



State Bank of India Staff Association

(REGISTERED UNDER ACT XVI OF 1926)
(REGISTERED No. 34)
(AFFILIATED TO ALL INDIA SBI STAFF FEDERATION)
Central Office: 13, CROOKED LANE- KOLKATA - 700 069



ALL LETTERS TO BE ADDRESSED
TO THE GENERAL SECRETARY

C/o.- STATE BANK OF INDIA, LOCAL HEAD OFFICE,
PT. J.N. MARG BHUBANESWAR- 751 001

CIRCULAR NO. 18
TO ALL UNITS/MEMBERS

21st December 2020

CONGRATULATIONS **XITH BIPARTITE WAGE SETTLEMENT: SBI ALLOWANCES AGREEMENT SIGNED**

We reproduce hereunder the full text of Circular No.15 dated 21.12.2020 issued by Com. Sanjeev Kumar Bandlish, General Secretary, All India SBI Staff Federation for information of our units/members.

With greetings,

(Raghunath Prasad Das)
GENERAL SECRETARY

"We had already informed you that the 11th Bipartite Settlement was signed on 11.11.2020 and the salient features of which are circulated vide our Circular No.12A Dated 11.11.2020. Comrades, no doubt 11th Bipartite Settlement has taken a little of more than three years because of many impediments and hurdles but this is one of the best agreements in terms of financial gains as well as improvements in service conditions which has been hailed throughout the country by one and all. This Bipartite Settlement signed on 11.11. 2020 could not be implemented because the Joint Note of the Officers' Associations/Unions which was also signed on the same date was to be approved by the Director, Financial Services. Govt. of India and for this reason it was not Circulated by the Bank. Moreover, this agreement was with some riders that some parts/allowances of the wage revision will be decided at the Bank level i.e. State Bank of India as they are different from the Industry level.

2. Now, we are happy to advise you that All India State Bank of India Staff Federation has signed a Joint Memorandum with the management of State Bank of India on 26.11.2020 revising therein the Special Pay for the Clerical Staff, Special Pay for Subordinate Staff, Special Pay for Graduation and Professional Qualification, Fixed Personal Pay and certain other allowances payable to workmen employees in State Bank of India. Hill & Fuel Allowance, Discomfort allowance payable on redeployment/Transfer to outside centre, Lodging allowance, Key allowance (for those who will handle the cash keys along with the additional duties and responsibilities). Detailed information is enclosed in Annexure 1,2,3,4 & 5 for your ready reference.

3. This agreement could not be implemented as the IBA was waiting for the clearance from the Government of India and only because of this reason they have not advised the same to the member Banks who were to get it approved from their respective Boards. Now, we are happy to advise that Govt. of India has accorded approval to the 11th Bipartite Settlement and the said approval has been sent to the IBA on 18.12.2020. IBA in turn forwarded the copy of the 11th Bipartite settlement along with the Joint Note to the member Banks on 19.12.2020 for implementation.

4. So, Comrades, all hurdles including a long wait of three years is over and we are happy to inform you that you are going to get the **arrears along with the new salary in the month of January 2021.**"

STATE BANK OF INDIA STAFF ASSOCIATIONZINDABAD!
ALL INDIA STATE BANK OF INDIA STAFF FEDERATIONZINDABAD!
NATIONAL CONFEDERATION OF BANK EMPLOYEES.....ZINDABAD!
OUR SOLIDARITY.....ZINDABAD!
OUR UNITY.....ZINDABAD!

“ANNEXURE-I

In modification of the provisions contained in **Annexure-1** to the Settlement dated **4th June 2015** on service conditions, the rates of Special Pay payable to Workmen Employees stand revised as under for the period from **1st November 2017** and onwards.

(Reference : Clause No. 11 (v) of the 11th Bipartite Settlement dated 11.11.2020)

