



**MEMORANDUM OF SETTLEMENT DATED 3RD FEBRUARY 1990, BETWEEN THE MANAGEMENT OF 5 'B' CLASS BANKS AS REPRESENTED BY THE INDIAN BANKS ASSOCIATION AND THEIR WORKMEN AS REPRESENTED BY THE ALL INDIA BANK EMPLOYEES ASSOCIATION**

(Under Section 2 (p) and Section 18 (1) of the Industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules 1957).

**Name of the Parties** : 5 Banks which are on date 'B' Class Banks and listed in Schedule I to this Memorandum of Settlement.

**Representing the Employers** :

- 1) Shri R. Srinivasan
- 2) Shri K. Manmohan Sheno
- 3) Shri N.D. Prabhu
- 4) Shri M. Gopalakrishnan
- 5) Shri M.K. Venkateswaran
- 6) Shri C. R. Vaitheeswaran
- 7) Shri J.N. Tandon
- 8) Dr. Surinder Mohan
- 9) Shri S. A Farooqi
- 10) Shri A.V. Rajagopalan
- 11) Shri R.R. Kothare
- 12) Shri Ramesh Mishra
- 13) Shri J.S. Bhatnagar
- 14) Shri G. Chandran
- 15) Shri C. Krishnamurthi
- 16) Shri A. K. Bakhshy

Duly authorised on behalf of the  
**Indian Banks Association.**

**Representing the workmen :**

All India Bank Employees Association

- 1) Shri D. P. Chadha
- 2) Shri P. L. Syal
- 3) Shri P. S. Sundaresan
- 4) Shri L. N. Bhayal
- 5) Shri Tarakeshwar Chakraborti
- 6) Shri N. Sampath

- 7) Shri P.N. Tewari
- 8) Shri R.D. Trivedi
- 9) Shri Rajinder Syal
- 10) Shri Sudesh Kumar
- 11) Shri Sushil Ghosh
- 12) Shri S.D. Dhopeswarkar
- 13) Shri R. V. Panchaity
- 14) Shri K. Sreenivasan
- 15) Shri T.B. Rai

**SHORT RECITAL OF THE CASE**

WHEREAS

- (a) The Indian Banks' Association (IBA) on behalf of its 54 'A' Class Member Banks signed a Settlement on 10th April 1989 regarding the various terms and conditions of service of the workmen employees in those banks with the Union named above representing inter alia the workmen employees.
- (b) In clause 24 of the aforesaid Settlement, it was provided that the negotiations regarding the revision of wages and other service conditions of the workmen employees in 'B' Class Banks would be concluded between the parties within a period of 2 months from the signing of the Settlement.
- (c) Due to various constraints and for unavoidable reasons, the parties could not negotiate and settle within the specified period.
- (d) The parties have now concluded the negotiations regarding the salary revision and changes in terms and conditions of the service of 'B' Class employees etc.

Accordingly now, It is hereby agreed and declared by and between the parties hereto as under:

**TERMS OF SETTLEMENT  
GENERAL**

1. In respect of the banks listed in Schedule I to this Memorandum of Settlement it is agreed that the provisions of the Sastry Award as finally modified and enacted by the Industrial Disputes (Banking Companies) decision Act, 1955, the industrial (Banking Companies) Decision Amendment Act, 1957 and the provisions of the Award of the National Industrial Tribunal

presided over by Mr. Justice K.T. Desai in Reference No. 1 of 1960 which Award inter alia modifies certain provisions of the Sastry Award (hereinafter referred to as the Awards ) as modified by the Settlements dated 19th October 1966, 12th October 1970, 23rd July 1971, 8th November 1973, 22nd November 1979, 8th September 1983, 28th February, 1985 and 5th January, 1987 shall govern the service condition of workmen in all the banks listed in both the parts of Schedule I here to except to the extent that the same are modified by this Settlement.

2. The Awards and Settlements referred to in Clause 1 shall stand mutatis mutandis modified and added to by the Terms of Settlement set out in the two Memoranda of Settlements both dated 10th April, 1989 (hereinafter referred to as the said Settlement between the Managements of 54 'A' Class Banks as represented by the IBA and their workmen as represented by the above named Union except that the provisions of the said Settlement Shall in their application to the 'B' Class Banks listed in Schedule I here to be read subject to the amendments hereinafter appearing.

