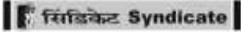
 <b>केनरा बैंक Canara Bank</b> <small>A Government of India Undertaking</small>  <b>HUMAN RESOURCES WING</b> <b>INDUSTRIAL RELATIONS SECTION</b> <b>HEAD OFFICE : BENGALURU</b>	<b>CIRCULAR NO. : 956/ 2020</b> <b>I N D E X : STF-103</b> <b>D A T E : 23.12.2020</b> <b>A H S O</b>
---	--

**SUB: IMPLEMENTATION OF 11<sup>TH</sup> BIPARTITE SETTLEMENT DATED 11.11.2020.**

\*\*\*\*\*

The 11<sup>th</sup> Bipartite Settlement regarding salary, allowances and other terms and conditions of service of Workmen Employees signed on 11.11.2020 has been permitted to be implemented by the Board of Directors vide their orders dated 21.12.2020.

We furnish here below the revised salary and allowances and other terms and conditions of service in terms of 11<sup>th</sup> Bipartite Settlement dated 11.11.2020.

**1. SCALES OF PAY:**

In modification of Clause 4 of Bipartite Settlement dated 25<sup>th</sup> May 2015, with effect from 1st November, 2017 the scales of pay shall be as under:-

<b>Clerical Staff</b>							
17900	1000	20900	1230	24590	1490	30550	1730
	3		3		4		7
42660	3270	45930	1990	47920	(20 years)		
	1		1				
<b>Subordinate Staff</b>							
14500	500	16500	615	19575	740	22535	870
	4		5		4		3
25145	1000	28145	(20 years)				
	3						

**Note:**

- (a) Fitment in the new scales of pay shall be on a stage-to-stage basis.
- (b) There shall be no change in the dates of annual increments because of the fitment.
- (c) In the case of Ex-servicemen category employees who have joined the Banks on and after 1<sup>st</sup> November, 2017 up to the date of settlement dated 11.11.2020, the fixation/ fitment in the pay scales already given/ eligible to be given under the Settlement dated 25<sup>th</sup> May, 2015 shall be refixed as per the provisions of the settlement dated 11.11.2020.

- (d) All employees belonging to sub-ordinate cadre shall be eligible for one extra increment for passing JAIIB and two increments for passing CAIIB examination w.e.f 01.11.2017.

## 2. STAGNATION INCREMENTS:

In partial modification of Clause 5 of Bipartite Settlement dated 25<sup>th</sup> May 2015, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for nine stagnation increments w.e.f. 1st November 2017 at the rate and frequency as stated herein under:

The clerical and subordinate staff including permanent part-time employees on scale wages on reaching the maximum in their respective scales of pay, shall draw nine stagnation increments at the rate of Rs.1990/- and Rs.1000/- respectively (pro rata in respect of permanent part-time employees) each due under the settlement dated 11.11.2020, and at frequencies of 2 years, from the dates of reaching the maximum of their scales aforesaid.

Provided further that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of eight stagnation increments shall be eligible for the ninth stagnation increment from 1st November 2017 or two years after receiving the eighth stagnation increment, whichever is later.

Provided further that the stagnation increment/s received by the employees who are/were in service of the Bank as on 01<sup>st</sup> November, 2017 as per periodicity herein before would be readjusted from the date of reaching their maximum by also considering the Graduation/JAIIB/CAIIB Qualifications acquired thereafter, if any, and employee shall be notionally eligible for stagnation increments w.e.f. 01.11.2017 in terms of the settlement dated 11.11.2020 as per revised periodicity which will qualify for superannuation benefits. However, monetary benefit on account of such revised and readjusted stagnation increment/s shall be payable from 01<sup>st</sup> November, 2020 or the actual date of entitlement whichever is later.

## 3. DEFINITION OF 'PAY':

In reiteration of Clause 6 of the Bipartite Settlement dated 25th May, 2015, 'Pay' shall be defined as under:

'Pay' components	Eligible for
Basic Pay	Dearness Allowance
Stagnation increments	HRA
Special Pay	Provident Fund
Graduation Pay/Professional Qualification Pay	Gratuity
Officiating Pay	Pension
	New Pension Scheme

Note: The increment component of Fixed Personal Pay as given in Annexure III shall rank for superannuation benefits.

'Pay' components	Eligible for
Basic Pay Stagnation increments Special Pay Graduation Pay/Professional Qualification Pay Officiating Pay Special Allowance Transport Allowance	Dearness Allowance

#### 4. DEARNESS ALLOWANCE

In substitution of Clause 7 of Bipartite Settlement dated 25th May, 2015 with effect from 1st November 2017, the Dearness Allowance shall be payable as per the following rates:-

##### **Clerical and Subordinate Staff**

0.07% of 'pay' per slab of four points

Note:

Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 6352 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100.

- (a) It is clarified that there shall be no ceiling on Dearness Allowance.
- (b) Dearness Allowance shall be calculated and paid on the following components:
  - Basic Pay including stagnation increments
  - Special Pay
  - Graduation Pay/Professional Qualification Pay
  - Special Allowance
  - Transport Allowance and
  - Officiating Pay

if any, payable under settlement dated 11.11.2020 in respect of both clerical and subordinate staff.

- (c) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.

## 5. HOUSE RENT ALLOWANCE:

In substitution of Clause 9 of the Bipartite Settlement dated 25th May, 2015 with effect from 1st November 2017, the House Rent Allowance payable to sub ordinate and clerical staff shall be as under:

Area	Rate as percentage of Pay [No Minimum/ No Maximum]
At all centres	10.25%

### Note:

- (1) 'Pay' means as defined in clause 3 of the circular herein above.
- (2) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.2% of the first stage of the Scales of Pay.
- (3) All other existing provisions relating to House Rent Allowance shall remain unchanged.

Provided further that when a workman employee is transferred out of the station other than on account of request, he/she may, in lieu of HRA as above, claim reimbursement of House Rent upto 150% of HRA otherwise payable and subject to production of Rent Receipt.

## 6. SPECIAL ALLOWANCE:

In modification of clause 9 of the Bipartite Settlement dated 25.05.2015 with effect from 1.11.2017, workmen employees shall be paid Special Allowance as under:

- 16.40% of the Basic pay with applicable DA thereon.

Note: The Special Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., pension including contribution to NPS, PF & Gratuity.