1. CLERICAL STAFF		(Amt. in Rs.)		
Sl. No.	Posts carrying Special Pay	Special Pay (Ranking for DA, HRA and Superannuation Benefits)		
		Existing Upto 31.10.2017	Revised w.e.f. 01.11.2017	Revised w.e.f. 01.12.2020
	A. Positions:			
1	Chief Associate	3970	7550	11000
2	Special Associate	3970	6050	8000
3	Special Agricultural Associate / Officiating Pay (Relief Officer) / Special Associate (Grahak Mitra-cum-Record Keeper) \$	3970	6050	
	Head Pharmacist # / Head Control Room Operator #	2260	6050	
4	Senior Associate / Senior Agricultural Associate / Senior Associate (Grahak Mitra-cum-Record Keeper) \$	2410	3650	
	Senior Pharmacist # / Senior Control Room Operator #	1310	3650	
5	Head Armourer / Head Plant Associate	2260	3450	
6	Associate / Associate (Agr.) / Associate (Grahak Mitra-cum-Record Keeper) \$	1640	2500	
7	Special Record Keeper cum cashier / Senior Plant Associate / Senior Armourer	1310	2000	
8	Jr.Agricultural Associate / Pharmacist / Control Room Operator / Senior Record Keeper cum Cashier	820	1250	
9	All the existing Clerical staff who are not drawing any Special Pay	330	500	

Note :

Aligned at par with Special Associates / Senior Associates / Associates
\$ Newly Created Positions in Career Progression of Grahak Mitra-Cum-Record Keeper

CLERICAL STAFF :**(Amt. in Rs.)**

Sl. No.	B. <u>Positions frozen:</u>	Existing upto 31.10.2017	Revised w.e.f. 01.11.2017
1	Special Stenographer #	2850	6050
2	Head Assistant (Accounts)	2410	3700
3	Head Draughtsman / Head Telephone Operator / Head Telecom Assistant / Spl. Hindi Translator / Head Nurse / Head A.C. Plant Operator / Head S.T. Plant Operator / Head Electrician (Electrical Supervisor) / Head Sewage Fitter	2260	3450
4	Senior Stenographer #	1740	3650
5	Senior Draughtsman	1740	2650
6	Computer Operator / Stenographer / Senior Hindi Translator / Senior Telecom Assistant / Senior Telephone Operator / Senior Electrician (Electrical Supervisor) / Senior Sewage Fitter / Senior Nurse / Senior AC Plant Operator / Senior ST Plant Operator / Draughtsman / Inspection Assistant	1310	2000
7	Steward	1230	1900
8	Datanet Operator / Dy. Head Cashier / Teller / Head Asst. (Cash) / Telex Operator / Bradma Machine Operator (I) / Data Entry Operator / Deputy Head Assistant (Cash) / Cashier Operating Electronic Cash Register / Bradma Machine Operator (II) / DIR Assistant / Audit Clerk / Hindi Translator / Mill Checking Assistant / Telephone Operator / Computer Operator 'A' (e-SBS / e-SBIN)	820	1250

Note :**# Aligned at par with Special Associates / Senior Associates**

Note: The positions listed under 'B' above were frozen and will be abolished on existing incumbents, if any, moving over to higher positions or retiring from the Bank's service, etc. and until their retirement / movement, they will continue to draw revised special pay as listed. Their retirement or movement to higher positions will not result in creation of new vacancies. Their services will be utilized as stated below:

- The posts of Godown-Keepers and Bill Collectors will be abolished when the present incumbents retire from the Bank's service or move on to higher In-cadre or Out-of-cadre positions. The services of existing Godown Keepers and Bill Collectors will be utilized as Record Keepers / Cashiers.
- When an employee working in a post carrying Special Pay officiates as Relief Officer in JM Grade Scale I, he will be paid only the Officiating Pay, which is higher than the Special Pay during the period of such officiating. Similarly, if an employee already working in a Special Pay carrying post acts in a position carrying a higher Special Pay, he will draw only the latter Special Pay including attendant benefits on pro-rata basis.
- Parties agree to review and enlarge the duties of Special Pay carrying positions as per emerging needs of the Bank.
- In addition to the existing duties in respect of all the workmen staff, they will also perform all the additional duties as provided in **Annexure-5 to this Memorandum of Settlement**

2. SUBORDINATE STAFF		(Amt. in Rs.)		
Sl. No.	Posts carrying Special Pay	Special Pay (Ranking for DA, HRA and Superannuation Benefits)		
	A. Positions :	Existing Upto 31.10.2017	Revised w.e.f. 01.11.2017	Revised w.e.f. 01.12.2020
1	Senior Head Armed Guard	2620	4000	
2	Senior Head Messenger	2420	3700	4000
3	Senior Head Watchman / Senior Head Ward Boy / Senior Head General Attendant	2420	3700	
4	Head Armed Guard / Officiating Pay (Record Keeper / Godown Keeper / Cashier / Bill Collector)	1230	1900	
5	Head Messenger	950	1450	1750
6	Head Watchman / Head General Attendant / Head Ward Boy	950	1450	
7	Armed Guard / Ward Boy	630	1000	
8	Watchman	100	200	
9	Messengerial staff who are entrusted the role of Printing / Updating Pass Book (on pro-rata for the number of days which the services of Messengers are / were utilized for printing of Pass Books)	670	1050	