### 3. Scales of Pay :

Items (i) and (ii) in Clause 4 (A) of the Said Settlement shall be read as under:

#### (i) Subordinate Staff

755-20/4-835-25/1 -860-30/4-980-35/4-1120-40/6-1360  
(20 Years)

#### (ii) Clerical Staff

810-45/2-900-50/2-1000-75/4-1300-100/4-1700-110/4-  
2140-120/1 -2260-215/1 -2475 -120/1 -2595  
(20 years)

### 4. City Compensatory Allowance

Items (A) and (B) in Clause 6 of the Said Settlement shall be read as under:-

#### (A) Clerical Staff

- (i) At the higher CCA Centres including the State of Goa - 61/2% of basic pay  
Max. Rs. 135/- p.m
- (ii) At the lower CCA Centres - 4% of basic pay i.e.  
places with population of 5 lakhs and over, State Capitals, Chandigarh, Pondi Cherry and Port Blair  
Max. Rs. 90/-p.m

### (B) Subordinate Staff

- (i) At the higher CCA Centres including the State of Goa - 6½% of basic pay  
Max. Rs. 65/-p.m
- (ii) At the lower CCA Centres - 4% of basic pay  
i.e. places with population of 5 Lakhs and over, Pondi cherry and Port Blair  
Max. Rs. 45/- p.m.

### 5) House Rent Allowance

Items (i), (ii), (iii) and (iv) in clause 7 of the said Settlement shall be read as under:-

- (i) At Special places and Semi - Special Places - 12% of pay-Maximum Rs. 275/- p.m.
- (ii) At Places with population of 2 lakhs and over (other than Special and Semi-Special Places) and State Capitals and Capitals of Union Territories -10% of pay - Maximum Rs. 230/- p.m.

- (ii) At Places with population of 10, 000 and over but below 2 lakhs - 8% of pay - Maximum Rs. 185/- p.m.

- (iv) At places with population of less than 10,000/- 61/2% of pay-Minimum Rs. 50 /- p.m. Maximum Rs. 145/-p.m

### 6) Special Allowances

Allowances Specified in Schedule II A and II B to the said Settlement shall be substituted by such allowances as specified in Schedule II A and II B to this Memorandum of Settlement.

### 7) Medical Aid

Items (1) and (2) of Clause 12 of the said Settlement shall be read as under-

- 1) For Workmen with service upto 5 years  
till the completion of 5th year : Rs. 325/- p.a
- 2) For workmen who have completed  
5 years service and above : Rs. 425/- p.a

### 8) Hospitalisation Charges

Clause 13 of the said Settlement shall read as under:-  
- In respect of bills related to the period between 1.11.1987 and 31.12.1989 already paid or submitted and pending for payment, the benefit of higher percentage of reimbursement provided in this Settlement shall be extended within the rates and limits stipulated in the Fourth Bipartite Settlement.



### 9) Payment of Overtime

The overtime paid to the employees for the overtime work performed upto 31st December 1989 shall not be recalculated on account of this Settlement.

### 10) Re-Categorisation of Banks

In Partial modification of Clause XIX of the Settlement dated 17th September, 1984 between the IBA and the Union(s) named therein, the Working Funds taken for the purpose of Classification of 'B' Class Banks shall be Rs. 100 Crores and below with effect from 1st April, 1990. All other provisions will remain unchanged.

#### For Indian Banks

##### Association

(S/Shri)

R. Srinivasan

N.D. Prabhu

J.N. Tandon

Dr. Surinder Mohan

S.A. Farooqi

R. R. Kothare

Ramesh Mishra

J.S. Bhatnagar

G. Chandran

C. Krishnamurthi

A.K. Bakhshy

##### Witness:

Sd/-

(Sushil Ghosh)

Sd/-

(P.L. Syal)

C.C.to:

1. Asstt. Labour Commissioner (Central)
2. Regional Labour Commissioner (Central)
3. Chief Labour Commissioner (Central) New Delhi
4. The Secretary to the Government of India, Ministry of Labour, New Delhi.

