

## OFFICERS PAY AND ALLOWANCE

### PAY COMPONENTS:

Scales of Pay (in Rs.)

Scale I	48480	2000/7	62480	2340/2	67160	2680/7	85920
Scale II	64820	2340/1	67160	2680/10	93960		
Scale III	85920	2680/5	99320	2980/2	105280		
Scale IV	102300	2980/4	114220	3360/2	120940		

### STAGNATION INCREMENTS

#### Increments for completion of JAIB(CAIB-I) and CAIB(CAIB-II)

Officers have been eligible for one increment for completing JAIB and one increment for completing CAIB in their scale of pay, as hitherto. With effect from 01.11.2022 apart from one increment for completing JAIB, officers completing CAIB will be eligible for two increments in their scale of pay.

Fixed Personal Pay Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

Increment Component (Rs.)	DA as on 01.11.2022 Rs	Total F.P.P. payable where bank's accommodation is provided (Rs
A	B	C
2680	200	2880
2980	222	3202
3360	250	3610
3680	274	3954
4000	298	4298
4340	323	4663

F.P.P. as indicated in "C" above shall be payable to those officer employees who are provided with bank's accommodation.

F.P.P. for officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance payable on the last increment of the relevant scale of pay.

The increment component of F.P.P. shall rank for superannuation benefits.

Only officers who were in the service of the bank on or before 01.11.93 will be eligible for F.P.P, one year after reaching the top / maximum scale of pay they are placed.

## Professional Qualification Pay (PQP)

Officers shall be eligible for Professional Qualification Pay as under:

Those who have passed only JAIIB (CAIIB-I)	PQP-I -Rs.1370/- p.m., one year after reaching the top / maximum of the scale
Those who have passed CAIIB (CAIIB II)	PQP-I -Rs. 1370/- p.m., one year after reaching the top / maximum of the scale PQP-II - Rs. 3425/- p.m., two years after reaching the top / maximum of the scale PQP-III Rs. 5480/- p.m., three years after reaching the top / maximum of the scale

Note:

An Officer employee acquiring JAIIB (CAIIB-1)/ CAIIB (CAIIB-II) qualifications after reaching the top / maximum stage of the scale of pay, shall be granted from the date of acquiring such qualification the first instalment of PQP and the release of subsequent instalments of PQP shall be with reference to the date of release of first instalment of PQP.

Allowances:

SL No	Allowance	Rate
1	<b>Dearness Allowance</b>	25%
2	<b>House Rent Allowance</b>	8%
	<b>House Rent Allowance 150%</b>	On Production of Rent Receipt 150% maximum
3	<b>City Compensatory Allowance</b>	Rs.1900.00 pm
4	<b>Location Allowance (Non CCA Centres)</b>	Rs.1200.00 pm
5	<b>Learning Allowance</b>	Rs.850.00 pm together with applicable Dearness Allowance
6	<b>Special Allowance</b>	
	Scale I	26.50 %
	Scale II & III	28.30 %
	Scale IV	30.50 %
7	<b>Special Area Allowance</b>	
	Pay Below Rs.48481.00	Pay above Rs.48481.00
	1000.00 pm	1200.00 pm
	If Hill and Fuel Allowance is payable in terms of this Joint Note, then at such places only higher of the two allowances shall be payable.	
8	<b>Officiating Pay</b>	15 % of Basic Pay
10	<b>Closing Allowance</b>	Rs.1500.00 Per Quarter

<b>11. Transport Allowance</b>		
Scale I	Rs.720.00 pm	
Scale II & III	Rs.960.00 pm	
Scale IV	Rs.1200.00 pm	
<b>12</b>	<b>Hill and Fuel Allowance</b>	
	Place	
	Rate	
	Places with an altitude of 1000 meters and above but less than 1500 meters and Mercara Town	2 % Pay subject to maximum of Rs.1450 pm
	Places with an altitude of 1500 meters and above but less than 3000 meters	2.5 % Pay subject to maximum of Rs.1900 pm
<b>13</b>	<b>Compensation on Transfer</b>	
An officer on transfer will be eligible to draw a lump sum amount as indicated below for expenses connected with packaging, local transportation, insuring the baggage etc.		
Officers I/II/III	Rs.40000.00	
Officer Scale IV	RS.50000.00	
Apart from the above, either (a) 15 days lodging & boarding charges or (b) 15 days Halting Allowance shall be paid from the date of joining at new place		

#### 14. HALTING ALLOWANCE

GRADE	Metro (Rs.)	Major 'A' Class Cities (Rs.)	Area I (Rs)	Other Places (Rs.)
Officers in Scale VI & above	4050.00	2925.00	2475.00	2150.00
Officer Scale IV & V Officers	3375.00	2925.00	2475.00	2150.00
Officers in Scale 1/11/III	2925.00	2475.00	2150.00	1800.00

#### 15. MEDICAL AID

GRADE	AMOUNT (Medical)	Eye CONSULTATION
OFFICER SCALE IV	Rs.15400.00	Rs,500.00
OFFICER SCALE III/II/I	Rs.13000.00	Rs.500.00

All the Banks to evolve and implement a scheme for periodical health checkup of all employees wherever it is not available.