## 7. TRANSPORT ALLOWANCE:

In partial modification of Clause 10 of the Bipartite Settlement dated 25th May, 2015 w.e.f. 01<sup>st</sup> November, 2017, Transport Allowance shall be paid as under,

Clerical and Subordinate Staff	Rs.600/- per month with applicable DA thereon
--------------------------------	---

### Note:

- (i) The transport allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz. pension including contribution to NPS, PF and Gratuity.
- (ii) This provision by itself will not preclude the payment of any existing allowance of this nature paid as a result of Government guidelines/bank level settlements.

## 8. SPECIAL PAY:

In modification of Clause 11 of the Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 1<sup>st</sup> November 2017:

- i) The Special Pay payable to the clerical staff and subordinate staff shall be as mentioned under **Annexure I** to this circular.
- ii) In all other aspects, the general rules and provisions contained in Chapter V of the Bipartite Settlement dated 19<sup>th</sup> October 1966 relating to special pay carrying posts, as modified from time-to-time, shall continue to apply.
- iii) With effect from 1st November 2017, Graduation Pay and Professional Qualification Pay payable to the clerical staff shall be as mentioned in **Annexure II** to this circular.
- iv) The Special Pay, Graduation Pay and Professional Qualification Pay as mentioned in **Annexure I and II** shall rank for superannuation benefits.
- v) In reiteration of sub-clause (xv) of Clause 11 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, a member of the non-subordinate cadre acquiring a Graduate/ National Diploma in Commerce or JAIIB/CAIIB (either or both parts) qualification/s at a time when he/she does not have the requisite number of increments in the scale to be earned as advance increments shall in the first instance be released increments for such qualification(s) acquired to the extent available in the scale and in lieu of the remaining increment(s) not available for being so released as advance increments be granted / released the first installment of Graduation Pay or PQP, as the case may be. Release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.
- vi) Provided that in the case of an employee acquiring such qualifications after reaching the maximum of the scale of pay, he shall be granted from the date of acquiring such qualification the first installment of Graduation Pay or PQP, as the case may be and the release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided further that in case where the non-subordinate employee as on settlement dated 11.11.2020, has already acquired JAIIB (Part-I) or CAIIB (Part-II)/ Graduation after reaching maximum of the scale of Pay (in case of JAIIB/ CAIIB/ Graduation) or after reaching 19<sup>th</sup> stage of Scale of Pay (in case of CAIIB/Graduation), and has not earned increment(s), otherwise entitled on account of acquiring such qualification, when there were no increments to provide in the scale of pay of those employees, the stagnation increment in such cases may be advanced by one year or two years as the case may be.

## 9. HILL AND FUEL ALLOWANCE:

In partial modification of Clause 12 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, the Hill and Fuel Allowance shall be payable at the following rates with effect from 1<sup>st</sup> November 2017:

a	At places situated at a height of 3000 meters and above	8% of pay (Max. Rs.2250/-p.m.)
b	At places situated at a height of and over 1500 metres, but below 3000 metres	4% of pay (Max. Rs.900/-p.m.)
C	At places situated at a height of over 1000 metres but less than 1500 metres and Mercara Town	3% of pay (Max. Rs.750/-p.m.)

**Note:** All other existing provisions shall remain unchanged.

## 10. FIXED PERSONAL PAY:

In partial modification of Clause XIV of Bipartite Settlement dated 29th October 1993, Clause 13 of Bipartite Settlement dated 27th March 2000, Clause 13 of the Bipartite Settlement dated 2nd June 2005, Clause 13 of Bipartite Settlement dated 27<sup>th</sup> April 2010 and Clause 13 of Bipartite Settlement dated 25<sup>th</sup> May 2015, the Fixed Personal Pay shall be revised with effect from 1st November 2017 as per **Annexure III**.

**Note:** Only employees who were in the service of the bank on or before 1<sup>st</sup> November 1993 will be eligible for FPP, one year after reaching the maximum scale of pay, they are placed in. Those who joined the Bank on or after 02<sup>nd</sup> November, 1993 are not eligible for FPP.

## 11. PAYMENT OF OVERTIME ALLOWANCE:

The overtime allowance paid to the employees for the overtime work performed before settlement dated 11.11.2020 shall not be recalculated on account of the Settlement dated 11.11.2020.

## 12. PENSION:

With effect from 1<sup>st</sup> November 2017, the 'Pay' as defined under Clause 3 of this Circular and drawn by the employees who are members of the Pension Fund shall be taken into consideration for the purpose of calculation of pension as per the Pension Fund Rules/ Regulations in force.

Note:

**1. Option not to claim incremental commutation on revised basic pension**

Employees in service of the Bank as on 1st November 2017 and who have retired thereafter but before 11<sup>th</sup> November 2020 and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

**2. Calculation of pension for employees retired between 01.11.2017 and 31.08.2018**

The pension payable to employees is based on the average of the emoluments drawn in the last ten months preceding the retirement of the employee in terms of Regulations 2 and 38 of the Pension Regulations. For the purpose of payment of pension, the pay of the employees retiring on or after 1<sup>st</sup> November, 2017 will be taken on the basis of the Pay as is provided under the Settlement dated 11.11.2020. However, in the case of employees who have retired from the service of the Bank on or after 01<sup>st</sup> November, 2017 but before 31<sup>st</sup> August, 2018 since the period of preceding ten months will constitute Pay both under the settlement dated 11.11.2020 as well as pertaining to Settlement dated 25<sup>th</sup> May, 2015, in such cases, the following procedures will be adopted for determining Pension payable to them.

- (i) For the period of ten months falling on and from 1<sup>st</sup> November 2017, the actual Pay drawn by the employee under the settlement dated 11.11.2020; and
- (ii) For the period falling prior to 01<sup>st</sup> November 2017, the actual Pay drawn by the employee plus Dearness Allowance at the rate of 47.8 percent thereon will be notionally reckoned as Pay for the purpose.

**13: DEARNESS RELIEF ON PENSION:**

With effect from 1<sup>st</sup> November, 2017, in respect of employees who retired or died while in service on or after 1<sup>st</sup> November, 2017, Dearness Relief shall be payable at 0.07% per slab on the Basic Pension or Family Pension or Invalid Pension or compassionate allowance as the case may be. Dearness Relief in the above manner shall be paid half yearly for every rise or fall of 4 points over 6352 points in the quarterly average of the All India Consumer Price Index for industrial workers in the series 1960=100.

**14. PROVIDENT FUND:**

It is reiterated that:-

- (a) The employees who are presently covered under the Pension Scheme shall continue to contribute 10% of the Pay towards Provident Fund, but there shall be no matching contribution.