#### For All India Bank

##### Employees Association

(S/Shri)

D.P. Chadha

P.S. Sundaresan

Tarakeshwar Chakraborti

Sd/- N. Sampath

P.N Tewari

Sd/- R.D. Trivedi

Sd/-

(Mrs. H.N. Shroff)

Sd/-

(Mrs. D.H. Hormusji)

### SCHEDULE-I

#### LIST OF BANKS

- 1) Kashi Nath Seth Bank Limited
- 2) Lord Krishna Bank Limited

- 3) Nainital Bank Limited
- 4) The Parur Central Bank Limited
- 5) The Purbanchal Bank Limited

### SCHEDULE - II-A

#### SPECIAL ALLOWANCES FOR CLERICAL STAFF

|                                                            | Amount<br>of Special<br>Allowance<br>Rs. | Amount<br>Ranking<br>for P.F<br>Rs. |
|------------------------------------------------------------|------------------------------------------|-------------------------------------|
| 1. Telephone Operator                                      | 58                                       | 52                                  |
| 2. Relieving Telephone<br>Operator                         | 30                                       | 27                                  |
| 3. Audit Clerk -Category 'A'                               | 98                                       | 89                                  |
| Category 'B'                                               | 185                                      | 167                                 |
| 4. Comptist                                                | 115                                      | 104                                 |
| 5. Telex Operator                                          | 145                                      | 130                                 |
| 6. Teller                                                  | 150                                      | 135                                 |
| 7. Punch Card Operator /<br>Data Entry Operator            | 161                                      | 145                                 |
| 8. Accounting Machine Operator                             | 248                                      | 224                                 |
| 9. IBM/ICT Machine Operator                                | 282                                      | 254                                 |
| 10. Stenographer                                           | 282                                      | 254                                 |
| 11. Head Clerk                                             | 282                                      | 254                                 |
| 12. Assistant Head Cashier                                 |                                          |                                     |
| - Units of 5 Clerks and above                              | 150                                      | 135                                 |
| - Units of 4 Clerks and below                              | 115                                      | 104                                 |
| 13. Cashier -in -Charge of Cash in<br>Pay office or Branch | 189                                      | 170                                 |
| 14. Head Cashier -category 'A'                             |                                          |                                     |
| - Units of 5 Clerks and above                              | 189                                      | 170                                 |
| - Units of 4 Clerks and below                              | 145                                      | 131                                 |
| 15. Head Cashier -Category 'B'                             |                                          |                                     |



|                                 |     |     |
|---------------------------------|-----|-----|
| - Units of 5 Clerks and above   | 224 | 202 |
| - Units of 4 Clerks and below   | 145 | 131 |
| 16. Head Cashier - Category 'C' | 316 | 284 |
| 17. Head Cashier - Category 'D' | 316 | 284 |
| 18. Head Cashier - Category 'E' | 453 | 408 |
| 19. Special Assistant           | 489 | 440 |

**Note:**

The Graduation Allowance/Professional Qualification Allowance for clerical staff in 'B' Class Banks will be the same as for Clerical Staff in 'A' Class Banks as provided in the Schedule IIA of the Settlement of 10 th April 1989.

**SCHEDULE II-B  
SPECIAL ALLOWANCES  
FOR SUBORDINATE STAFF**

|                                   | <b>Amount of<br/>special<br/>Allowance<br/>Rs.</b> |
|-----------------------------------|----------------------------------------------------|
| 1) Cyclostyle Machine Operator    | 42                                                 |
| 2) Liftman                        | 60                                                 |
| 3) Relieving Liftman              | 36                                                 |
| 4) Cash peon                      | 49                                                 |
| 5) Watchman/Watchman-cum -peon    | 49                                                 |
| 6) Armed Guard                    | 90                                                 |
| 7) Bill Collector                 | 101                                                |
| 8) Daftery                        | 96                                                 |
| 9) Head Peon                      | 114                                                |
| 10) Air Conditioning plant Helper | 233                                                |
| 11) Electrician                   | 233                                                |
| 12) Driver                        | 251                                                |