

# State Banks' Staff Union (Kerala Circle)

(Affiliated to All India State Bank of India Staff Federation)

Reg. No. 01-36-2000

Circular No.28/22  
To All Unit Secretaries



State Bank of India  
Local Head Office  
Poojappura  
Thiruvananthapuram-695 012  
Date 06.06.2022

Dear Comrade,

## **12<sup>th</sup> Bipartite Settlement - Charter of Demands**

We reproduce herewith the full text of the Charter of Demands of 12<sup>th</sup> Bipartite Settlement, submitted to the General Secretary, AISBISF, for the information of all our units.

Yours comradely,

(Philip Koshy)  
General Secretary

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

- Construction of revised pay scales by additional loading thereafter at 35% for Sub staff and 30% for Clerical staff.
- Existing Special Allowance and DA thereon to be added to Basic Pay.
- Scale of Pay – No. of stages to be increased to 22.

### **IMPROVEMENTS IN STAGNATION INCREMENTS**

- Stagnation increments once in 2 years without any ceiling for both clerical and subordinate staff.

### **IMPROVEMENTS IN PQP, FPP**

- Revision of FPP on the same lines of revision of basic pay.
- Revision of PQP equivalent to the first stage increment in the pay scale.

### **REVISED DA FORMULA**

- D.A. to be paid based on CPI (2016=100) Index Series instead of CPI (1960=100) Series
- D.A. compensation to be 125%.
- D.A. to be revised on monthly variation in Index.

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

- Housing accommodation/ Quarters to be provided by Banks to all employees at difficult centres.
- Introduction of Leased Accommodation facility to employees.
- Payment of HRA on Capital Cost where employee owns the house.
- HRA on Rent Receipt basis up to 200% of normal entitlement.

### **OTHER ALLOWANCES**

- Uniform Halting Allowance throughout the country.
- City Compensatory Allowance – CCA for staff working in centres with population above 12 lakhs.
- Adequate increase in Lodging Expenses/ Compensation on transfer/Washing Allowance/Cycle Allowance/Split Duty Allowance/Project Area Compensatory Allowance.

### **IMPROVEMENTS IN LEAVE RULES**

- Casual leave to be increased to 18 days.
- Encashment and Accumulation of Privilege Leave should be increased to 300 days.
- Intervening holidays falling in between the leave period should not be counted as Privilege Leave.
- Max. No. of occasions to avail PL in an year to be increased to 6 times.
- Notice period for availing privilege leave should be reduced to 7 days.
- Casual Leave converted into Sick Leave may be permitted to avail without production of medical certificate for 4 days at a time twice in a year or two days at a time four times in a year.
- An employee may be permitted to avail sick leave on half pay at the rate of 30 days for each completed year of service, up to maximum 21 months and additional sick leave of 3 months at the rate of one month for each year of service in excess of 24 years.
- 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.
- Introduction of Half Day Leave.

- Over and above the maternity leave, additional leaves to be given to cover cases of hysterectomy, MTP/ Miscarriage.
- 02 month additional Maternity Leave for Hysterectomy.
- Child care leave on the lines as available for government employees to be extended.
- Introduction of Study leave.
- 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.
- Maternity leave should be 2 years in service for women employees and for 1 year on one occasion for one child.
- Special Leave with Pay when an employee dies after major ailments.

#### **IMPROVEMENT IN LFC ENTITLEMENT**

- Improvements to be made in LFC scheme on distance, class and mode of travel, etc.
- Entitled class of journey for non subordinate and subordinate staff may be enhanced to AC 1 Tier and AC 2 Tier respectively.
- Reimbursement of fare for travel in Vande Bharat Trains.
- 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.
- LFC to visit abroad to be permitted.

#### **INCREASE IN ANNUAL MEDICAL AID**

- Annual Medical aid to be increased to Rs.5,000/-

#### **ADDITIONAL MEDICAL FACILITIES**

- Annual medical check up for employees above 35 years of age.

#### **PROVIDENT FUND**

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

#### **IMPROVEMENT IN PENSION SCHEME:**

- NPS to be withdrawn and to be covered by old scheme under Pension Regulation 1995.
- Assured Minimum Pension for employees covered under NPS.

- Tax exemption for NPS employer contribution above 10% at par with Central/State Government employees.

### **ENCASHMENT OF LEAVE**

- Income Tax limit on exemption from leave encashment on retirement to be suitably amended.

### **DEFINITION OF FAMILY AND DEPENDENTS' INCOME CRITERIA**

- A married female employee may be permitted to include her natural/legal parents or parents-in-law under the definition of family, irrespective of the income of spouse.
- Amount for defining dependents to be increased from Rs.12,000/- to Rs.25,000/- per month.

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

- 25 days CL for physically challenged employees.
- Revision in Conveyance Allowance

### **FITMENT OF EX-SERVICEMEN JOINING THE BANKS**

- Uniform guidelines for fitment.
- Advancement of stagnation increment in the cases in which employee who had already acquired graduation and fitted at the maximum in the scale of pay.

### **5 DAY BANKING**

### **REVISION IN PENSION**

STATE BANKS' STAFF UNION (KERALA CIRCLE) .....	ZINDABAD
ALL INDIA STATE BANK OF INDIA STAFF FEDERATION.....	ZINDABAD
NATIONAL CONFEDERATION OF BANK EMPLOYEES.....	ZINDABAD
UNITED FORUM OF BANK UNIONS.....	ZINDABAD
INQUILAB.....	ZINDABAD