

CHAPTER - 2

SPECIAL PAY

1. The rates of **SPECIAL PAY** payable to **CLERICAL STAFF** stand revised as under from **01.11.2012**.

S.No.	Posts carrying Special Pay (Ranking for DA, HRA and Superannuation benefits)	Special pay per month (Rs.)
A. Positions :		
1	Chief Associate	3970
2	Special Associate/Officiating Pay (Relief Officer)	3970
3	Special Stenographer	2850
4	Senior Associate/ Head Assistant (Accounts)	2410
5	Head Draughtsman/ Head Armourer /Head Telephone Operator/ Head Pharmacist/ Spl. Hindi Translator/ Head Nurse/Head A.C. Plant Operator/ Head S.T. Plant Operator /Head Electrician(Electrical supervisor) /Head Control room operator/Head Sewage fitter/ Head Plant Assistant	2260
6	Senior Stenographer/Senior Draughtsman	1740
7	Associate	1640
8	Special Record Keeper cum cashier, Computer Operator/ Stenographer / Inspection Assistant/ Senior Hindi Translator, Sr. Telecom Assistant/Sr. Plant Assistant/Senior Telephone Operator/Senior Electrician (Electrical Supervisor)/Senior Armourer/Senior Sewage Fitter/Senior Pharmacist/Senior Nurse/Senior AC Plant Operator/ Senior ST Plant Operator/Senior Control Room Operator/Draughtsman	1310
9	Steward	1230
10	Encoder machine Operator, Agricultural Assistant/Pharmacist/Nurse/Control Room Operator/AC Plant Operator/ST Plant Operator/ Senior Record Keeper cum Cashier	820
11	All the existing clerical staff who are not drawing any special pay	330
B. Positions frozen:		
1	Datanet Operator/ Dy. Head Cashier/Teller/ Head Asst. (Cash)/ Telex Operator/Bradma Machine Operator (I)/Data Entry Operator/ Deputy Head Assistant (Cash)/Cashier Operating Electronic Cash Register/Bradma Machine Operator (II)/DIR Assistant/Audit Clerk/Hindi Translator/Mill Checking Assistant/Telephone Operator/Computer Operator 'A' (e-SBS / e-SBIN)	820
2	Addl. Sr. Assistant (e-SBS/e-SBIN)	1930

Note: The positions listed under 'B' above were frozen and it will be abolished on existing incumbents, if any, moving over to higher positions or retiring from the Bank's service, etc. and until their retirement/movement, they will continue to draw revised special pay as listed. Their retirement or movement to higher positions will not result in new vacancies. Their services will be utilized as stated below:

- (a) Telex Operators, Datanet Operators, Dy. Head Cashiers, Tellers and Head Assistant (Cash), who have completed 10 years service, will be redesignated/ appointed as Senior Assistants.
- (b) The existing Bradma Machine Operators (I), Data Entry Operators, Dy. Head Assistant (Cash), Cashiers Operating Electronic Cash Register, Bradma Machine Operators (II), DIR Assistants, Audit Clerks and Mill Checking Assistants, on completing 10 years of service, will be appointed as Senior Associate.
- (c) The posts of Godown-keepers and Bill Collectors will be abolished on the present incumbents retiring from the Bank's service or moving on to higher in-cadre or out-of-cadre positions. The services of existing Godown Keepers and Bill Collectors will be utilized as Record Keepers/Cashiers.
- (d) When an employee working in a post carrying special pay, officiates as Relief Officer in JM Grade Scale I, he will be paid only the officiating pay, which is higher than the special pay during the period of such officiating. Similarly, if an employee already working in a special pay carrying post acts in a position carrying a higher special pay, he will draw only the latter special pay including attendant benefits on prorata basis.
- (e) Parties agree to review and enlarge the duties of Special Pay carrying positions as per emerging needs of the Bank.
- (f) In addition to the existing duties in respect of all the workmen staff, they will also perform all the additional duties as provided in the 10th Bipartite Settlement dated 25th May 2015. ***(e-Cir-25/2015-16 dt.26.06.2015)***