- (b) Employees who are presently covered under Contributory Provident Fund Scheme and have not opted for Pension Scheme under the Settlement dated 27<sup>th</sup> April 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

**15. NEW PENSION SCHEME:**

- (a) In partial modification of Clause 15(d) of Bipartite Settlement dated 27<sup>th</sup> April 2010, in case of all employees who have joined the bank on and from 1<sup>st</sup> April, 2010 and who are governed and covered by the New Pension Scheme/ Defined Contributory Pension Scheme, while the employee will continue to contribute 10% of Pay plus Dearness Allowance, the Bank will make a contribution of 14% of Pay and Dearness Allowance from the date of Settlement dated 11.11.2020 subject to approval of Government.

A communication in this regard will be issued separately.

- (b) The service charges by the Service Provider/Fund Manager of NPS will be borne by the Bank from the FY 2021.

**16. FAMILY PENSION:**

Subject to approval by the Government, family pension shall be payable at the uniform rate of 30 percent of the Pay of the deceased employee and that there shall be no ceiling on family pension.

A communication in this regard will be issued separately.

**17. MEDICAL AID:**

In partial modification of Clause 17 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, w.e.f. 1<sup>st</sup> November 2017, the Reimbursement of Medical Expenses under Medical Aid Scheme shall be restricted to an amount of Rs.2355/- per annum.

For the calendar year 2017, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2017.

**18. DEFINITION OF 'FAMILY':**

In partial modification of Clause 18 of the Bipartite Settlement dated 25<sup>th</sup> May 2015, for the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean:-

- (i) The employee's spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brother/ sister with 40% or more disability, widowed daughters and dependent divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters, as also parents wholly dependent on the employee.



Provided that in the case of physically and mentally challenged children, they shall be construed as dependents even after their marriage including spouse and children subject to fulfilling the income criteria.

- (ii) The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding Rs.12,000/- p.m. If the income of one of the parents exceeds Rs.12,000/- p.m. or the aggregate income of both the parents exceeds Rs.12,000/- p.m., both the parents shall not be considered as wholly dependent on the employee.
- (iii) A married female employee may include her natural / legal parents or parents-in-law under the definition of family, but not both, provided that the parents/parents-in-law are wholly dependent on her.

Note: For the purpose of medical expenses reimbursement scheme, for all employees, Leave Fare Concession etc., any two of either of the dependent parents/ parents-in-law shall be covered.

**19. LEAVE FARE CONCESSION:**

- I. In partial modification of Paragraph 19 of Bipartite Settlement dated 25<sup>th</sup> May, 2015 w.e.f. settlement dated 11.11.2020, Leave Fare Concession payable will be the actual return railway fare or steamer fare incurred by the Workman and members of his family subject to the following:
  - a. For availment of leave fare concession under a 2 year block for visit to any place within India, the maximum permissible distance shall be 2600 kms.(one way) for the subordinate staff and 2200 kms (one way) for non- subordinate staff.
  - b. For availment of leave fare concession under a 4 year block for visit to any place in India, the maximum permissible distance shall be 5200 kms (one way) for subordinate staffs and 4400 kms (one way) for non-subordinate staff.
- II. In partial modification of clause 19 of Bipartite Settlement dated 25<sup>th</sup> May, 2015, the class of fare to which the workman and the members of his family would be entitled, shall be as follows:

Subordinate Staff:

AC III Tier for the journey by mail/express train.  
By steamer - II Class Cabin.

Non-Subordinate Staff:

AC II Tier for the journey by mail/express train.  
By steamer - I Class Cabin.

Note: The above entitlement shall also be applicable for travel on duty.

Provided however in the case of non-subordinate staff, they will be reimbursed the fare for travel by Rajdhani/Shatabdi Trains if the travel has been actually undertaken by such trains.

Provided further that where the non-subordinate employee and/or dependent members of his family undertake travel by air either to his place of domicile or to any other place for rest and recuperation within India, he shall be entitled to be reimbursed the actual air fare so incurred or the II AC class fare by Train by a direct route in case of travel to place of domicile or to the extent of the maximum admissible distance in case of travel to any other place for rest and recuperation during the two year/ four year block respectively whichever is less.

Provided further that in addition to train fare, charges incurred on account of local sightseeing during availment of LFC may also be reimbursed subject to total claim not exceeding the amount equivalent to eligible Train fare as per respective entitlement.

Note: GST Charges levied on Train fare shall be over and above the entitlement. In view of prevailing dynamic fare system, the cost of train tickets charged on the date of booking will be reimbursed.

For employees working in North-East States, LFC will begin from Guwahati and the eligible Train fare from their place of work to Guwahati will be additionally paid. Similarly, eligible fare for Andaman and Nicobar Islands to Chennai/Kolkata, Lakshadweep to Kochi, far flung area branches in Himachal Pradesh, Uttarakhand, Sikkim, Jammu and Kashmir or any other areas which are not directly connected by Train shall be additionally reimbursed under LFC in addition to normal entitlements for the employees working in these areas to the nearest major Railway Station.

An employee and/or members of his family, when availing leave fare concession may undertake travel by any mode of surface transport between places and the employee will be eligible to claim in respect of such journey his actual expenditure or the notional Train fare by the entitled class for the admissible and entitled distance, whichever is less, within his overall entitlement.

For the purpose of this sub clause, travel by any approved mode of surface transport would mean such travel undertaking through any public transport or transport (including Taxi) operated by agencies/tour

operators approved by appropriate Government Authorities or Motor Car owned by the employee / spouse.

- III. By exercising an option any time during a block of 2 years or 4 years, as the case may be, an employee can either undertake travel availing of leave fare concession and claim reimbursement upto his entitlement or to encash the facility for the concerned Block. The option so exercised shall be irrevocable for the Block concerned. On opting to encash the facility, he/she will be entitled to receive a lump sum equivalent to notional train fare for the admissible distance (depending on a 2 year or 4 year block) by the entitled class, subject to deduction of admissible tax at source. Leave Fare Concession for travel to place of domicile is not encashable. The facility of encashing of Leave Fare Concession may be allowed to employees without the requirement of availing Leave for this purpose. An employee opting to encash his LFC shall prefer the claim for himself and his family members only once during the block/ term in which such encashment is availed of. The facility of encashment of privilege leave while availing Leave Fare concession is also available while encashing the facility of LFC.
- IV. Provisions under clause 10.13 (iii) of Bipartite Settlement dated 19<sup>th</sup> October, 1966 regarding restrictions on entitlement to LFC where both Husband and Wife are working in same Bank shall stand deleted. Accordingly, henceforth LFC can be availed independently where both husband and wife are working the same Bank.
- V. All employees will be given an opportunity to exercise an option within 90 days from the date of settlement i.e., 11.11.2020 to avail LFC under two years/four years block as the case may be. If no option is exercised within the stipulated period, the earlier option will continue to be operative.
- VI. Dolly/Pony Charges as per Government Rates shall be reimbursed within the overall entitlement.

