



12th BIPARTITE SETTLEMENT
Know Your Salary
EK NAZAR 2024
SCALES OF PAY (w.e.f. 01.11.2022)

STAGE	CLERICAL STAFF		SUB STAFF	
	EXISTING BASIC	REVISED PAY	EXISTING BASIC	REVISED PAY
	11 TH BPS	12 th BPS	11 TH BPS	12 TH BPS
1	17900	24050	14500	19500
2	18900	25390	15000	20165
3	19900	26730	15500	20830
4	20900	28070	16000	21495
5	22130	29720	16500	22160
6	23360	31370	17115	22990
7	24590	33020	17730	23820
8	26080	35020	18345	24650
9	27570	37020	18960	25480
10	29060	39020	19575	26310
11	30550	41020	20315	27300
12	32280	43360	21055	28290
13	34010	45700	21795	29280
14	35740	48040	22535	30270
15	37470	50380	23405	31440
16	39200	52720	24275	32610
17	40930	55060	25145	33780
18	42660	57400	26145	35125
19	45930	61800	27145	36470
20	47920	64480	28145	37815
Stg.1	49910	67160	29145	39160
2	51900	69840	30145	40505
3	53890	72520	31145	41850
4	55880	75200	32145	43195
5	57870	77880	33145	44540
6	59860	80560	34145	45885
7	61850	83240	35145	47230
8	63840	85920	36145	48575
9	65830	88600	37145	49920
+10	65830	91280	37145	51265
+11	65830	93960	37145	52610
Special Allowance	16.40%	26.50%	16.40%	26.50%*
Trpt All	600*	850*	600*	850*

* Special and Transport Allowance will attract applicable DA

Stagnation Increment : 11

Clerical 2680×11 ONCE IN 2 YEARS

Sub Staff 1345×11 ONCE IN 2 YEAR

SPECIAL PAY

	Nov-22	Apr-24	POST	(Rs)
POST	(Rs)	(Rs)	Bill Coll/Armed Guard	795
Customer Service Associate :	1680	1970	Sr. Office Assitant	1145
Sr. Customer Service Associate(Cash) :	2605	3050	Special Office Assitant	1505
Special Customer Service Associate :	3925	4600	Driver	4825

PQP :

Clerical
Rs 820,1640,2460,3280,4100

Sub Staff
Rs 820,1640,2460

D.A.:

	Nov-22	Feb-23	May-23	Aug-23	Nov-23	Feb-24
Existing	38.92	41.16	41.72	44.24	48.51	48.51
Revised	7.43	9.40	9.90	12.07	15.77	15.73 (@1 % per point

ie 0.01% change in every second decimal over123.03pts.)

H.R.A.: 10.25% All Centres, On Admin. Transfer 150% of HRA Subject to production of Receipt.



FPP : Clerical Rs.3155/- (Increment comp. Rs. 2680) Sub Staff Rs. 1585/- (Increment comp. Rs. 1345)

P.F. 10% of Pay **NPS** (DCPS) 10% of Pay + DA (Bank share 14%)

Washing Allowance : Rs.300/- p.m.

Cycle/Two Wheeler Allowance: Rs. 250/- p.m.

Hill & Fuel Allowance : Height 3000 mtrs and above 8% of pay max Rs 2850/-,
- Over 1500 below 3000 mtrs 4% of pay Max Rs 1150/-,
Over 1000 less than 1500 mtr 3% of pay Max Rs 950/-

Split duty Allowance : Rs 250/- p.m. to eligible employee.

Project Area Compensatory Allowance : Group A Clerical 290/- pm Sub Staff 230/- p.m.
Group B Clerical 230/- pm Sub Staff 200/- p.m.

Special Area Allowance : AS PER column 2 SCHEDULE IV of 12th BPS.

Conveyance Allowance to Blind and Orthopedically Handicapped Employees:

5% OF BASIC PAY MAX. Rs. 400/- BC 103/7 dated 15.04.2009(Enhanced to Rs 600 as per IBA Letter Dt.15-3-2024)

Compensation on Deployment (Clerical) : Rs 600 (lump sum) per month.

Halting Allowance :

	Over 12 Lac	5 Lac to 12 Lac(& State Capitals)	Below 5 lac
Clerical	Rs 1500	Rs 1350	Rs 1000
Sub Staff	Rs 1100	Rs 900	Rs 600
Lodging Expenses on production of Hotel bill Receipt			
Clerical	Rs 3000	Rs 2500	Rs 2000
Sub Staff	Rs 1500	Rs 1250	Rs 1000

Plus out of pocket expenses 35% of the halting allowance.

Medical Aid : Rs. 2830/- (+ Rs. 500 Per Year For Eye Checkup)

Hospitalization : GMIS Rs 3 Lac BC 114/218 dated 18.01.2021

Dependent Family Income : Rs 18000/- pm **ROAD MILEAGE** : Rs 11/- per KM + TOLL TAX.

Leave Rules & Leave Bank :- For Certain Improvements Reffer Clause 26 & 27 of 12th BPS.

LFC :

Entitlement	Clerical : AC-II tier	Sub Staff : AC-III Tier
Once in 2 yrs	2350 Km	2700 Km
Once in 4 Yrs	4700 Km	5400 Km

- Reimbursement of fare by special trains like, Rajdhani/Shatabdi/Tejas/Vande Bharat/Amrit Bharat, etc.(except luxury trains) shall be allowed. ROAD MILEAGE : Rs 11/- per KM + TOLL TAX.
- Where an employee has applied for LFC/leave well in advance and the same is sanctioned with delay and hence advance booking of train tickets was not possible, tickets purchased under Tatkal/super tatkal will be reimbursed.
- Where an employee has applied for LFC/leave in advance and has also booked the tickets and the LFC is delined or deferred by the management, the cancellation charges will be reimbursed by the Bank.
- While availing LFC, break-in journey shall be permitted upto two times in the overall journey and train fare actually incurred by the employee upto the entitled distance shall be reimbursed.
- Where husband & wife working in the same bank can avail LFC independently 117/288 27.02.24
- Lean Season : Feb. March & August Peak Season April to July & Sep. to Jan.

ANN. ENCASHMENT P/L :

Below 55 yrs 5 days, Over and above 55 yrs age 7 days per year for any festival.

Performance Linked Incentive (PLI)

From the financial year 2023-24, each Bank can opt any five of the following parameters to decide for granting PLI

1. CASA, 2. NPA, 3. SMA, 4. Non-Interest Income, 5. Total business, 6. Profitability, 7.ROA/ROE, 8. Government schemes.

Banks can decide the matrix from amongst the above parameters looking to their business potential, Priorities, business plan, etc.

Instead of the present PLI of 5 days, 10 days and 15 days, PLI can be granted from 1 day wage to 15 days wage, i.e. 1,2,3,4.....11,12,13,14 or 15 days.

Hours of Work & Weekly Off : (Exclusive of Lunch Recess)

CLERICAL STAFF	6 ½ hours	SUB STAFF	7 hours }
Watch & Ward Staff	8 hours	Drivers	7 ½ hours }

The 2nd & 4th SATURDAY OF EVERY MONTH & ALL SUNDAYS SHALL BE PUBLIC HOLIDAYS .