2. The rates of **SPECIAL PAY** payable to **SUBORDINATE STAFF** stand revised as under from **01.11.2012**.

SPECIAL PAY FOR SUB-ORDINATE STAFF		
S.No.	Posts carrying Special Pay (Ranking for DA, HRA and Superannuation benefits)	Special pay per month Rs.
1	Senior Head Driver	2680
2	Senior Head Armed Guard	2620
3	Senior Driver	2570
4	Senior Head Electrician/ Senior Head Sanitary fitter/ Senior Head A.C.Plant Attendent/ Senior Head S.T.Plant Attendent.	2460
5	Senior Head Messenger/ Senior Head Watchman/ Senior Head Armed Guard/ Senior Head General Attendant/ Senior Head Sweeper/ Senior Head Bearer/ Senior Head Cook / Senior Head Mali/ Driver /Senior Head Wardboy/ Senior Head Liftman	2420
6	Senior Electrician/ Senior Sanitary Fitter/ Senior A.C. Plant Attendant/ Senior S.T. Plant Attendant	2340
7	Electrician/ Sanitary Fitter/ A.C.Plant Attendent/ S.T.Plant Attendent	2190
8	Head Armed Guard	1230
9	Officiating Pay (Record Keeper/ Godown Keeper/ Cashier/ Bill Collector)	1230
10	Head Messenger/ Head Watchman/ Head Bearer/ Head Mali/ Head General Attendant/ Head Sweeper/ Head Cook/ Head Wardboy/ Head Liftman	950
11	Senior Cook/ Senior Bearer/ Senior Liftman/ Armed Guard/ Pump Attendant/ / Telephone Lineman/Wardboy	630
12	Duftary (e-SBS/e-SBIN)	560
13	Watchman/ Senior General Attendant (Cash Hammal/ Farrash/ Sweeper)/ Fireman	100
14	Liftman/ Plumber/ Cook/ Machine Man	90
15	Messengerial staff who are entrusted the role of printing/ updating pass book (on pro-rata for the number of days which the services of messengers are/were utilized for printing of pass books)	670
B. Positions frozen:		
1	Compositor	2060
2	Pressman	1200
3	AC Plant Helpers (e-SBS/e-SBIN)	990
4	Head Peon (e-SBS/e-SBIN)	740
5	Duftary/ Sorter	630
6	Impositor-cum-Distributor	360
7	Duplicating Machine Operator	100
8	Copying Machine Operator/ Godown Watchman	90

Note: The positions listed under 'B' above were frozen and will be abolished on existing incumbents, if any, moving over to higher positions or retiring from the Bank's service etc. and until their retirement/movement, they will continue to draw the special pay as listed. Their retirement or movement to higher positions will not result in new vacancies. Their services will be utilized as stated below.

- (a) The posts of Compositors will be abolished on the incumbents moving over to higher positions or retiring from Bank's service. The services of such Compositors who have not completed 23 years of service, will be utilized as Head Messengers. The posts of Pressmen, Duftaries, Sorters, Impositor-cum-Distributors, Duplicating Machine Operators, Copying Machine Operators, Godown Watchmen and Note Stitching Machine Operators will be abolished on the incumbents moving over to higher positions or retiring from the Bank's service. There will be no creation of fresh vacancies in these positions on higher appointment, retirement or death of present incumbents. The Head Messengers will perform the duties of Copying Machine Operators, Duplicating Machine Operators, Note Stitching Machine Operators, Duftaries and Sorters, wherever required. The post of General Attendant (Farrash/Sweeper) shall be frozen consequent upon clause 3 of settlement dated 29th August 2009, signed in respect of Career Progression and Outsourcing.
- (b) Parties agree to review and enlarge the duties of Special Pay carrying positions as per emerging needs of the Bank.
- (c) In addition to the existing duties in respect of all the workmen staff, they will also perform all the additional duties as provided in the 10th Bipartite Settlement dated 25th May 2015.
- (d) (i) In terms of the Scheme for Career Progression within-the-cadre for workmen staff contained in the settlement dated 22nd July 2003, as a general rule every member of the subordinate staff drawing a lower Special Pay will be eligible for a special pay of Rs.680/- (Revised) on completion of 15 years of full time service and the term 'Head' prefixed to his designation.

(ii) Similarly, on completion of 23 years of full time service, he will be eligible for a special pay of Rs.1,335/- (Revised) with the term 'Senior Head' prefixed to his designation. This would be done once every year on the 1st August in accordance with the laid down procedure.

(C.L.41/2005-06)