revise the demands in due course during negotiations.
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