



FEDERATION OF PENSIONERS' ASSOCIATION

Dear Sir, Madam

WORKMEN STAFF - SALARY REVISION **9th BIPARTITE SETTLEMENT**

We have been advised by Indian Banks Association that the proposal for salary revision for workmen staff in public sector banks from 01.11.2007 has been finalised and necessary guidelines in this regard have been issued by them to member banks.

The 9th Bipartite Settlement on salary revision for workmen staff has been signed with the representatives of the All India Bank Employees' Association (AIBEA), National Confederation of Bank Employees (NCBE), Bank employees Federation of India (BEFI), Indian National Bank Employees' Federation of India (INBEF) and National Organisation of Bank Workers (NOBW) on the 27th April 2010. We are also advised by the IBA that benefits and obligations in terms of the Settlement will have to be extended by member banks to all employees irrespective of their union affiliation.

2. The Executive Committee of the Central Board has since accorded approval for implementation of the provisions of the 9th Bipartite Settlement as applicable to our Bank

3. The provisions as contained in the above-mentioned settlement relating to, inter alia, special pay are not applicable to our Bank as we have been historically following our own pattern in this behalf. Clause 11(xiv) of the 9th Bipartite Settlement provides that "the rates of Special Pay and duties of Special Pay carrying positions for workmen staff in State Bank of India may be reviewed and settled at the bank level". Accordingly, discussions were held with the All India SBI Staff Federation and after reaching an understanding with them, we have entered into a Settlement on 19th June 2010 covering the rates of special pay, special pay for graduation and professional qualification, fixed personal pay and other allowances etc. A copy of the Memorandum of Settlement dated 19th June 2010 is enclosed as per Annexure- B.

4. In this connection, we also enclose the provisions of the 9th Bipartite Settlement as applicable to State Bank of India as per Annexure-A. Please arrange for the immediate implementation of the various provisions contained in the Annexures. We also enclose fitment chart and statements containing the

particulars of DA, HRA and CCA payable under the 8th and 9th Bipartite Settlements for facility of the operating personnel who may be advised to carefully note and follow the following instructions :-

- (i) The effective dates of implementation mentioned in paragraph 34 of Annexure A in respect of various provisions should be noted carefully and followed while calculating arrears in respect of various components.
- (ii) The provisions in the 9th Bipartite Settlement in respect of pension for the public sector banks are different from the provisions applicable to our Bank as our employees are governed by the SBI Employees' Pension Fund Rules. Necessary provision in pension fund consequent upon payment of the arrears of salary paid on the basis of the revised pay scales would be made by Central Accounts Office, in terms of instructions contained in our Circular letter No.CDO/PPG/1 dated 7th June 2004 and CDO/PPG/RCS/597 dated 6th September 2004.
- (iii) Employees, who have retired from the service of the Bank **after the 1st November 2007** and paid Gratuity in terms of the Payment of Gratuity Act, 1972, will be eligible for arrears of Gratuity, if any, on the revised salary and allowances payable to them in terms of 9th Bipartite Settlement.
- (iv) As regards recovery in case of housing accommodation provided by the Bank, the provisions as per para 9 of the 9th bipartite settlement enclosed at Annexure-A may be followed.
- (v) Difference in cash equivalent to leave encashment availed by the employees after 1st November 2007 should be paid keeping in view the effective dates of implementation of the various components of the salary revision.
- (vi) Bonus entitlement for the accounting year ended March 2008 and March 2009 should be recalculated and payment made accordingly. Similarly, if on account of the wage revision, any employee goes out of the purview of the Payment of Bonus Act and becomes ineligible for Bonus, the amount of bonus already paid to him should be recovered from him.
- (vii) Members of SBI Employees' Provident Fund who are making additional contribution to Provident Fund in terms of Rule 12 (C) of the Fund Rules may be permitted to opt, if they so desire, not to make additional contribution on arrears of salary for the period from 01.11.2007 upto the month of payment of arrears on account of salary revision. Further, the members may be permitted to opt for appropriation of the additional contribution already made by them

in terms of Rule 12 (C) of the Provident Fund Rules for the period as stated earlier towards the arrears of compulsory contribution required to be made by them in terms of Rule 12(i) of SBI Employees' Provident Fund Rules.

- (viii) Income Tax payable on the amount of arrears should be recovered and in case an employee requests that the relief available under Section 89(1) of the Income Tax Act should be made available and submits Form 10E, the relevant provisions of extant Income Tax Rules should be followed.
- (ix) The payment of arrears on account of salary revision will be made by HRMS. For the purpose of calculation of arrears, the details of salary paid from 1.4.2009 are available with HRMS. Branches/ offices are required to provide/ upload the details of salary paid to the employees during the period 1.11.2007 to 31.3.2009 to HRMS/ HRMS website, as per the instructions and guidelines issued/ being issued by HRMS. No Branch / offices are allowed to pay arrears of salary.
- (x) The HRMS will make payment of arrears for the period 01.11.2007 to 31.03.2010 by debit to the Central Accounts Office, Calcutta and arrears for the period 01.04.2010 onwards shall be paid by debit to charges account of the respective branch/office. The required year-wise statement of payment of arrears would also be generated by HRMS.
- (xi) In case of e-SBS employees the arrears of salary and other benefits, prior to the date of acquisition, will be calculated as per Industry level settlement. The operating instructions / guidelines for calculation of arrears / uploading of salary payment details to e-SBS employees during the 1.11.2007 to 13.8.2008 will be issued separately by HRMS.
- (xii) Uploading of past payments from 1.11.2007 to 31.3.2009 may be done as per letter No. HR/HRMS/PVD/ dated 27.4.2010 of HRMS. As regards fitment of basic pay as on 1.11.2007 till May 2010, the HRMS will upload revised fitment on HRMS arrears calculation site which may be checked by Branch Manager/ department Head as per the instructions issued/ being issued by HRMS, separately. If found correct, then it should be validated on the HRMS site or changes if any should also be posted on HRMS site by the authorised officials. Please note that arrears and the revised salary can be paid only after authorising of all these data.

