

## **Congratulations! Final understandings with IBA on wage settlement.**

03/04/2010 18:38 by admin

Today (03-04-2010) morning, as informed earlier, we had another round of talks between our five workmen unions and IBA. In today's meeting, after detailed discussions, final understandings have been reached on the various service conditions and the chart on distribution of the total increase of Rs. 2577 crores to various heads has been finalised. It has now been decided that the next meeting will take place on 7th April, 2010 when the draft settlement will be taken up for finalisation. It has been further decided that after finalising the draft settlement, the signing of the same should be completed by middle of April, 2010.

Comrades, it is a major step today that we are nearing the final settlement. We urge upon our members to remain patient at this crucial hour as we are aware that many misinformed and misguided individuals are trying to create confusions and disaffection. Remain united, remain alert to keep such attempts at a distance.  
Congratulations to all of you,

Final understandings!

### 1. Scales of Pay:

Clerical Staff: 6200 – 400 x 3 – 7400 – 500 x 3 – 8900 – 600 x 4 – 11300 – 700 x 7 – 16200 – 1300 x 1 – 17500 – 800 x

1 – 18300.

Substaff: 5500 – 200 x 4 – 6300 – 250 x 5 – 7550 – 300 x 4 – 8750 – 350 x 3 – 9800 – 400 x 3 – 11000.

### 2. Stagnation Increment:

Clerical: 7 stagnation increments (800 x 6 once in 3 years & 800 (7th) after 2 years)

Substaff: 7 stagnation increments (400 x 7 once in 2 years)

Extended Pay Scales: (With Stagnation increment)

Clerical: 6200 – 18000 – 23900.

Substaff: 5500 – 11000 – 13800.

### 3. DA: 0.15% per slab over 2836 points.

### 4. HRA:

a) Places over 45 lacs : 10%

b) 12 to 45 lacs : 9%

c) 5 to 12 lacs : 7.5%

d) Below 5 lacs : 7%

### 5. Transport Allowance: (For Clerks and Substaff)

Upto 15th Stage: Rs. 225 per month

16th Stage and above: Rs. 275 per month

### 6. Special Pay:

For November, 2007 to April, 2010: Existing Special Pay will be revised and arrears paid for both clerks and

subordinate staff.

From May, 2010 - For Clerks

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Present No Special Pay holdersÂ Â Â Â Â Â Â Â : Rs. 1000/-

Present Special Pay holdersÂ Â Â Â Â Â Â Â Â Â : Rs. 1500/-

Head Cashier IIÂ Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â : Rs. 1780/-

Special AssistantÂ Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â : Rs. 2180/-

(Note: Out of this, Rs. 1000/- will be added to Basic Pay and balance will continue as Special Pay.)

From May, 2010 - For subordinate staff

Present No Special Pay holdersÂ Â Â Â Â Â Â : Rs. 350/-

Present Special Pay holders - Revised Special Pay

(Note: Out of this, Rs. 350/- will be added to Basic Pay and balance will continue as Special Pay.)

7. Fixed Personal Pay & PQP Will be revised based on new basic pay.

8. Hill and Fuel Allowance:

a)Â Â Â Places â€“ 3000 meters and aboveÂ Â Â Â Â : 8% maximum Rs. 1295/-

b)Â Â Â 1500 â€“ 3000 metersÂ Â Â Â Â Â Â Â Â Â Â Â Â Â : 4% maximum Rs. 510/-

c)Â Â Â Over 1000 meters + MercaraÂ Â Â Â Â Â Â Â Â : 3% maximum 410

9. Medical Aid: Rs. 2000/- per year

10. Hospitalisation Scheme:Â Being improved with revised schedule, etc.

11. Part Time Employees: (Lump sum)

(November, 2007 to April, 2010)

Upto 3 hours per weekÂ Â Â Â Â Â Â : Rs. 1030/-

3 to 6 hours per weekÂ Â Â Â Â Â Â : Rs. 1440/-

From May, 2010 : All will be brought to 1/3rd Scale wages.

12. Halting Allowance: Being increased

13. Washing Allowance: Rs. 100/- per month

14. Cycle Allowance: Rs. 75/- per month

15. Split Duty Allowance: Rs. 125/- per month

16. Project Area Compensatory Allowance:

Group A Centres /Group B CentresÂ

Clerks : Rs. 205/- per month/Rs. 180/- per month

SubstaffÂ : Rs. 180/- per month/Rs. 150/- per month

17. Special Area Allowance:Â Being revised.

**18. Reimbursement in Road Travel:**

Actual road mileage cost or Rs. 3 per Km whichever is less.

**19. Pension:**

Another option will be given to all existing employees and those who have retired / died after pension regulation

1995 / 1996.

**20. Gratuity:**

Will be payable on revised Basic Pay from 1.11.2007

**21. Provident Fund: 10% of pay from 1.11.2007**

**22. Definition of dependence under family:Â Upto monthly income of Rs. 3500/-**

**23. Compensation for losses due to breakage or damage to goods on transfer:**

With Receipt/ Without Receipt

Clerks: Rs. 1120/-Â Â / Rs. 745/-

Substaff: Rs. 745/- /Â Rs. 560/-

**24. Special Leave for Women:**

Within the maternity leave entitlement, women employees can avail 45 days special leave for undergoing hysterectomy operation.

**25. Effective Date: 1st November, 2007**

Improvement in LFC:

for Clerks - AC 2 Tier

Entitlement: for subordinate staff - AC 3 Tier

Distance:

For subordinate staff

Once in 2 years - 2500 km

Once in 4 years - 5000 km

For clerks

Once in 2 years - 2000 km

Once in 4 years - 4000 km