## **20. HOSPITALISATION:**

In reiteration of Clause 20 of the Bipartite Settlement dated 25<sup>th</sup> May, 2015, the reimbursement of hospitalisation expenses shall continue to be as per the Medical Insurance Scheme detailed in Schedule IV to that Settlement except to the extent as modified hereunder:

The clause “in the event of any claim becoming admissible under this Scheme, the Bank will reimburse the amount of such expenses as would fall under different Heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such employee” is amended as under:

“In the event of any claim becoming admissible under this scheme, the Bank will reimburse the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred

thereof by or on behalf of such employee, may be decided by bank independently”

**Addition in Domiciliary Scheme coverage:**

The following treatments/diseases have also been included under Domiciliary treatment coverage w.e.f. 01/10/2019.

- a. Type I Diabetes
- b. Rheumatoid Arthritis
- c. Psoriasis/Psoriatic Arthritis
- d. System Lupus Erythematosus
- e. Inflammatory Bowel Diseases
- f. Additions Diseases
- g. Sjogren’s Diseases
- h. Hashimoyos Thyroiditis
- i. Auto immune vacuities
- j. Pernicious Anemia
- k. Celiac disease
- l. Auto immune myositis

**21. COMPENSATION ON TRANSFER:**

In supersession of Clause 21 of Bipartite Settlement dated 25<sup>th</sup> May 2015, with effect from 01/11/2020, compensation on transfer, shall be as under:-

An employee on transfer shall be paid the cost actually incurred for transporting his personal effects, as under:

**BY TRAIN:**

	Non Sub-staff	Sub-staff
a. For married persons	3500 kg.	2500 kg.
b. For unmarried persons.	2500 kg.	1500 kg.

**By Road:** An employee on transfer from one station to another can transport his/her personal effects by rail/road upto the stipulated weights by an IBA approved Transport Operator.

**22. COMPENSATION FOR LOSSES DUE TO BREAKAGE OR DAMAGE TO GOODS ON TRANSFER:**

In modification of Clause 22 of Bipartite Settlement dated 25<sup>th</sup> May 2015, with effect from the 01/11/2020, compensation on transfer, shall be as under:-

- a. Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum of:

Clerical Staff	:	Rs.1,650/-
Subordinate Staff	:	Rs.1,100/-

- b. Where no receipts/statement of loss are produced, a lumpsum payment of:

Clerical Staff	:	Rs. 1,100/-
Subordinate Staff	:	Rs. 825/-

### 23. HALTING ALLOWANCE

In modification of Clause 23 of the Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 01/11/2020, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

	(A)	(B)	(C)
	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.1050/- per diem	Rs.900/- per diem	Rs.675/- per diem
Subordinate Staff	Rs.750/- per diem	Rs.600/- per diem	Rs.375/- per diem

Provided that an employee can also claim lodging expenses reimbursed by production of Hotel Rent Receipts subject to ceilings prescribed hereunder:

	(A)	(B)	(C)
	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

Provided further that in such cases of reimbursement of Hotel Rent, Boarding charges at 25% of the Halting Allowance shall be payable.

#### 24. WASHING ALLOWANCE:

In supersession of Clause 24 of Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 01/11/2017, washing allowance shall be payable at Rs.200/- p.m., where the washing of livery is not arranged by the bank.

#### 25. CYCLE ALLOWANCE:

In supersession of Clause 25 of Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 01/11/2017, cycle allowance is payable to the members of the subordinate staff who are required to use a cycle on regular assignment for outdoor duties at Rs.150/-p.m. at all centres.

Cycle allowance would not be paid to workman member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

#### 26. SPLIT DUTY ALLOWANCE:

In partial modification of Clause 26 of the Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 01/11/2017, Split Duty Allowance shall be payable at all centers at Rs.200/-p.m.

#### 27. PROJECT AREA COMPENSATORY ALLOWANCE:

In partial modification of Clause 27 of the Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 01/11/2017, workmen in project areas shall be paid project area compensatory allowance as under:

Project Area Group 'A'		Project Area Group 'B'	
Clerical Staff	Rs.290/-p.m	Clerical Staff	Rs.230/-p.m
Sub-Staff -	Rs.230/-p.m.	Sub-Staff -	Rs.200/-p.m.

Note: In addition to the areas/places identified and defined as Project Area, Branches open and located within special economic zone, export promotion zone etc., shall be treated as Project Areas for the purpose of Payment of Project Area Compensatory Allowance as above.

## 28. PROJECT AREA CENTRES

In partial modification of clause 8.1 of Settlement dated 19<sup>th</sup> October 1966, clause II/8 of Settlement dated 8<sup>th</sup> November 1973 and Clause II of Minutes of discussions dated 15<sup>th</sup>/16<sup>th</sup> April 1980, the following places shall be termed as Project Areas for the purpose of the provisions under the settlement dated 11.11.2020

### Project Area Centres - Group A

1. Bheemarayangudi (Gulbarga District, Karnataka)
2. Bhilai
3. Bokaro
4. Burnpur (West Bengal)
5. Dapchari (Thane District, Maharashtra)
6. Durg (Madhya Pradesh)
7. Durgapur
8. Heavy Electricals, Kailasapuram (Tiruchirapalli)
9. Jamshedpur
10. Pong Dam (Punjab)
11. Rajghat (Madhya Pradesh)
12. Ramagudam (Andhra Pradesh)
13. Reasi (Jammu & Kashmir)
14. Rourkela
15. Sundarnagar (Mandi District, Himachal Pradesh)
16. Tirthapuri (Aurangabad District, Maharashtra)
17. Vishakapatnam (Andhra Pradesh)