5. We enclose the following for your use :-

- (i) Annexure 'A' - Relevant provisions of 9th Bipartite Settlement.
- (ii) Annexure 'B' - Memorandum of Settlement dated 19th June 2010.
- (ii) Annexure 'C' - Combined fitment chart for clerical and subordinate staff and

Comparative statement of HRA, CCA and Transport allowance for clerical and sub-ordinate staff.

- (iii) Annexure 'D' - Dearness Allowance payable to clerical staff on pre-revised Basic Pay for the period 1.11.2007 to 30.4.2010.
- (iv) Annexure 'E' - Dearness Allowance payable to clerical staff on the revised Basic Pay for the period 1.11.2007 to 30.4.2010.
- (v) Annexure 'F' - Dearness Allowance payable to subordinate staff on pre-revised Basic Pay for the period 1.11.2007 to 30.4.2010.
- (vi) Annexure 'G' - Dearness Allowance payable to subordinate staff on the revised Basic Pay for the period 1.11.2007 to 30.4.2010.
- (vii) Annexure 'H' - 9th Bipartite Settlement dated 27th April 2010.

6. Please arrange accordingly.

Annexure-A

**PROVISIONS OF 9th BIPARTITE SETTLEMENT DATED 27TH APRIL 2010
ON WAGE REVISION FOR WORKMEN STAFF
AS APPLICABLE TO STATE BANK OF INDIA**

4. Scales of Pay

(a) In supersession of Clause 4 of Bipartite Settlement dated 2nd June 2005, with effect from 1st November, 2007 the scales of pay shall be as under:-

Clerical Staff							
6200	<u>400</u> 3	7400	<u>500</u> 3	8900	<u>600</u> 4	11300	<u>700</u> 7
16200	<u>1300</u> 1	17500	<u>800</u> 1	18300			(20 years)

Subordinate Staff							
5500	<u>200</u> 4	6300	<u>250</u> 5	7550	<u>300</u> 4	8750	<u>350</u> 3
9800	<u>400</u> 3	11000		19300			(20 years)

(b) With effect from 1st May 2010, the scales of pay shall be as under:

Clerical Staff							
7200	<u>400</u> 3	8400	<u>500</u> 3	9900	<u>600</u> 4	12300	<u>700</u> 7
17200	<u>1300</u> 1	18500	<u>800</u> 1	19300			(20 years)

Subordinate Staff							
5850	200 4	6650	250 5	7900	300 4	9100	350 3
10150	<u>400</u> 3	11350		19300			(20 years)

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.

5. Stagnation Increments

In partial modification of Clause 5 of Bipartite Settlement dated 2nd June 2005 both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for seven stagnation increments w.e.f. 1st November 2007 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 seven stagnation increments at the rate of Rs.800/- and Rs.400/- (pro rata in respect of part-time employees) each due under this settlement, and at frequencies of 3 years and 2 years respectively, from the dates of reaching the maximum of their scales as aforesaid, except that the seventh stagnation increment in clerical cadre will be released after two years of receiving the sixth stagnation increment.

Provided that a clerical / subordinate staff (including permanent part-time employees on scale wages) already in receipt of six stagnation increments shall be eligible for the seventh stagnation increment on 1st November 2007 or two years after receiving the sixth stagnation increment, whichever is later.

6. Definition of 'Pay'

In reiteration of Clause 6 of the Bipartite Settlement dated 2nd June 2005, „Pay for the purpose of D.A., HRA and superannuation benefits shall mean Basic Pay, Stagnation increments, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any.

Note:

The increment component of Fixed Personal Pay as given in column 2 of Schedule IV shall rank for superannuation benefits.

7. Dearness Allowance

In substitution of Clause 7 of Bipartite Settlement dated 2nd June 2005 with effect from 1st November 2007, the dearness allowance shall be payable as per the following rates:-

Clerical and Subordinate Staff

0.15% of „pay

Note:

Dearness Allowance in the above manner shall be paid for every rise or fall of 4 points over 2836 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 Basic Pay, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if

any, payable under this settlement in respect of both clerical and subordinate staff.

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

8. City Compensatory Allowance

Clause 8 of the Bipartite Settlement dated 2nd June 2005 stands superceded and accordingly no City Compensatory Allowance shall be payable w.e.f. 1st November 2007.

9. House Rent Allowance

In substitution of Clause 9 of the Bipartite Settlement dated 2nd June 2005 with effect from 1st November, 2007 the House Rent Allowance payable shall be as under:

<u>Sr.No.</u>	<u>Area</u>	<u>Rate as percentage of Pay (No Minimum/No Maximum)</u>
(i)	Places with population of more than 45 lakhs	10.00
(ii)	Places with population of 12 lakhs and above including State of Goa	9.00
(iii)	Places with population of 5 lakhs and above, State Capitals and Capitals of Union Territories and other than places mentioned in (i) and (ii) above	7.50
(iv)	Places with population below 5 lakhs not covered in (i), (ii) and (iii) above	7.00

Note:

(1) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.5% of the first stage of the Scales of Pay.

(2) All other existing provisions relating to House Rent Allowance shall remain unchanged.

10. Transport Allowance

In partial modification of Clause 10 of the Bipartite Settlement dated 2nd June 2005, Transport Allowance shall be paid as under with effect from 1st November, 2007.

Clerical and Subordinate Staff

Upto 15th stage of the scale of Pay - Rs.225/- per month

16th stage of the scale of Pay and above - Rs.275/- per month

Note:

(i) All permanent part time employees including those on probation and drawing scale wages shall be paid transport allowance on pro rata basis as under:

Upto 15 years of service - Pro rata @Rs.225/- per month

Above 15 years of service -

Pro rata @Rs.275/- per month

(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.

