

## CHAPTER – 5

### OTHER ALLOWANCES (NOT RANKING FOR D.A., H.R.A. AND SUPERANNUATION BENEFITS)

#### 1. TRANSPORT ALLOWANCE:

Transport Allowance shall be paid as under, **with effect from 1<sup>st</sup> November, 2012:**

##### Clerical and Subordinate Staff

Upto 15 <sup>th</sup> stage of the scale of Pay	-	425/- per month
16 <sup>th</sup> stage of the scale of Pay and above	-	470/- per month

Provided that a sub-staff drawing transport allowance at Rs.470/- per month, on being promoted to clerical cadre is fitted at a stage lower than 16<sup>th</sup> stage, he shall continue to be paid the same Transport Allowance of Rs.470/- per month.

**(eC-25/2015-16 dated 26.06.2015)**

##### 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.425/- per month
Above 15 years of service	-	Pro rata @Rs.470/- 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.
- (iii) The blind and orthopaedically handicapped employees will be eligible for conveyance allowance computed @ 5% of the Basic Pay drawn them from time to time subject to a maximum of **Rs.400/- per month with effect from 18.03.2009**, as per guidelines of the Government, in addition to Transport Allowance as per the Industry level Bipartite Settlement and also in addition to reimbursement of petrol charges as per Bank level settlement with All India State Bank of India Staff Federation.
- (a) An orthopedically handicapped employee will be eligible for conveyance allowance only if he/she has a minimum 40% permanent partial disability on both the upper and lower extremity deformities.
- (b) The Conveyance Allowance will be admissible to the orthopedically handicapped employees on the recommendation of the Head of Orthopedic Department of a Government Civil Hospital.
- (c) In the case of a blind employee, the allowance will be admissible on the recommendation of the Head of Ophthalmological Department of a Government Civil Hospital.
- (d) The allowance will NOT be admissible during leave (except casual leave), joining time or suspension.

The eligible employees who are provide with the Bank's vehicle for travel between office and residence will not be eligible for Conveyance Allowance. Eligible employees who are allotted residential accommodation in the same campus as the branch/office of the Bank will also not be eligible for the allowance.

Government of India, Ministry of Finance, Department of Financial Services (Welfare) vide their communication no.3/5/2007-SCT(B) dated 11.04.2014 that the facility of payment of such conveyance allowance may be extended to deaf & dumb employees of public sector banks with immediate effect, subject to the condition that the recommendation of the Head of ENT Department of a Government Civil hospital is received by the Bank.

**(C-45/1990, eC-113/2008-2009, eC-27/2014-15)**

- (iv) The transport Allowance shall be payable for the period spent on leave also unless such leave is on "No Pay and Allowances".
- (v) Temporary employees are not eligible for Conveyance Allowance (Transport Allowance). **(CL-30/1995-96)**

## 2. HILL AND FUEL ALLOWANCE:

- (a) The Hill and Fuel Allowance shall be payable at the following rates **with effect from 1<sup>st</sup> November 2012:**

At places situated at a height of 3000 metres and above	8% of pay (Max. Rs.1500/-p.m.)
At places situated at a height of and over 1500 metres but below 3000 metres	4% of pay (Max. Rs.600/-p.m.)
At places situated at a height of over 1000 metres but less than 1500 metres and Mercara Town	3% of pay (Max. Rs.500/-p.m.)

**(eC-25/2015-16 dated 26.06.2015)**

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

- (b) The above allowance will also be payable at places having a height of not less than 750 metres (which are surrounded and accessible only through hills with a height of 1000 metres and above) at the rate applicable at places with a height of 1000 metres and above, but less than 1500 metres. **(C-27/1990)**
- (c) If the height of a place as determined on the basis of the highest point within the municipal limits exceeds 1000 metres, the allowance may be paid to the workmen posted at such centres. **(C-15/1981)**
- (d) Whenever an employee is deputed from his permanent place of posting to other centres on official duty, where Hill and fuel Allowance is payable, such employees are not eligible for payment of such allowance as the same is not payable at their Head Quarters.

## 3. SPECIAL AREA ALLOWANCE & HILL AND FUEL ALLOWANCE:

- (a) In view of revision in 'Pay Scale', **w.e.f. 1st November 2012**, the Pay referred to under Columns (3) and (4) of Schedule VI of Bipartite Settlement dated 27.4.2010, shall be read as Rs.24,000/-instead of 14,700/-, the rates, other details and conditions remaining unchanged.