### Project Area Centres - Group B

1. Agali Attapady Irrigation Project
2. Almatti Dam Site (Karnataka)
3. Ambikanagar (Karnataka)
4. Ankleshwar (Gujarat)
5. Balimela (Koraput District, Orissa)
6. Bhadravati (Chandrapur District, Maharashtra)
7. Bhopal Heavy Electricals (Madhya Pradesh)
8. Cambay (Gujarat)
9. Chakranagar (Shimoga District)
10. Chas
11. Chattargarh (Rajasthan - Rajasthan Canal)
12. Dandeli (Karnataka)
13. Deola (Chankapur Project, Nasik)
14. Dharoi Village (Ahmedabad Circle)
15. Donimalai (Karnataka)
16. Dhurva
17. Farakka Barrage
18. Gajuvaka
19. Ganeshgudi (Giant Kali Project, Supa Dam)
20. Gunupur (Koraput District, Orissa)

21. Haldia (West Bengal)
22. Hatia
23. Idikki
24. Jagdalpur
25. Jeypori (Koraput District, Orissa)
26. Jog Falls (Karnataka)
27. Jyotipuram (Salai Hydro Electric Project, Jammu & Kashmir)
28. Kalpakkam (Tamil Nadu)
29. Kanker (Bastar District)
30. Kashipur (Koraput District, Orissa)
31. Kasimpur (Aligarh, Uttar Pradesh)
32. Kargal (Mysore)
33. Khetri
34. Koraput (Koraput District, Orissa)
35. Kotpad (Koraput District, Orissa)
36. Kudremukh Iron Ore Project (Malleswara)
37. Kulamavu
38. Mach hakund (Koraput District, Orissa)
39. Mahi (Rajasthan - Dam Project)
40. Malthon (West Bengal)
41. Malkangiri (Koraput District, Orissa)
42. Mandi (Himachal Pradesh)
43. Munsar (Pench Electric Project, Maharashtra)
44. Nagarjunsagar
45. Nangal Township
46. Narora Atomic Power Project
47. Nawarngpur (Koraput District, Orissa)
48. Neyveli
49. Pandoh
50. Pochampadu (Andhra Pradesh)
51. Pophali (Maharashtra)
52. Ramchandrapuram
53. Ranchi (Bihar)
54. Rawat Bhata
55. Rayaguda (Koraput District, Orissa)
56. Sileru (Andhra Pradesh)
57. Supa (Karnataka)
58. Srisilam (Andhra Pradesh)
59. Sunabeda (Koraput District, Orissa)
60. Surangani (Himachal Pradesh)
61. Talwara
62. Umarkote (Koraput District, Orissa)
63. Wadigodri (Jayakwadi Project, Aurangabad)
64. Obra (Uttar Pradesh)
65. Renukoot (Uttar Pradesh)

Note: It is understood that as and when Central Government or any State Government may declare any other centre as project area, the same would be



treated accordingly. Similarly, if any centre is treated as non-project area by them, those centres would stand deleted from the above list.

### **29. SPECIAL AREA ALLOWANCE:**

In partial modification of Clause 29 of Bipartite Settlement dated 27th April 2010 and Clause 28 of Settlement dated 25<sup>th</sup> May 2015, the revised rates of Special Area Allowance in terms of as per Annexure-IV to this Circular and the revised rates shall be applicable from 01.11.2017.

### **30. REIMBURSEMENT OF EXPENSES ON ROAD TRAVEL:**

In substitution of Clause 29 of Bipartite Settlement dated 25<sup>th</sup> May, 2015, with effect from 01/11/2020, where an employee has to travel on duty / LFC between two places, he shall be reimbursed actual road mileage cost or at Rs.8/- per k.m., whichever is less.

### **31 PRIVILEGE LEAVE:**

Privilege Leave other than for the purpose of availing the Leave fare Concession should be applied not less than 10 days before the proposed date of commencement of such leave.

Privilege Leave taken on sick grounds when there is no credit in the sick leave account of the employee, will not be counted as an occasion of availing Privilege Leave.

Privilege Leave accruing to an employee shall be allowed to be accumulated beyond 240 days up to a maximum of 270 days. However, encashment of Privilege Leave shall be restricted up to a maximum of 240 days.

### **32. MATERNITY LEAVE:**

Clause 30 of Bipartite Settlement dated 27<sup>th</sup> April 2010 shall be substituted by the following:

- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee generally for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.

Note:

- (i) In case of delivery of twins, the period of Maternity Leave shall be 8 months.
  - (ii) Maternity Leave may be availed combining with any other kind of leave except casual leave.
- (b) In case of miscarriage/MTP/abortion, maternity leave may be granted as a rule upto 6 weeks on the basis of medical certificate/ advice of the competent medical practitioner, i.e. a qualified gynaecologist. In special/ exceptional cases involving medical complications, associated with miscarriage/MTP/abortion, maternity leave may be granted beyond 6 weeks if advised by a competent medical practitioner (qualified gynaecologist) but

upto 6 months only on any one occasion, within the overall limit of 12 months during the entire period of service.

- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.

Note: In the case of employees who have availed and exhausted Maternity Leave of 12 months, leave of 15 days shall be sanctioned over and above the same, subject to production of Medical Certificate.

- (d) Leave may also be granted once during service to a childless female employee for legally adopting a child who is below one year of age, for a maximum period of nine months, subject to the following terms and conditions: -

- (i) Leave will be granted for adoption of only one child.
  - (ii) The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.
  - (iii) The permanent part-time employees are also eligible for grant of leave for adoption of a child.
  - (iv) The leave shall also be available to biological mother in cases where the child is born through surrogacy.
- (V) The leave shall be availed within overall entitlement of 12 months during the entire period of service.

- (e) Within the overall period of 12 months, leave may also be granted in case of hospitalisation on account of the following gynaecological ailments/treatments upto a maximum of 30 days.

- (i) AUB (Abnormal uterine bleeding)
- (ii) Ovarian Tumor
- (iii) Tubectomy/Tubectomy reversal
- (iv) Post-Partum Depression (PPD)
- (v) Post-Partum Hemorrhage (PPH)
- (vi) Acute Pelvic Inflammatory Disease (Acute PID)
- (vii) Dysfunction Uterine Bleeding;(DUB)

### **33. PATERNITY LEAVE:**

With effect from the 1st June 2015, male employees with upto two surviving children shall be eligible for 15 days Paternity Leave during his wife's confinement. This leave may be combined with any other kind of leave except casual leave. The

leave may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

Note: Paternity Leave as above shall be allowed to employees with upto two surviving children for legally adopting a child who is below one year of age.