11. Special Pay

The clause contained in the 9th Bipartite Settlement dated 27th April 2010 with regard to Special Pay is as under:

“The rates of Special Pay and the duties of Special Pay carrying posts for workmen staff in State Bank of India may be reviewed and settled at the bank level. While deciding the rates of Special Pay, the merger of Rs.1000/- and Rs.350/- in the Basic Pay in respect of clerical and subordinate staff respectively, w.e.f. 1st May 2010 shall be implemented as in the case of other banks.”

Accordingly Bank has entered into a Settlement with AISBISF on 19th June 2010 covering the rates of special pay, special pay for graduation and professional qualification, fixed personal pay and other allowances etc. A copy of the Memorandum of Settlement dated 19th June 2010 is enclosed as per Annexure- B.

12. Hill and Fuel Allowance

In partial modification of Clause 12 of the Bipartite Settlement dated 2nd June 2005, the Hill and Fuel Allowance shall be payable at the following rates with effect from 1st November 2007:

(a)	At places situated at a height of 3000 metres and above	8% of pay (Max. Rs.1295/- p.m.)
(b)	At places situated at a height of and over 1500 metres but below 3000 metres	4% of pay (Max. Rs.510/- 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.410/- p.m.)

Note : All other existing provisions shall remain unchanged.

13. Fixed Personal Pay

The fixed personal pay shall be payable as per the provisions contained in the memorandum of settlement dated 19th June 2010 entered into between Bank and AISBISF.

14. Payment of Overtime Allowance

The overtime allowance paid to the employees for the overtime work performed upto the date of this settlement shall not be recalculated on account of this Settlement.

15. Provident Fund

Existing employees of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.

16. Pension

N.A..

17. Medical Aid

In substitution of Clause 17 of the Bipartite Settlement dated 2nd June 2005, with effect from 1st November 2007, the reimbursement of medical expenses under medical aid scheme shall be restricted to an amount of Rs.2,000/- per annum.

For the year 2007, the reimbursement of medical expenses under the medical aid scheme shall be enhanced proportionately for two months i.e. November and December 2007.

18. Definition of 'Family':

- a. In substitution of Clause 18 of the Bipartite Settlement dated 2nd June 2005, for the purpose of medical facilities and for the purpose of leave fare concession, the expression "family" of an employee shall mean the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children), wholly dependent physically challenged brother / sister with 40% or more disability, as also parents ordinarily residing with and wholly dependent on the employee.
- b. The term wholly dependent child/parent, physically challenged brother/sister shall mean such member of the family having a monthly income not exceeding Rs.3500/- p.m. If the income of one of the parents exceeds Rs.3,500/- p.m. or the aggregate income of both the parents exceeds Rs.3,500/- p.m., both the parents shall not be considered as wholly dependent on the employee.
- c. A married female employee may include her natural parents or parents-in-law under the definition of family – but not both – provided that the parents/parents-in-law are ordinarily residing with and wholly dependent on her.

19. Leave Fare Concession

(i) In supersession of Paragraph 19 of Bipartite Settlement dated 2nd June 2005, with effect from the date of this Settlement, 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 2500 km. for subordinate staff and 2000 km. 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 5000 km. for subordinate staff and 4000 km. for non-subordinate staff.

(ii) With the effect from the date of settlement, 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.

Non-subordinate Staff :

AC II Tier for the journey by mail/express train.

Provided further that where the non-subordinate employee and / or 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 AC II Tier class fare by train by a direct route in case of travel to place of domicile 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.

(iii) 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 distance so travelled, 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 undertaken 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 with permission of the Bank.

(iv) By exercising an option anytime 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 will be entitled to receive a lump sum equivalent to 75% of 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. 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 of Leave Fare Concession is also available while encashing the facility of LFC.

Provided, however that an employee so encashing the facility of leave fare concession shall proceed on leave for a minimum period of one day.

(v) All employees will be given an opportunity to exercise an option within 90 days from the date of this Settlement 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.

20. Hospitalisation

In substitution of Clause 20 of the Bipartite Settlement dated 2nd June 2005, with effect from the 1st May 2010, the reimbursement of hospitalisation expenses shall be as detailed in Schedule V to this Settlement.

21. Part-Time Employees

In substitution of Clause 21 of the Bipartite Settlement dated 2nd June 2005, with effect from 1st November 2007, Part-Time employees who are members of the subordinate staff on consolidated wages and whose normal working hours per week are “upto 3 hours” and “more than 3 hours but less than 6 hours” shall be paid one third scale wages w.e.f. 1st May 2010. From 1st November 2007 to 30th April 2010, they shall be paid consolidated wages as under:

a. Upto 3 hours	: at bank's discretion with a minimum of Rs.1,030/- p.m.
b. More than 3 hours but less than 6 hours	:at bank's discretion with a minimum of Rs.1,440/- p.m.

The employees recruited on or after 1st May 2010 in part-time scale wages shall be at minimum of one-third scale wages.

22. Compensation on Transfer

In supersession of Clause 10 of Bipartite Settlement dated 5th January 1987, with effect from 1st May 2010, 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	3000 kg.	2000 kg.
b. For unmarried persons	2000 kg.	1150 kg.

By Road: If the places are not connected by rail/ out agency, actual expenses will be reimbursed for transporting the personal effects by road upto the stipulated weights by an IBA approved Transport Operator.