SUBORDINATE STAFF:**(Amt. in Rs.)**

Sl. No.	B. Positions frozen:	Existing Upto 31.10.2017	Revised w.e.f. 01.11.2017
1	Senior Head Driver	2680	4100
2	Senior Driver	2570	3900
3	Senior Head Electrician / Senior Head Sanitary Fitter / Senior Head A.C. Plant Attendant / Senior Head S.T. Plant Attendant	2460	3750
4	Senior Head Bearer / Senior Head Cook / Senior Head Sweeper / Senior Head Mali / Driver / Senior Head Liftman / Senior Head Fireman	2420	3700
5	Senior Electrician / Senior Sanitary Fitter / Senior A.C. Plant Attendant / Senior S.T. Plant Attendant	2340	3550
6	Electrician / Sanitary Fitter / A.C. Plant Attendant / S.T. Plant Attendant	2190	3350
7	Head Bearer / Head Mali / Head Sweeper / Head Cook / Head Fireman / Head Liftman	950	1450

(Amt. in Rs.)

Sl. No.	B. Positions frozen:	Existing Upto 31.10.2017	Revised w.e.f. 01.11.2017
8	Senior Cook / Senior Bearer / Senior Liftman / Pump Attendant / Telephone Lineman	630	1000
9	Compositor	2060	3150
10	Pressman	1200	1850
11	Impositor-cum-Distributor	360	550
12	Duplicating Machine Operator/ Senior General Attendant (Cash Hammal / Farrash / Sweeper) / Fireman	100	200
13	Copying Machine Operator / Godown Watchman / Liftman / Plumber / Cook / Machine Man	90	150

Note: The positions listed under 'B' above were frozen and will be abolished on existing incumbents, if any, moving over to higher positions or retiring from the Bank's service etc. and until their retirement / movement, they will continue to draw the Special Pay as listed. Their retirement or movement to higher positions will not result in creation of new vacancies. Their services will be utilized as stated below.

- (a) The posts of Compositors will be abolished on the incumbents moving over to higher positions or retiring from Bank's service. The services of such Compositors who have not completed 23 years of service, will be utilized as Head Messengers. The posts of Pressmen, Duftaries, Sorters, Impositor-cum-Distributors, Duplicating Machine Operators, Copying Machine Operators, Godown Watchmen and Note Stitching Machine Operators will be abolished on the incumbents moving over to higher positions or retiring from the Bank's service. There will be no creation of fresh vacancies in these positions on higher appointment, retirement or death of present incumbents. The Head Messengers will perform the duties of Copying Machine Operators, Duplicating Machine Operators, Note Stitching Machine Operators, Duftaries and Sorters, wherever required. The post of General Attendant (Farrash / Sweeper) shall be frozen consequent upon Clause 3 of settlement dated 29th August 2009, signed in respect of Career Progression and Outsourcing.
- (b) (i) In terms of the Scheme for Career Progression within-the-cadre for Workmen staff contained in the settlement dated 22nd July 2003, as a general rule, every member of the Subordinate Staff drawing a lower Special Pay will be eligible for a special pay of Rs. 1,450/- (Revised) on completion of 15 years of full-time service and the term 'Head' prefixed to their designation.
- (ii) Similarly, on completion of 23 years of full-time service, they will be eligible for a Special Pay of Rs. 3,700/- (Revised) with the term 'Senior Head' prefixed to their designation. This would be done once every year on the 1st June in accordance with the laid down procedure for Career Progression Scheme.
- (c) Parties agree to review and enlarge the duties of Special Pay carrying positions as per emerging needs of the Bank.

ANNEXURE – 2

In modification of the provisions contained in **Annexure-2** to the Settlement dated 4th June 2015, the rates of Special Pay for Graduation and Professional Qualification payable to the **Clerical Cadre staff** stand revised as under, with effect from the **1st November 2017**.