**(eC-25/2015-16 dated 26.06.2015)**

- (b) The special area allowance will be paid to all full-time workmen staff working at specified places and at the rates stipulated at each such place. The Special Area Allowance shall be payable subject to the following conditions.
- (c) If at any place, Special Area Allowance is payable, as also hill and fuel allowance in terms of the settlement dated 10.04.1989 then at such places only the higher of the two allowances shall be payable and not both. **(C-38/1991)**
- (d) Where, however, on 31/12/1989, if any workmen at a special area, was receiving quantum of special area allowance and/or hill and fuel allowance higher than what is payable as contemplated w.e.f.01/01/1990, then the difference shall be protected and paid as an adjusting allowance on a month-to-month basis only till such time the employee is posted, or till such time the said allowance(s) is/are payable at the place. **(C-38/1991 – Annexure II, C-3/1995-96)**

**4. 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 (10<sup>th</sup> Bipartite Wage) Settlement. **(eC-25/2015-16 dated 26.06.2015)**

**5. HALTING ALLOWANCE:**

- (a) Halting Allowance is intended to cover the ordinary daily expenses incurred by an employee when he is away from Head Quarters on duty.
- (b) **With effect from 1<sup>st</sup> June 2015**, 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
<b>Clerical Staff</b>	700/- per diem	600/- per diem	450/- per diem
<b>Subordinate Staff</b>	500/- per diem	400/- per diem	250/- per diem

**(eC-25/2015-16 dated 26.06.2015)**

- (c) For this purpose, a day shall mean each period of 24 hours or any part thereof reckoned from the time the employee leaves his head quarters, provided the duration of absence from head quarters covers at least one night.
- (d) Consequent upon the revised classification of centres as per census 2011, halting allowance at higher rates has become payable to workmen staff in respect of these centres w.e.f.07.08.2015. **(eC-56/2015-16 dated 05.10.2015)**
- (e) **Journey completed in the same day:**

Where the period between the time when a workman commences work on that day and the time he returns to his place of work from outstation duty exceeds his normal working hours plus recess interval, full halting allowance at the above rates, applicable to him shall be paid. In such cases the workman concerned shall not be entitled to any overtime pay. Further, where workman is required to work

in the office at the headquarters either before proceeding on, or returning from, outstation duty and the total hours of actual work, exceed the workman's normal working hours minus recess interval, the workman shall have the option to claim either the full halting allowance as mentioned in the preceding proviso or batta as provided in paragraph 6.84 (4) of the Desai Award plus any overtime pay for which he would otherwise have been eligible. Where place of outstation duty is beyond the municipal limits of the headquarters, the workman will not be entitled to batta, as provided in the Desai Award if the place of outstation duty is less than 5 kms. from the office. Where, however, the place of outstation duty is within the municipal limits of the headquarters but is at a distance of more than 15 kms. from the office the workman will be entitled to batta as provided in the Desai Award, notwithstanding that the place of outstation duty is within the municipal limits of the headquarters.

The payment of batta in these cases is irrespective of the duration of the working hours. **(C-17/1974)**

**(f) Staff appearing for recruitment of Probationary Officers in the Bank:**

Staff members appearing for written examination for direct officers in the Bank are treated on par with other outside candidates and as such are NOT eligible for halting allowance, travelling allowance, grant of on duty leave, etc. Only such allowances and travelling expenses as are admissible to other candidates at the time of interview as per instructions are paid / reimbursed to them.

**(C-36/1979)**

(g) Halting Allowance is payable to an employee on deputation at the rate applicable to the centre to which he is deputed.

(h) Halting Allowance is payable at appropriate rate for the journey period in order to meet out-of-pocket expenses.

(i) Members of Award Staff are eligible for payment of 1/4<sup>th</sup> Halting Allowance when they are deputed to local residential training centre/college provided they produce a certificate from the Head of the Training Centre that they stayed overnight at the Training Centre during the period of training programme.

(j) Employees deputed to Non-Residential Training Centres are eligible for payment of full Halting Allowance at the rate applicable to that centre.

(k) Halting Allowance is not payable to an employee for the period of his leave during deputation except when he is ill and also does not leave the station of deputation.