23. Compensation for losses due to breakage or damage to goods on Transfer

In supersession of Clause 22 of Bipartite Settlement dated 2nd June 2005, with effect from 1st May 2010, 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.1,120/-
Subordinate Staff : Rs. 745/-

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

Clerical Staff : Rs.745/-
Subordinate Staff : Rs.560/-

24. Halting Allowance

In modification of clause 23 of the Bipartite Settlement dated 2nd June 2005, with effect from 1st May 2010, 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 (A)	Other Places
Clerical Staff	Rs.500/- per diem	Rs.375/- per diem	Rs.300/- per diem
Subordinate Staff	Rs.375/- per diem	Rs.250/- per diem	Rs.185/- per diem

25. Washing Allowance

In supersession of Clause 24 of Bipartite Settlement dated 2nd June 2005, with effect from 1st May 2010, washing allowance shall be payable at Rs.100/- p.m., where the washing of livery is not arranged by the bank.

26. Cycle Allowance

In supersession of clause 25 of Bipartite Settlement dated 2nd June 2005, w.e.f. 1st November 2007, 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.75/- p.m. at all centers. Cycle allowance would not be paid to a workmen member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

27. Split Duty Allowance

In partial modification of Clause 26 of the Bipartite Settlement dated 2nd June 2005, w.e.f. 1st November 2007, Split Duty Allowance shall be payable at all centers at Rs.125/- p.m.

28. Project Area Compensatory Allowance

In partial modification of Clause 27 of the Bipartite Settlement dated 2nd June 2005, w.e.f. 1st November 2007, workmen in project areas shall be paid a project area compensatory allowance as under :

- (i) Project Area Group 'A'
Clerical Staff – Rs.205/-p.m.
Sub-Staff - Rs.180/- p.m.
- (ii) Project Area Group 'B'
Clerical Staff – Rs.180/- p.m.
Sub-Staff - Rs.150/- p.m.

29. Special Area Allowance

In supersession of all earlier provisions relating to Special Area Allowance, w.e.f. 1st November 2007, Special Area Allowance shall be payable at places specified in column 2 of the Schedule VI hereto, as per the quantum indicated in column 3 thereof against each such place, subject to the condition that if at any of the places mentioned in column 2 of Schedule VI hereto, Hill and Fuel Allowance is payable in terms of this Settlement, then at such places only higher of the two allowances shall be payable.

30. Maternity Leave

Clause 26 of Bipartite Settlement dated 27th March 2000 shall be substituted by the following :

- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.
- (b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.
- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 45 days.
- (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 two months or till the child reaches the age of one year, whichever is earlier 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 temporary and part-time employees are not eligible for grant of leave for adoption of a child.

31. Reimbursement of expenses on Road Travel

In substitution of Clause 30 of Bipartite Settlement dated 2nd June 2005 w.e.f. 1st May 2010, where an employee has to travel on duty / LFC between two places he shall be reimbursed actual road mileage cost or at Rs.3/- per k.m., whichever is less.

32. Another Option for Pension (in Banks other than State Bank of India)

N.A.

33. Provision for State Bank of India

- i) The provisions of Settlements dated 30th January 1995 and 22nd July 2003 relating to Special Compensatory Allowance (SCA) as prevailing in the Bank shall be continued unchanged.

34. **Implementation**

The various provisions of this Settlement shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating therefrom shall be given effect to within a period of 90 days from the date of this Settlement.

	With effect from
1. Scales of Pay: As per Clause 1 (a) As per Clause 1(b)	1 st November 2007 1 st May 2010
2. Stagnation Increment including 7 th stagnation increment, Dearness Allowance, Professional Qualification Pay/ Graduation Pay, House Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill & Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Allowance	1 st November 2007
3. Part-time employees: a) Increase in lumpsum wage: b) Elevation to one-third scale wages	1 st November 2007 1 st May 2010
4. Special Pay a) As per Annexure '1' of memorandum of Settlement dated 19 th June 2010' b) As per Annexure '2' of memorandum of Settlement dated 19 th June 2010' Professional Qualification Pay As per Annexure '3' of memorandum of Settlement dated 19 th June 2010' Fixed Personal Pay As per Annexure '4' of memorandum of Settlement dated 19 th June 2010' Other Allowances As per Annexure '5' of memorandum of Settlement dated 19 th June 2010'	1 st November 2007 1 st May 2010 1 st November 2007 1 st November 2007
5. Halting Allowance, Washing Allowance, Compensation on Transfer, Compensation for losses Due to breakage of damage to goods on transfer, Reimbursement of Expenses on Road Travel	1 st May 2010
6. Hospitalisation	1 st May 2010.
7. LFC, Hospitalisation, Definition of Family, Special Leave for Hysterectomy, road mileage	Date of Settlement (27 th April 2010)

35. Date of Effect and Operation

- i. This Settlement shall be binding on the parties for five years from 1st November 2007.
- ii. The terms and conditions hereof shall continue to govern and bind the parties even thereafter until the Settlement is terminated by either party giving to the other a statutory notice as prescribed in law for the time being in force.
- iii. The All India Bank Employees Association, the National Confederation of Bank Employees, the Bank Employees Federation of India, the Indian National Bank Employees Federation and the National Organisation of Bank Workers on behalf of the workmen agree that during the operation of this Settlement, the workmen will not for any reason whatsoever, raise any demand of any nature whatsoever on any of the banks in respect of matters, monetary or otherwise, covered by this Memorandum of Settlement.

36. Interpretation

If there is any difference of opinion regarding interpretation of any of the provision of this Settlement the matter will be taken up only at the level of the Indian Banks Association, the All India Bank Employees Association, the National Confederation of Bank Employees, the Bank Employees Federation of India, the Indian National Bank Employees Federation and the National Organisation of Bank Workers for discussion and settlement.