### **34. SICK LEAVE:**

- a) In partial modification of Clause IX of Bipartite Settlement dated 17.09.1984 and Clause 6 of Bipartite Settlement dated 28.11.1997, an employee upon completion of 30 years of service, shall be eligible for further additional Sick Leave of 03 months at the rate of one month for each year of service in excess of 30 years, subject to a maximum of 720 days in entire service.
- b) In partial modification of Clause IX(4) of Bipartite Settlement dated 17.09.1984 women employees can avail Sick Leave for the sickness of their children of 8 years and below subject to production of Medical Certificate.

### **35. SPECIAL CASUAL LEAVE:**

- a. W.e.f. 01.11.2020, Special Casual Leave may be granted to an employee on occasions when the Branch where the employee is working or the place where the employee is residing is affected by Curfew, riots, prohibitory orders, natural calamities, floods etc.
- b. W.e.f. 01.11.2020, 04 days Special Casual Leave shall be granted to all physically/orthopedically handicapped employees each year.

### **36. EXTRAORDINARY LEAVE:**

In partial modification of Clause 13.34 of Settlement dated 19th October 1966 and Clause 36 of Settlement dated 25<sup>th</sup> May, 2015 in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion (upto 04 months in extreme medical circumstances) and upto a maximum of 24 months during the entire period of an employees' service.

Note: The employee will not be losing any seniority on availing extraordinary leave on medical grounds.

### **37. ANNUAL ENCASHMENT OF PRIVILEGE LEAVE:**

From the calendar year 2020, privilege leave encashment shall be permitted at the rate of 5 days for each calendar year at the time of any festival of the employee's choice. Employees who have completed 55 years of age and above, shall be entitled to encash at the rate 7 days for each calendar year in addition to the existing provisions.

### **38. PERFORMANCE LINKED INCENTIVE SCHEME:**

A Performance Linked Incentive Scheme is introduced which will be based on operating profit/net profit of the Bank. The PLI shall be payable to all employees

annually over and above the normal salary payable. The PLI matrix shall decide the amount payable to the employees (number of days of pay = Basic + DA) depending on the annual performance of the Bank. All the employees shall get the minimum number of days of pay as incentive depending on where in the matrix the Bank's performance fits in, broadly as per matrix as under:

Sl No.	YoY Growth in Operating profit	No. of days for which Salary (Basic+DA) shall be paid
1.	<5%	Nil
2.	5% - 10%	5 Days
3.	>10% - 15%	10 Days*
4.	>15%	15 Days*

\*3<sup>rd</sup> and 4<sup>th</sup> Slabs are payable only if the Bank has net profit. If a Bank has growth in operating profit of 5% and more but there is no net profit then minimum 2<sup>nd</sup> slab of 5 days will be payable.

The PLI will be applicable from FY 2020-21.

#### 39. DEPLOYMENT:

In partial modification of Clause 32, sub-clause (x) of Schedule VI of Settlement dated 02<sup>nd</sup> June, 2005, a workman in the non-subordinate cadre so long as he serves in the deployed centres shall draw a lump sum amount of Rs. 600/- p.m. (not ranking for any other kind of benefit). This shall cease on the employees' repatriation to the original center.

#### 40. VOLUNTARY CESSATION:

In partial modification of Clause 33 of Settlement dated 02<sup>nd</sup> June, 2005, employee who have ceased to be in service of the Bank under Voluntary Cessation shall be eligible for PF, Gratuity, Pension and Leave encashment benefits, if otherwise eligible.

W.e.f. 01.11.2020, employees who cease to be in service under Voluntary Cessation, may be given an opportunity to represent to the Management and the Management may consider the same on merits.

#### 41. HOURS OF WORK AND WEEKLY OFF:

In partial modification of Clause 14.2 of Settlement dated 19<sup>TH</sup> October, 1966, the hours of work of full time workman employees exclusive of Lunch recess period shall be as specified below:

Category of Employee	Hours of Work per day from Monday to Saturday
a. Employees other than members of the subordinate staff	6½ hours

b. Members of the Subordinate staff other than Drivers and Watch and Ward Staff	7 hours
c. Watch and Ward Staff	8 hours
d. Drivers	7½ hours

Note: As provided in Clause 14.5 of Settlement dated 19<sup>th</sup> October, 1966, the hours of work of a member of the Watch and Ward Staff shall be 8 hours in a period of 24 hours provided that the hours of work of a Watchman cum peon for the period during which he works as a peon, as also of a peon, for the period he is required to work as a Watchman or armed guard shall be the same i.e. 07 hours as laid down in sub-clause (b) above.

Provided further that 2<sup>nd</sup> and 4<sup>th</sup> Saturday of every month shall be public holidays for the Bank in addition to all Sundays as provided in clause 38 of Settlement dated 25<sup>th</sup> May, 2015.

#### **42. DISCIPLINARY ACTION AND PROCEDURE THEREOF:**

In partial modification of Bipartite Settlement dated 10.04.2002, the following modifications shall be incorporated therein and shall be effective from 01.11.2020:

- a. Clause 5 (j) from the date of the Settlement i.e., 11.11.2020 shall read as under:

-doing any act of gross negligence or negligence involving or likely to involve the Bank in serious loss.

- b. New Clause 7(q) shall be added as under:

- doing any act prejudicial to the interest of the bank.

- c. Clause 12 (d)- the following shall be added:

- if the representative defending the employee is the employee of the same bank at an outstation branch SITUATED OUTSIDE THE state, on a case to case basis as may be decided by the bank, he shall be relieved on special leave (on full pay and allowances) to represent the employee and shall be paid one return fare.

- d. Clause 6(e) shall read as under:

- be brought down to a lower stage in the scale of pay upto a maximum of 2 stages and for a maximum period of two years.

Note: This punishment shall be non-cumulative and annual increment(s)/stagnation increment(s) falling during the period of punishment shall be released on the respective due date(s).

e) Clause 6(i) i.e. the punishment of 'be fined' shall be deleted.

f) Clause 6(f) shall read as under:

-have his increment/s stopped with or without cumulative effect.

Note: Specific period of rigour shall be mentioned.

g) The following shall be added as Clause 7(r):

- misconducts covered under clause 7 (a) to (q) shall not be made out as gross misconduct under clause 5.

h) An employee placed under suspension pending disciplinary action shall be given an opportunity to represent the management to reconsider the order of suspension.

i) An employee who has been awarded the punishment of dismissal, compulsory discharge or removal from service by the disciplinary authority and subsequently where the punishment is confirmed by the appellate authority shall be given an opportunity to seek reconsideration by an authority higher than the appellate authority.

j) If multiple charges as per procedural lapses are made out then the punishment given in such cases shall be one.

k) Disciplinary authority shall have the discretion to decide whether the punishment will affect the superannuation benefits of the employee or not, in case where the punishment is affecting the superannuation benefits.