(Reference : Clause No.11 (iii) of the 11th Bipartite Settlement dated 11.11.2020)

Special Pay for Graduation and Professional Qualification payable after reaching maximum in the scale of Pay	Existing Upto 31.10.2017 Rs.	Revised w.e.f. 01.11.2017 Rs.
A. Graduation :		
(a) On completion of 1 year after reaching maximum in the Scale of Pay	450	700
(b) On completion of 2 years	900	1400
B. Professional Qualification :		
(i) Part I of CAIIB /JAIIB after 1 year	450	700
(ii) Part II of CAIIB:		
(a) After 1 year	450	700
(b) After 2 years	900	1400
(c) After 3 years	1350	2100
C. Graduation & Professional Qualification :		
(i) Graduation and/or NDC and have passed JAIIB or Part-I of CAIIB		
(a) After 1 year	450	700
(b) After 2 years	900	1400
(c) After 3 years	1350	2100
(ii) Graduation and / or NDC and have passed JAIIB or both parts of CAIIB		
(a) After 1 year	450	700
(b) After 2 years	900	1400
(c) After 3 years	1350	2100
(d) After 4 years	1800	2800
(e) After 5 years	2250	3500

1. FIXED PERSONAL PAY (FPP) (Effective from 01.11.2017)**(Reference : Schedule III of the 11th Bipartite Settlement dated 11.11.2020)**

In modification of the provisions contained in **Annexure - 3** to the Settlement dated **4th June 2015** on Service Conditions for Workmen Staff, Fixed Personal Pay (FPP) shall be payable as under, with effect from the 1st November 2017 to workmen employees who joined the Bank's service before 01.01.1980 and have drawn additional increment(s) in terms of Bipartite Settlement dated 17th September 1984.

Clerical Staff :

- (i) One year after reaching maximum of the scale - Rs. 95/- per month
- (ii) Two years after reaching the maximum - Rs. 190/- per month
- (iii) Three years after reaching the maximum in the scale as under.

(Existing Amount upto 31.10.2017 in Brackets below)

Area of Posting	Increment component of FPP to be reckoned for superannuation benefits (Rs.) per month	Revised FPP payable where accommodation is provided by the Bank (Rs.) per month	Revised FPP payable where accommodation is not provided by the Bank (Rs.) per month
All Centres	1990 (1310)	2235 (1640)	2455 (1775)

Subordinate Staff :

- (i) One year after reaching maximum of the Scale - Rs. 30/- per month.
- (ii) Two years after reaching the maximum in the scale as under.

(Existing Amount upto 31.10.2017 in Brackets below)

Area of Posting	Increment component of FPP to be reckoned for superannuation benefits (Rs.) per month	Revised FPP payable where accommodation is provided by the Bank (Rs.) per month	Revised FPP payable where accommodation is not provided by the Bank (Rs.) per month
All Centres	1000 (655)	1060 (760)	1170 (820)

2. FIXED PERSONAL PAY (FPP) (EFFECTIVE FROM 01.11.2017 IN RESEPECT OF THOSE WHO HAVE JOINED ON OR AFTER 01.01.1980 AND BEFORE 01.11.1993.

In modification of the provisions contained in **Annexure – 3** to the Settlement dated **4th June 2015** on Service Conditions for Workmen Staff, Fixed Personal Pay shall be payable as under, with effect from 1st November 2017, to the Workmen employees who joined the Bank's service on or after 01.01.1980 and before 01.11.1993.

- (a) The employees, who were given one stage higher fitment as per the provisions of Bipartite Settlement of 9th June 1989/30th January 1995 and who reach maximum in the scale hereafter will be paid a Fixed Personal Pay, as under, from **01.11.2017**.

(I) Clerical Staff:

(Existing Amount upto **31.10.2017** in Brackets below)

Area of Posting	Increment component of FPP (to be reckoned for superannuation benefits) <u>Rs.</u>	Total FPP payable where accommodation is provided by Bank <u>Rs.</u>	Total FPP payable where accommodation is not provided by Bank <u>Rs.</u>
All Centres	1990 (1310)	2045 (1450)	2265 (1585)

(II) Subordinate Staff

(Existing Amount upto **31.10.2017** in Brackets below)

Area of Posting	Increment component of FPP (to be reckoned for superannuation benefits) <u>Rs.</u>	Total FPP payable where accommodation is provided by Bank <u>Rs.</u>	Total FPP payable where accommodation is not provided by Bank <u>Rs.</u>
All Centres	1000 (655)	1030 (730)	1140 (790)

OTHER ALLOWANCES PAYABLE TO WORKMEN EMPLOYEES

In modification of the provisions contained in **Annexure - 4** to the Settlement dated **4th June 2015** on Service Conditions for Workmen Staff, the "Other Allowances" (not ranking for Dearness Allowance, House Rent Allowance and Superannuation benefits) payable to following category of Workmen employees stand revised, with effect from **1st November 2017**, as under.