SCHEDULE V
SCHEDULE FOR REIMBURSEMENT OF
HOSPITALISATION EXPENSES

1. Hospitalisation expenses will be reimbursed to workmen staff in the bank to the extent of 100 per cent in case of self and 75 per cent in case of dependent members of family subject to the procedure for reimbursement of hospitalisation expenses as enumerated hereunder :
 - (a) Hospitalisation charges to the extent stated above will be reimbursed in case of all ailments and major accidents which require hospitalisation.
 - (b) A workman or his dependent family member(s) will be considered to have been hospitalised only if they are admitted as indoor patient(s) in the hospital in respect of diseases/accidents as mentioned above in sub-para (a). However, cases where the patient is admitted as an out-patient and discharged the same day after surgical procedures involving advanced techniques may also be considered for reimbursement of hospitalisation expenses.
 - (c) Medical expenses incurred for the hospitalisation will be reimbursed on the strength of bills/vouchers to the extent of 100% in case of self and 75% in case of family members subject to limits prescribed hereunder.
2. For the purpose of medical facilities :

The expression „family of an employee shall mean the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children), wholly dependent physically challenged brother/sister with 40% or more disability, as also parents ordinarily residing with and wholly dependent on the employee.

 - (a) The term wholly dependent child/parent, wholly dependent brother/sister shall mean such member of the family having a monthly income not exceeding Rs.3500/- p.m. If the income of one of the parents exceeds Rs.3,500/- p.m. or the aggregate income of both the parents exceeds Rs.3,500/- p.m., both the parents shall not be considered as wholly dependent on the employee.
 - (b) A married female employee may include her natural parents or parents-in-law under the definition of family – but not both – provided that the parents/parents-in-law are ordinarily residing with and wholly dependent on her.

3. The reimbursement of hospitalisation expenses will be restricted to the following charges:

Sr. No.	Details	Extent of reimbursement
3.1	(a) Hospital Registration Fees	100% for self and 75% for dependent family members of the amount actually incurred or Rs.220/- whichever is lower.
	(b) Surcharge/tax on hospital bills	Proportionate to the extent of the bill passed by the bank
3.2	Charges for bed per day (excluding boarding charges)	100% for self and 75% for dependent family members of the amount actually incurred or Rs.450/- whichever is lower.
3.3	ICU/CCU/Neo-natal Nursery	100% for self and 75% for dependent family members of the amount actually incurred or Rs.550/- per day, whichever is lower. This is in addition to bed charges.
3.4	Diagnostic material charges, X-rays, Pathological tests, ECGs, etc.	As per Annexure I hereto
3.5	Medicines, drugs, injections (including disposable syringes), bandage and dressing materials, etc. except tonics/vitamins. (However, tonics/vitamins which are prescribed by the attending doctor and certified as essential for the period of hospitalisation, may be considered for reimbursement.)	100% or 75% as the case may be of actual expenses.
3.6	Operation charges, etc.	As per Annexure-II hereto.

3.7 Physician's and Consultant's fees per visit

	100% for self and 75% for dependent family members of the amount actually incurred or the amount as mentioned below against each item, whichever is lower	
	Major 'A' classs cities viz. Mumbai, Chennai, Delhi, Kolkata, Ahmedabad, Bangalore & Hyderabad	Other Places
	Rs. Per visit	Rs. Per visit
VISIT AT THE CHAMBER		
First Consultation	220/-	130/-
Subsequent Consultations	85/-	70/-
VISIT AT RESIDENCE		
In case of emergency leading to	330/-	210/-

Hospitalisation		
Second Consultation	250/-	165/-
Subsequent Consultations	165/-	110/-
VISIT MADE BY SPECIALISTS AT THE HOSPITAL : SPECIAL VISIT		
During the day time	140/-	95/-
During the night time	330/-	165/-
Routine Visits	140/-	95/-

4. The workmen or members of their families (as the case may be) are expected to secure admission in a Government/Municipal Hospital or any „private hospital (i.e., hospitals under the management of a Trust, Charitable Institution or a religious mission). The reimbursement will be restricted to the percentage applicable to the workman /dependent family member, i.e. 100% or 75% of the charges applicable to the lowest paying bed in such hospitals according to hospital rules or the maximum amounts mentioned above, whichever is lower.
5. Normally, the workman and members of family should avail of services of hospital as mentioned in paragraph 4 above. However, if he feels, that it is unavoidable to seek services of a private nursing home/hospital, he can do so in one of the hospitals/nursing homes, approved by the bank. Reimbursement in such cases will, however, be restricted to the extent of the amount which would have been reimbursable in case of admission to a public or private hospital as mentioned in paragraph 4 above.
6. Medical expenses incurred within 30 days of ‘pre’ and post-hospitalisation period on medical advice, on account of the ailment/disease for which the person was hospitalised, will be considered as hospitalisation expenses for reimbursement purpose. However, in cases of hospitalisation involving special or major operations, medical expenses incurred for a period not exceeding 45 days of post-hospitalisation will be considered for reimbursement, subject to medical advice.
7. Charges for engaging a nurse/attendant will not be reimbursed. However, nursing charges, if any, charged by hospital authorities in respect of days spent in ICU / CCU/ neo-natal nursery may be considered for reimbursement on the basis of certificate issued by the hospital authorities and in consultation with bank's Medical Officer. Reimbursement in such cases shall be 100% for workmen and 75% for family members of the actual charges.
8. Hospitalisation charges in connection with maternity will not be reimbursable. However, the expenditure incurred by an employee in cases involving operative interference because of complicated labour and caesarean operation and subsequent hospitalisation thereto will be reimbursed under the hospitalisation scheme to the extent of expenditure incurred in excess of normal maternity charges and consequent hospitalisation thereto subject to the condition that such reimbursement shall be 70% of the amount actually incurred or the limits as per Annexure II hereto, whichever is less.
9. The purchase of drugs/medicines will be restricted to approved chemists and arrangements will be made by banks wherever possible to make direct payments to the chemists.

10. Banks will have discretion to refuse payment of bills in cases where they are not satisfied about the genuineness of the bills.