## **16. Mid Academic Year Transfer Allowance**

Mid Academic year Transfer allowance shall be payable at Rs.2500.00 pm per child with a maximum

## **17. Defined Contributory Pension Scheme - DCPS (NPS)**

The employees covered and governed under this Scheme, shall continue to pay/contribute to the Fund at 10%, of the 'Pay" plus Dearness Allowance thereon, the Banks (including SBI), shall make a contribution of 14% of the "Pay" and Dearness Allowance thereon.

## **18.Provident Fund**

10% of the Pay

## EMPLOYEES PAY AND ALLOWANCE

### PAY COMPONENTS:

Scales of Pay (in Rs.)

Clerical Staff							
24050	1340/3	28070	1650/3	33020	2000/4	41020	2340/7
57400	4400/1	61800	2680/1	64480	(20 years)		

### SUBORDINATE STAFF

19500	665/4	22160	830/5	26310	990/4	30270	1170/3
33780	1345/3	37815	(20 years)				

### Stagnation Increment

Fixed Personal Pay Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

Area of Posting	Total FPP Payable where bank's accommodation is not provided	Total FPP Payable where bank's accommodation is provided	Increment Component (Rs.)
1	2	3	4
<b>Clerical Staff</b>			
At all centres	3155	2880	2680
<b>Subordinate Staff</b>			
At all centres	1585	1445	1345

- (i) Only employees who were in the service of the bank on or before 1st November 1993 will be eligible for FPP, one year after reaching the maximum scale of pay, they are placed in. Those who joined the Banks on or after 2nd November, 1993 are not eligible for FPP.
- (ii) Increment component of FPP shall rank for superannuation benefits

### Professional Qualification Pay (PQP)

For those non-subordinate staff 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.1640 pm	After they complete 2 years

## Special Pay

Special Pay posts For Clerical Staff

Sl Np	Special Pay	Amount
1	Customer Service Associate	Rs.1970.00
2	Senior Customer Service Associate (Cash)	Rs.3050.00
3	Special Customer Service Associate	Rs.4600.00

## Special Pay (For Subordinate Staff )

Sl Np	Special Pay	Amount
1	Senior Office Assistant (earlier Bill Collector /Daftary)	Rs.1145.00

Allowances:

SL No	Allowance	Rate
1	<b>Dearness Allowance</b>	25%
2	<b>House Rent Allowance</b>	10.25 %
	<b>House Rent Allowance 150%</b>	On Production of Rent Receipt 150% maximum
3	<b>Special Allowance</b>	26.50 %
4	<b>Special Area Allowance</b>	
	Pay Below Rs.48481.00	Pay above Rs.48481.00
	1000.00 pm	1200.00 pm
	If Hill and Fuel Allowance is payable in terms of this Joint Note, then at such places only higher of the two allowances shall be payable.	
5	<b>Officiating Pay</b>	15 % of Basic Pay

11	<b>Hill and Fuel Allowance</b>	
	Place	Rate
	Places with an altitude of 1000 meters and above but less than 1500 meters and Mercara Town	3 % Pay subject to maximum of Rs.950 pm
	Places with an altitude of 1500 meters and above but less than 3000 meters	4 % Pay subject to maximum of Rs.1150 pm
	<b>Transport Allowance</b>	
	All Clerical and Subordinate staff	Rs.850.00 pm with applicable DA thereon
12	Compensation for losses due to breakage or damage to goods on transfer	
	Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum	
	Clerical Staff	Rs.2000.00
	Subordinate Staff	Rs.1400.00
	Where no receipts/statement of loss are produced, a lumpsum payment of :	
	Clerical Staff	Rs.1400.00
	Subordinate Staff	Rs.1000.00

### 13. HALTING ALLOWANCE

	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
OFFICE ASSISTANT	Rs. 1500.00 per diem	Rs. 1350.00 per diem	Rs. 1000.00 per diem
OFFICE ATTENDANT	Rs. 1100.00 per diem	Rs. 900.00 per diem	Rs. 600.00 per diem

Claim lodging expenses reimbursement by production of hotel rent receipt subject to ceilings prescribed hereunder:

	Places with population of 12 lakhs and above and States of Goa	Population of 5 lakhs and above, State Capitals/ Capitals of Union Territories not covered in column (A)	Other Places
OFFICE ASSISTANT	Rs.3000.00	Rs.2500.00	Rs.2000.00
OFFICE ATTENDANT	Rs.1500.00	Rs.1250.00	Rs.1000.00

Provided further that in such cases of reimbursement of hotel rent, boarding charges at 35% of the halting allowance shall be payable.

#### **14.MEDICAL AID**

<b>GRADE</b>	<b>AMOUNT (Medical)</b>	<b>Eye CONSULTATION</b>
OFFICE ASSISTANT AND OFFICE ATTENDANT	Rs.2830.00	Rs.500.00

All the Banks to evolve and implement a scheme for periodical health checkup of all employees wherever it is not available.

#### **15. Payment of Overtime Allowance**

##### **Defined Contributory Pension Scheme - DCPS (NPS)**

The employees covered and governed under this Scheme, shall continue to pay/contribute to the Fund at 10%, of the 'Pay" plus Dearness Allowance thereon, the Banks (including SBI), shall make a contribution of 14% of the "Pay" and Dearness Allowance thereon.

##### **Provident Fund**

10% of the Pay