#### 43. IMPLEMENTATION:

The various provisions of 11<sup>th</sup> Bipartite Settlement dated 11.11.2020 shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating there from shall be given effect to within a period of 90 days from the date of Settlement dated 11.11.2020.

With effect from

1.	Scales of Pay: Basic Pay as per Clause 4	1 <sup>st</sup> November 2017
2.	a) 9 <sup>th</sup> Stagnation Increment and b) Pre-ponement due to change in periodicity i) Notional Benefit ii) Monetary benefit	1 <sup>st</sup> November 2017 1 <sup>st</sup> November 2020
3.	Professional Qualification Pay/ Graduation Pay	1 <sup>st</sup> November 2017
4.	Special Pay as per Annexure-I	1 <sup>st</sup> November 2017
5.	Dearness Allowance, House Rent Allowance, Fixed Personal Pay, Special Allowance, Transport Allowance, Annual Medical Aid, Hill & Fuel Allowance.	1 <sup>st</sup> November 2017

6.	a) Provident Fund & Pension b) Family Pension & New Pension Scheme	1 <sup>st</sup> November 2017  (effective date as per Government approval)
7.	a) Cycle Allowance, Split Duty Allowance, Project Area Compensatory Allowance, Washing Allowance b) LFC, Halting Allowance, Compensation on Transfer, Compensation for losses due to breakage or damage to goods on transfer, Reimbursement of Expenses on Road Travel	1 <sup>st</sup> November 2017  1 <sup>st</sup> November 2020
8.	Improvement in Leave Benefits - Clause 30 to 35	1 <sup>st</sup> November 2020
9.	Annual encashment of Privilege Leave	1 <sup>st</sup> November 2020
10.	Performance Linked Incentive Scheme.	From FY 2020-21
11.	Deployment	1 <sup>st</sup> November 2020
12.	Disciplinary action & Procedure thereof	1 <sup>st</sup> November 2020

#### 44. GENERAL GUIDELINES :

1. The consequential difference in cash equivalent on encashment of privilege leave availed of during the period from 01.11.2017 till 31.12.2020 on account of wage revision is payable to the employees.
2. Bonus entitlement for the accounting year ended March, 2018, March, 2019 and March, 2020 may be recalculated and payment of arrears be made to eligible employees accordingly. Similarly, if on account of the revision, some employees fall out of the purview of Payment of Bonus Act, recovery of bonus already paid shall be made from such employees.
3. While disbursing arrears, the proportionate Income Tax will be deducted and remitted to the concerned authorities wherever applicable.
4. In view of the amendments to sub-rule (2) to Rule 2 BB of Income Tax Rules, 1962, transport allowance paid/payable to an employee is exempt from Income Tax to the extent of Rs.800/- per month.
5. In case of Employees who ceased to be in the services of the bank on account of resignation or voluntary retirement on or after 01.11.2017, the salary and emoluments as per the revised scale has to be recalculated for the short fall in notice period and the differential amount of salary has to be recovered from their arrears of salary.
6. Any other adjustments like recovery towards other pending dues, court attachments, bonus adjustments should be adjusted.

7. The differential medical aid for the years 2017 to 2020 may be paid to employees concerned in service on their making an application for reimbursement. For the year 2017, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2017.
8. No arrears of Subsistence Allowance on account of wage revision is payable to an employee who was under suspension as on 01.11.2017. For Employees who are placed under suspension subsequent to 01.11.2017, Subsistence Allowance payable, may be reworked as per the revised scales of pay and arrears of Subsistence Allowance, if any, paid.
9. All overdue outstanding entries under Sundry Assets-Staff Account as on date to be adjusted out of arrears payable to employees.
10. The revised DA Rates w.e.f. 01.11.2017 are mentioned in Annexure V to this Circular.
11. The net arrears payable for the period from November, 2017 to December 2020 shall be paid to the workmen employees (after adjusting the adhoc arrears paid, if any) and workmen employees who cease to be in the services of the Bank on or after 01.11.2017. The date of payment of arrears shall be informed separately.
12. Any clarification in this regard has to be sought from the concerned HRM Section only.
13. Circle are requested to take appropriate steps to implement all other terms of the 11<sup>th</sup> Bi-partite Settlement dated 11.11.2020 from the respective dates from which they are applicable.

This may be circulated amongst all the employees of the Bank.

**L V R PRASAD**  
**CHIEF GENERAL MANAGER**

---

**TO: ALL BRANCHES/OFFICES OF THE BANK**



**ANNEXURE - I****SPECIAL PAY****For Clerical Staff (from 01.11.2017)**

<b>Sr. No</b>	<b>Post</b>	<b>Special Pay (Rs.)</b>
1.	Single Window Operator 'B'	1250
2.	Head Cashier - II	1940
3.	Special Assistant	2920

**For Subordinate Staff (from 01.11.2017)**

<b>Sr. No.</b>	<b>Post</b>	<b>Special Pay (Rs.)</b>
1.	Armed Guard	590
2.	Bill Collector	590
3.	Daftary	850
4.	Head Peon	1120
5.	Electrician	3090
6.	AC Plant Operator	3090
7.	Driver	3590

**ANNEXURE - II****GRADUATION PAY/ PROFESSIONAL QUALIFICATION PAY**

For those workmen who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of educational qualification(s), Graduation Pay/ Professional Qualification Pay shall be payable as under:

1. Those who are graduates and/or NDC -  
Rs.625/- p.m. after they complete 1 year  
Rs.1215/- p.m. after they complete 2 years
2. Those who have passed JAIIB or Part I of CAIB/CAIIB -  
Rs.625/- p.m. after they complete 1 year.
3. Those who have passed JAIIB and CAIIB or Both Parts of CAIB/CAIIB -  
Rs.625/- p.m. after they complete 1 year  
Rs.1215/- p.m. after they complete 2 years  
Rs.1835/- p.m. after they complete 3 years.
4. Those who are graduates/NDC and have passed JAIIB or Part I of CAIB/CAIIB -  
Rs.625/- p.m. after they complete 1 year  
Rs.1215/- p.m. after they complete 2 years  
Rs.1835/- p.m. after they complete 3 years.
5. Those who are graduates/NDC and have passed JAIIB or Both Parts of CAIB/CAIIB -  
Rs.625/- p.m. after they complete 1 year  
Rs.1215/- p.m. after they complete 2 years  
Rs.1835/- p.m. after they complete 3 years  
Rs.2455/- p.m. after they complete 4 years  
Rs.3045/- p.m. after they complete 5 years.