11. **Ambulance Charges**

Ambulance charges for removing the workman or his dependent family member from residence to the hospital/nursing home or from hospital/nursing home to residence on discharge or from one hospital/nursing home to another hospital/nursing home, within the urban agglomeration or municipal limits may be reimbursed in full. Actual expenses incurred on conveyance by mode other than ambulance shall be reimbursed subject to the maximum as under:

- (i) By public taxi - Actuals subject to maximum of Rs.165/- per trip
- (ii) By autorickshaw - Actuals subject to maximum of Rs.85/- per trip

In case the patient is to be moved to a hospital/nursing home outside the urban agglomeration/municipal limits, then the expenses incurred on conveyance may be reimbursed at the rate of Rs.6.00 per kilometer, with a maximum of Rs.1100/- per trip or the amount actually incurred, whichever is the least.

Normally, services of an ambulance should be availed of. Where ambulance is not available or the facility of ambulance is not established, public mode of transport i.e. taxi/ auto rickshaw could be used. The bank shall consider such claims on merits and facts.

Abuse of the facility will be dealt with treating such claims as acts of gross misconduct.

12. **Domiciliary Treatment**

Medical Expenses incurred in respect of the following diseases which need domiciliary treatment as may be certified by the recognised hospital authorities and bank's medical officer shall be deemed as hospitalisation expenses and reimbursed to the extent of 100% in case of a workman and 75% in the case of his family.

Cancer, Leukaemia, Thalassemia, Tuberculosis, Paralysis, Cardiac Ailment, Pleuresy, Leprosy, Kidney ailment, Epilepsy, Parkinson's Disease, Psychiatric disorder, Diabetes, Hepatitis-B, Hepatitis-C, Haemophilia, Myastheniagravis, Wilson's disease, Ulcerative Colitis, Epidermolysis bullosa, Venous Thrombosis (not caused by smoking), Aplastic Anaemia, Psoriasis, Third Degree Burns, Rheumatoid Arthritis, Hypothyroidism and Hyperthyroidism.

Note:-

- (i) The cost of medicines etc. in respect of domiciliary treatment shall be reimbursed for the period stated in the Specialist's prescription. If no period is stated, the prescription for the purpose of reimbursement shall be valid for a period not exceeding 90 days.
- (ii) Expenses incurred on radiotherapy and chemotherapy in the treatment of cancer and leukaemia shall be considered for reimbursement under

domiciliary treatment to the extent of 100% in case of a workman and 75% in the case of his family.

13. The medical aid and reimbursement of expenses under the hospitalisation scheme under this Settlement will also be available for medical treatment under the recognized systems of medicines, viz., Ayurvedic, Unani, Sidha, Homeopathy and Naturopathy if such treatment is taken in a clinic/hospital recognised by the Central/State Government. Further, reimbursement shall be limited to such expenses within the prescribed ceilings as would have been reimbursable in case the treatment was taken in a Government/Municipal hospital, subject to the overall limits under the scheme, i.e., 100% of approved expenses for self and 75% in case of family.

14. **Package Charges**

Some hospitals are charging on the basis of „package for specialised treatment for diseases pertaining to heart, kidney, coronary, etc. These package charges generally include all charges pertaining to a particular treatment/procedure including admission charges, accommodation charges, ICU/ICCU charges, monitoring charges, operation charges, anesthesia charges, operation theater charges, procedural charges/ Surgeon's fee, cost of disposables, cost of consumables like catheters, guide wires, etc., surgical charges and cost of medicine used during hospitalisation, related routine investigations, physiotherapy charges etc.

In the following cases, package charges will be reimbursed to the extent of 100% in the case of self and 75% in the case of dependent members of family, subject to the limits specified below:-

(a)	Coronary Bypass Surgery	Rs.1,60,000/-
(b)	Coronary Angiography	Rs.16,500/-
(c)	Angioplasty/Stentoplasty	Rs.80,000/-
(d)	Kidney Transplant	Rs.1,80,000/-
(e)	Liver Transplant	Rs.2,20,000/-

Note:-

(i) For the above ailments, workmen employees can claim either as per schedule of expenses prescribed or package charges whenever the treatment is taken under package charges scheme.

(ii) In the case of stentoplasty, cost of medicated stent(s), wires/balloon, implanted during surgery may be reimbursed at the rate of 75% for family members and 100% for workman himself at rates not exceeding the rates applicable to lowest paying bed of AIIMS, New Delhi, in addition to the package charges indicated above.

(iii) Liver transplant charges are not reimbursable in cases where damage to the liver has been caused by alcoholism.

Annexure-I**SCHEDULE FOR REIMBURSEMENT OF CHARGES INCURRED BY
WORKMEN FOR PATHOLOGICAL ETC. INVESTIGATIONS**

NAME OF PROCEDURE	100% for self and 75% for dependent family members of the amount actually incurred or the amount as mentioned below against each item, whichever is lower (Rupees)
CLINICAL PATHOLOGY	
Urine Routine	45
Urine for Albumin	45
Urine for 17 Ketosteroids	400
Urine Culture	125
Urine for Column Count Test	125
Sensitivity Test	165
Urine for Acid Fast Bacilli (T B Culture)	115
Urine Bile Pigment and Salt	45
Urine Urobilinogen	45
Urine Occult Blood	45
Urine Total Proteins	90
Urine Sodium	90
Urine Chloride	90
Bence Jones Protein	55
Stool Routine	45
Stool Occult Blood	45
Smear Analysis	65
Body Fluids-C.S.F./Plural/Ascitic, etc. Chemistry, Sugar, Protein, etc,	185
Malignant Cells	150
HAEMATOLOGY	
Blood Count with Indices (Hb, TLC, DLC)	80
Blood Count without Indices (Hb, TLC, DLC)	75
RBC and Hb with Indices	80
RBC and Hb without Indices	60
Total WBC and Differential Count (TC/DC)	60
Blood Smears for parasites (MP, etc.)	45