(a) CLERICAL CADRE :

Post	Existing Allowance Upto 31.10.2017 Rs.	Revised Allowance w.e.f. 01.11.2017 Rs.
Canteen Manager	2270	3450
Caretaker	1370	2100
Godown Allowance for Godown Keeper	450	700
Conveyance Charges to employees using bicycle for official duties where public transport is not available	310	500
Special Allowance payable to Chief Associate	5720	8700

(b) SUBORDINATE CADRE :*(Amt. in Rs.)*

Driver attached to Senior Executive (additional)	1060	1650
Godown allowance for Godown Watchman	440	700

(c) BOTH CLERICAL AND SUBORDINATE STAFF:*(Amt. in Rs.)*

(i) Mid-Academic Year Transfer Allowance	300	600
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(ii) Hill & Fuel Allowance:***(Reference : Clause No. 12 of the 11th Bipartite Settlement dated 11.11.2020)***

The Hill & Fuel Allowance shall be payable at the following rates with effect from 1st November 2017.

PARTICULARS	EXISTING *	PROPOSED
a. At places situated at a height of 3000 metres and above	8% of Pay	8% of Pay
b. At places situated at a height of and over 1500 metres but below 3000 metres	4% of Pay	4% of Pay
b. At places situated at a height of and over 1000 metres but less than 1500 metres and Mercara Town	3% of Pay	3% of Pay

*

(Note: The upper limit has been removed in SBI vide e-Circular No. CDO/P&HRD-IR/50/2019-20 dated 25.10.2019 with the approval given by ECCB on 25.10.2019)

(d) Discomfort Allowance Payable on Redeployment / Transfer to outside Centre.

In supersession of instructions contained in the Memorandum of Settlement dated the 7th April 2016, the Discomfort Allowance payable on Redeployment / Transfer to outside centre will be revised as under with effect from 01.11.2020

Category of Staff	Existing (Rs. p.m.)	Revised (Rs. p.m.)
Clerical	1500/-	2300/-
Subordinate	900/-	1400/-

(d) Lodging Allowance : (In case of deputation)

(Reference : Clause No. 26 of the 11th Bipartite Settlement dated 11.11.2020)

Provided that an employee can also claim lodging expenses reimbursement, for the days spent on duty outside the headquarters, by production of hotel rent receipt subject to ceilings prescribed hereunder.

	(A)	(B)	(C)
Category of Staff	Places with population of 12 lakhs and above and States of Goa	Places with population of 5 lakhs and above, State Capitals / Capitals of Union Territories not covered in column (A)	Other Places
Clerical Staff	Rs. 2500/- per day	Rs. 2000/- per day	Rs. 1500/- per day
Subordinate Staff	Rs. 1250 /- per day	Rs. 1000/- per day	Rs. 750/- per day

Note :

(i) Where free lodging is provided by the Bank at the place of deputation, 3/4th of the Halting Allowance will be paid as per the eligibility at the centre.

(ii) Where free boarding & lodging are provided by the Bank at the place of deputation, 1/4th of the Halting Allowance will be paid as per the eligibility at the centre.

(e) New Allowance : Key Allowance (w.e.f. 01.12.2020)

Key Allowance @ Rs.1000/-(flat) p.m. will be paid to employees who hold charge of cash keys at branches on pro-rata basis for actual number of days the keys are held.

Additional Duties and Responsibilities

Both the parties agree that the following duties will be performed by:

Clerical Employees

1. Marketing & Tele-calling for Business Development / NPA recovery.
2. Verification of LTI / RTI of illiterate customers by holders of cash key in cash balance branches.
3. Assisting the Branch Manager in acquisition of new Business, Follow-up, Recovery, Achievement of Budgetary goals and enhancing profitability.
4. Chief Associates & Special Associates will verify documents as per check list, in case of Sanction of 'P' Segment loans for public.
5. Exercising Passing Powers as per designation as under:

(Amt. in Rs.)

Sl. No	Designation	Existing		Revised	
		Cash	Transfer	Cash	Transfer
1	Junior Associate	15,000	20,000	No Change	No Change
2	Associate	35,000	70,000	No Change	No Change
3	Senior Associate	50,000	1,00,000	No Change	No Change
4	Special Associate	1,00,000	4,00,000	2,00,000	6,00,000
5	Chief Associate	2,00,000	5,00,000	4,00,000	10,00,000

Subordinate Employees

1. Marketing & Tele-calling for Business Development / NPA recovery.”

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