*Note: Refer Point No.8 of this Circular.*

## ANNEXURE - III

FIXED PERSONAL PAY

Area of Posting (At all centres)	Total FPP payable where bank's accommodation is not provided	Total FPP payable where bank's accommodation is provided	Increment Component of FPP
(1)	(2)	(3)	(4)
CLERICAL STAFF	2262	2043	1990
SUBORDINATE STAFF	1140	1030	1000

**ANNEXURE- IV****Special Area Allowance**

Sl. No.	Area	Allowances (Rs.)	
		Pay below Rs.36,001/-	Pay above Rs.36,001/-
(1)	(2)	(3)	(4)
1.	<b>Mizoram</b>		
	a) Chimplupui District and areas beyond 25 kms. From Lunglei Town in Lunglei District.	4000	5200
	b) Entire Lunglei District excluding areas beyond 25 kms. From Lunglei town.	3200	4200
	c) Entire Aizawl District	2400	3000
2.	<b>Nagaland</b>	3200	4200
3.	<b>Andaman &amp; Nicobar Islands</b>		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	4000	5200
	b) South Andaman (including Port Blair)	3200	4200
4.	<b>Sikkim</b>	4000	5200
5.	<b>Lakshadweep Islands</b>	4000	5200
6.	<b>Assam</b>	640	800
7.	<b>Meghalaya</b>	640	800
8.	<b>Tripura</b>		
	a) Difficult areas of Tripura	3200	4200
	b) Throughout Tripura except difficult areas.	2400	3000
9.	<b>Manipur</b>	2400	3000
10.	<b>Arunachal Pradesh</b>		
	a) Difficult areas of Arunachal Pradesh	4000	5200
	b) Throughout Arunachal Pradesh other than difficult areas.	3200	4200

Sl. No.	Area	Allowances (Rs.)	
		Pay below Rs.36,001/-	Pay above Rs.36,001/-
(1)	(2)	(3)	(4)
11.	<b>Jammu &amp; Kashmir</b>		
	1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi	4000	5200
	2) Udhampur District:		
	a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2(b).	4000	5200
	b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	3200	4200
	3) Doda District: Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	4000	5200
	4) Leh District : All places in the District	4000	5200
	5) Barmulla District		
	a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua	4000	5200
	b) Matchill	3200	4200
	6) Poonch and Rajouri District : Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts	2400	3000
	7) Areas not included in (1) to (6) above, but which are within the distance of 8 kms. from the line of Actual Control or at places which may be declared as qualifying for border allowance from time-to-time by the State Government for their own staff.	2400	3000
12.	<b>Himachal Pradesh</b>		
	(1) Chamba District		
	(a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata	4000	5200
	(b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	3200	4200
(c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper).	2400	3000	

Sl. No.	Area	Allowances (Rs.)	
		Pay below Rs.36,001/-	Pay above Rs.36,001/-
(1)	(2)	(3)	(4)
	(2) Kinnaur District: a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi, Pooh Sub-Division, excluding the Panchayat Areas specified above. b) Entire District other than Areas included in (a) above.	4000  3200	5200  4200
	3) Kullu District:  a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga  b) [Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand]	4000  2400	5200  3000
	(4) Lahaul and Spiti District : Entire area of Lahaul and Spiti	4000	5200
	(5) Shimla District : a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda. b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan. c) Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Barabis, Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu).	4000  3200  2400	5200  4200  3000

Sl. No.	Area	Allowances (Rs.)	
		Pay below Rs.36,001/-	Pay above Rs.36,001/-
(1)	(2)	(3)	(4)
	(6) Kangra District:		
	a) Areas of Bara Bhangal and Chhota Bhangal	3200	4200
	b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town- Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugar, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar.		
	Palampur Town of Kangra District including HPKVV Campus at Palampur and the following offices located outside its municipal limits but included in Palampur Town – H.P. Krishi Vishwavidhalaya Campus, Cattle Development Office/Jersey Farm, Banuri, Sericulture Office/Indo-German Agriculture Workshop/HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.	2400	3000
	(7) Mandi District:		
	Chhuhar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil-of Bagraa, Chatri, Chhotdhar, Garagushain, Gatoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Panchayats of Dharampur Block- Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil – Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil – Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.	2400	3000
	8) Sirmaur District:		
	Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bheneri (Paonta Tehsil), Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgin Tract	2400	3000

Sl. No.	Area	Allowances (Rs.)	
		Pay below Rs.36,001/-	Pay above Rs.36,001/-
(1)	(2)	(3)	(4)
	(9) Solan District : Mangal Panchayat.	2400	3000
	(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.	640	800
<b>13.</b>	<b>Uttar Pradesh:</b> Areas under Chamoli, Pithoragarh and Uttar Kashi Districts	4000	5200
<b>14.</b>	<b>Uttarakhand:</b> Areas under Chamoli, Pithoragarh, Uttarkashi, Rudraprayag and Champavat Districts	4000	5200
<b>15.</b>	<b>West Bengal</b> <b>South 24 Pargana District</b>  Sunderban Areas (south of Dampier Hodge's line), namely, Bhanatush Khali (Rampura), Kumirmari (Bagna), Jhingakhali, Sajnakhali, Gosaba, Amlamathi (Bidya), Canning, Kultali, Piyali, Nalgaraha, Raidighi, Bhanchi, Pathar Pratima, Bhagabatpur, Saptamukhi, Namkhana, Sikarpur, Kakdwip, Sagar, Mousini, Kalinagar, Haroa, Hingalganj, Basanti, kuemari, Kultola, Ghushioghata (Kulti)	1000	1000



## ANNEXURE V

## Revised DA rates w.e.f. 01.11.2017

<b>Quarter commencing</b>	<b>Old DA %</b>	<b>Revised DA %</b>
Nov 2017	51.60	2.66
Feb 2018	52.70	3.43
May 2018	52.90	3.57
Aug 2018	54.10	4.41
Nov2018	60.70	9.03
Feb 2019	61.10	9.31
May 2019	64.50	11.69
Aug 2019	68.10	14.21
Nov 2019	71.70	16.73
Feb 2020	75.90	19.67
May 2020	76.10	19.81
Aug 2020	77.50	20.79
Nov 2020	81.90	23.87