Peripheral smear examination	50
Blood for Microfilaria	110
Platelet Count	80
Bleeding and Coagulation time (BT CT)	75
Clot Retraction Time	75
Prothrombin Time	85
Erythrocytes Sedimentation Rate (Westergren s method)	35
Sedimentation Rate (Both Methods) ESR	35
Hb, TLC,DLC, ESR	95
Blood Culture	175
Clot Culture	175
Glucose Phosphate Dehydrogenase (G&PD)	165
Reticulocyte Count	50
Absolute Eosinophil Count	45
Packed CellVolume (PCV)	45
R.B.C. Fragility Test	80
L.E. Cell	105
Haemogram	95
Bone Marrow Smear Examination	225
Partial Thromboplastin	150
BLOOD BANK	
Coomb s Test direct (for coating antibodies)	165
Coomb s Test (for complete and incomplete indirect antibodies)	220
Blood Grouping and Rh Factor only (not for matching) for Non-maternity Cases	75
Blood Transfusion per Bottle and Donor s fees (including Pathologist s attendance and cross-matching)	400
Packed Cell Preparation	280
BIOCHEMISTRY	
Blood Urea/Calcium/Phosphorus/Phosphatase/ Sodium/Potassium each	110
Blood Urea Nitrogen	110
Urea Clearance Test	190
Creatinine Clearance Test	190
Serum Proteins or Plasma Proteins	110
Serum Proteins Electrophoresis	220
Blood for Fibrinogen	120
Blood for Creatinine	85
Blood Uric Acid	110
Blood Sugar Curve (Glucose Tolerance Test) GTC or GTT	310
CO2 Combining Power of Plasma	145
Blood Cholesterol	85
Blood Protein Bound Iodine (PBI)	330
Blood Chlorides (S Cl)	110
Serum Sodium (S Na)	95
Serum Potassium (S K)	95

Serum Iron (S Fe)	145
Serum Iron Studies	240
Serum Calcium (S Ca)	95
Serum Phosphorous (S.P.)	95
Serum Alkaline Phosphatase	85
Serum Acid Phosphatase	150
Serum Glutamic Oxalic Transaminase (SG OT)	85
Serum Lipase	145
Serum Glutamic Pyruvic Transaminase (SG PT)	85
Serum Amylase	215
C P K	345
Glucose 6 Phosphate Dehydrogenase	185
Serum Lactic Dehydrogenase(LDH)	160
Serum Lactic Dehydrogenase with Isoenzyme	415
SMA 12-2 (14 Blood Chemistry)	690

BACTERIOLOGY & SEROLOGY

Brucella Agglutination Test*	145
Cold Agglutination Test for Virus Pneumonia	145
Paul Bunnel Test	165
C Reactive Proteins**	150
Smear Gram-Strain Examination	55
Sputum Smear A.F.B. Stain	55
V.D.R.L.	85
Widal Test	85
R.A.Test	110
Culture & Sensitivity (other specimens)	165
Vibro Cholera Culture	145
Conjunctival Swab for Microscopic and Culture Examination	155
Smear Examination for Micro Organisms	105
Fluids or Exudates for Malignant Cells	155

* For hospitalised patients only

** For Rheumatic disease to be reimbursed for hospitalised patient

X-RAY

Fluoroscopy Chest	135
Abdomen AP Erect (One Film)	150
Abdomen Lateral View (One Film)	150
Abdomen for Pregnancy	150
Chest PA View (One Film)	150
Chest Oblique or Lateral (One Film)	150
Mastoids	150
Extremities, Bones and Joints (One Film)	150
Pelvis (One Film)	150
Paranasal Sinuses (One Film)	150
T.M. Joints (One Film)	150
Abdomen & Pelvis for K.U.B.	250
Skull A.P. & Lateral	250
Spine AP & Lateral	250

Barium Swallow	580
Sinography/Sialography	660
Cystography/Urethrography	990
Arthrography	745
Retrograde Pyelography	825
Oral or I.V. Cholecystography	825
Barium Enema	1075
Barium Meal Upper or Lower	1075
Bronchography	1155
I.V. Urography	1155
Myelography	1320
Pneumo Encephalography	990
Barium Meal Complete	1320
Cerebral/Femoral Angiography	1570
C T SCAN/NRI	
CT Scan	2750
CT Scan (with contrast)	4400
MRI	5500
MRI (with contrast)	7200
ULTRA SONOGRAPHY AND ECHOCARDIOGRAPHY	
Electro Cardiogram (ECG)	150
Indual Test	155
U C G (Phono-cardiography, Telemetry C, Cardiac Ex Test, StressTest)	760
Echo Cardiography	870
Cardio Version	560
Ultra Sonography	435
US Guided Biopsy	580
SKIN	
Tuberculin Test (Mantoux) TT or MT	115
Scraping for Fungus	60
Skin Clipping & smear for Leprosy	115
Nasal smear for leprosy	95
LIVER FUNCTION TESTS	
Thymol Turbidity Test	100
Cephalin Cholesterol Flocculation Test	100
Vanden Berghn Reaction and Icterus Index (Quantitative Bilirubin)	165
Takata Ara Reaction	110
Bromsulphalein Excretion Test (Excluding injection charges)	240
PLEURAL AND PERICARDIAL AND ASCITIC FLUIDS	
Pleural Fluid for Routine Examination	155
Pleural Fluid for Cultural Pericardial and Ascitic Fluids	155
SPUTUM EXAMINATION	
Sputum Routine	100

Sputum for Acid Fast Bacilli only (Sputum AF B)	100
Sputum for Culture (Culture for TB)	155
CSF for Diphteria	140
Culture for Diphteria	115
GASTRIC ANALYSIS	
Gastric Contents for Routine Analysis (Gastric Analysis or Fractional Test Meal)	240
Sternal Marrow Routine Cytology (Bone Marrow)	310
Basal Metabolic Rate (BMR)	275
Lung Function Test	275
PSYCHIATRY TEST	
ECT	150
CO2	90
Psychology Testing	150
RIA	
TSH, LH, FSH, Prolactin (for each test)	180
Testosterone	470
Parathyroid	470
Estrogen (Total)	470
ACTH	470
HBsAg by RIA or EIA	550
FOR SURGICAL INVESTIGATION & TREATMENT OF CANCER	
Scopies and Biopsies	550
Chemotherapy:	
Single Drug Therapy per day	110
Multiple Drug Therapy per day	2200
Infusional Chemotherapy	3300
OXYGEN CHARGES	
Oxygen charges shall be reimbursed at the rate of Rs.40/- per hour subject to a maximum of Rs.400/- per day.	

Note: Any test/investigation prescribed by the Hospital/Doctor but not included in the Schedule may be reimbursed at 100%/75% of the cost of such tests or the rates of CGHS, whichever is lower.

ANNEXURE II

OPERATION CHARGES

	100% for self and 75% for dependent family members of the amount actually incurred or the amount as mentioned below against each item, whichever is lower		
	Rs.	Rs.	Rs.
	Special Operation	Major Operation	Minor Operation
(a) Operation Theatre Charges	3,300/-	2,200/-	715/-
(b) Anaesthetist's Charges	3,300/-	2,200/-	715/-
(c) Surgeon's Fees for Operation (including Fees for Assistant)	11,000/-	7,150/-	2,310/-

(d) Expenses for dialysis, blood transfusion, Heart valve replacement, angiography, implanted items during surgery wherever they do not form part of package charges and pace-maker may be reimbursed at the rate of 75% for family members and 100% for workman himself at rates not exceeding the rates applicable to lowest paying bed of AIIMS, New Delhi.

Indicative list of Special, Major and Minor operations is appended below:

SPECIAL OPERATIONS :

Cardiac including By-Pass Surgery, Brain, Lung and Cancer Operations, Kidney/Liver Transplantation Operation, Bone Marrow transplant and Multiple Fractures (time taken is more than 3 hours).

MAJOR OPERATIONS :

Kidney Stone (including lithotripsy), Prostate, Thyroid, Caesarean Delivery, Gastrectomy, Hysterectomy, Fractures, Amputations, S.P.Nailing, Discoidectomy, Retina Detachment, Liver & Gall Bladder, Plastic Surgery (not for beautification), Cataract (with IOL), Hernia subject to Bank's discretion (Time taken approximately 1 to 3 hours).

MINOR OPERATIONS :

D & C, Fissure, Circumcision, Small Hydrocele, Dilatation, Vasectomy, Abscess, Bilat, Hydrocele, Appendix, Tubectomy, Piles, Fistula, Minor Operations of the Eye, Nose and Ear (Time taken approximately 60 minutes or less).

Note:-

Operative interference done using state-of-the-art medical techniques taking less than the time indicated as above will not alter the nature of the operations.

SCHEDULE VI
Special Area Allowance for Workmen

Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
1.	Mizoram <ul style="list-style-type: none"> a) Chimgtupui District and areas beyond 25 kms. From Lunglei Town in Lunglei District. b) Entire Lunglei District excluding areas beyond 25 kms. from Lunglei town. c) Entire Aizawl District. 	2000 1600 1200	2600 2100 1500
2.	Nagaland	1600	2100
3.	Andaman & Nicobar Islands <ul style="list-style-type: none"> • North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands • South Andaman (including Port Blair) 	2000 1600	2600 2100
4.	Sikkim	2000	2600
5.	Lakshadweep Islands	2000	2600
6.	Assam	320	400
7.	Meghalaya	320	400
8.	Tripura <ul style="list-style-type: none"> a) Difficult areas of Tripura b) Throughout Tripura except difficult areas 	1600 1500	2100 1200
9.	Manipur	1200	1500
10.	Arunachal Pradesh <ul style="list-style-type: none"> a) Difficult areas of Arunachal Pradesh b) Throughout Arunachal Pradesh other than difficult areas. 	2000 2100	2600 1600
11.	Jammu & Kashmir <ul style="list-style-type: none"> 1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi 2) Udhampur District: 	2000 2000	2600 2600

	<p>a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2(b).</p> <p>b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.</p> <p>3) Doda District: Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil</p> <p>4) Leh District : All places in the District</p> <p>5) Barmulla District</p> <p>a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua</p> <p>b) Matchill</p> <p>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.</p> <p>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.</p>	1600	2100
12.	<p>Himachal Pradesh</p> <p>(1) Chamba District</p> <p>a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata</p> <p>b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.</p> <p>c) Jhandru Panchayat in Bhatiyat Tehsil, Churah Tehsil, Dalhousie Town (including Banikhet proper).</p> <p>(2) Kinnaur District:</p> <p>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</p>	2000	2600
		1600	2100
		1200	1500
		1200	1500
		2000	2600

	specified above.		
	b) Entire District other than Areas included in (a) above.	1600	2100
	(3) Kullu District:		
	a) 15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	2000	2600
	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).	1200	1500
	(4) Lahaul and Spiti District :		
	Entire area of Lahaul and Spiti	2000	2600
	(5) Shimla District :		
	a) 15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda.	2000	2600
	b) Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan.	1600	2100
	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).	1200	1500
	(6) Kangra District:		
	a) Areas of Bara Bhangal and Chhota Bhangal	1600	2100
	b) Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women s I TI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiar, 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.	1200	1500

	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.		
	(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.	1200	1500
	(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	1200	1500
	(9) Solan District : Mangal Panchayat.	1200	1500
	(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.	320	400
13.	Uttarakhand Areas under Chamoli, Pithoragarh, Uttar Kashi, Rudraprayag and Champavat Districts	2000	2600