**(C-61/1966)**

(l) Where Halting Allowance bill covers a continuous period of over one month, the payment shall be authorized by the Competent Authority. **(C-22/1965)**

**(m) Inspection Department:**

While on inspection duty, the employees are eligible to draw the halting allowance at the appropriate rate, besides the discomfort allowance and special allowance as applicable. **(CL-53/1998-99)**

**(n) Advances against the Halting Allowance:**

Members of Award Staff may be permitted to avail themselves of advance against the Halting Allowance.

(o) **Election Duty:**

Bank employees being drafted for election duty under the representation of people's act are not eligible for any advance or any halting allowance for such duty.  
**(CL-6/2004-2005)**

(p) **On Transfer:**

When an employee is transferred permanently from one station to another, no Halting Allowance is paid for the journey, joining and taking over period. However, if an employee has to report to a Branch Manager designate (of a new branch proposed to be opened) at the link branch, he shall be paid halting allowance at the appropriate rate for the period he is on duty at the link branch, subject to other terms and conditions relating to payment of halting allowance.

(q) **Facilities for Union Office-bearers at Departmental Enquiries:**

If the representative defending the employee is an employee of the same Bank at an outstation branch within the same State, he shall be relieved on special leave (on full pay and allowances) to represent the employee and be paid one to and fro fare. The class of fare to which he will be entitled would be the same as while travelling on duty. In case of any adjournment at the instance of the Bank/Enquiry Officer, he may be asked to resume duty and if so, will be paid fare for the consequential journey. He shall also be paid full Halting Allowance for the period he stays at the place of enquiry for defending the employee as also for the days of the journeys which are undertaken at the Bank's cost.

(r) **Defence Witness:**

An employee who is required to appear at a departmental enquiry (conducted by the bank) as Defence Witness will be treated as on duty and granted duty leave and also be reimbursed the Travelling Expenses. Reimbursement of travelling expenses will not, however, be permitted to outsiders who appear as defence witnesses. It will be necessary for the Enquiry Officers to judiciously decide on the relevance of each witness cited by the defence and disallow a defence witness whose testimonial is not considered relevant to the case.

(s) **Payment of Halting Allowance/Travelling Allowance to employees summoned to give evidence in a Civil or Criminal Case or a departmental enquiry:**

Employees who have been honourably acquitted in legal proceedings instituted against them in respect of acts done or purported to have been done in execution of their duties may be reimbursed with travelling expenses/ halting allowance. Such employees also be reimbursed with legal expenses incurred by them in defending themselves in such cases to a reasonable extent. All such cases should be referred to the competent authority for clearance.

(t) **Physically Handicapped Employees Deputed to Hospitals:**

Whenever a blind/or orthopedically handicapped employee is deputed to Government Civil Hospital outside the headquarters for getting recommendations for grant of conveyance allowance, he/she may be paid Halting Allowance also for a period not exceeding a day.

(He/She shall be eligible for travelling expenses and his/her absence is treated as on duty).  
**(C.L.72/1987)**

6. **WASHING ALLOWANCE:**

- (a) **With effect from 1<sup>st</sup> June 2015**, washing allowance shall be payable at Rs.150/- p.m., where the washing of livery is not arranged by the Bank.  
**(eC-25/2015-16 dated 26.06.2015)**
- (b) Where the washing of the livery is not arranged by the Bank, Washing Allowance shall be payable to the members of subordinate staff, entitled to Uniforms. All members of staff who are supplied with Uniforms should wear them while on duty and in clean condition. This allowance will not be paid for the period of leave, if an employee's leave exceeds 30 days.  
**(C-27/1990)**

7. **CYCLE ALLOWANCE:**

- (i) **With effect from 1st November 2012**, 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.100/- p.m. at all centers.  
**(eC-25/2015-16 dated 26.06.2015)**
- (ii) 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.
- (iii) Cycle allowance is payable even when the employee uses his own cycle. Where a cycle is taken on hire for the purpose, the Bank should arrange for payment of the hire charges direct to the owners on weekly/fortnightly basis.  
**(C-42/1974)**
- (iv) Wherever possible, the duties should be assigned in rotation so that all the members at the branch who know cycling may get the benefit of the allowance.  
**(C-25/1967)**
- (v) Members of subordinate staff who are required to use cycle for outdoor duties in leave vacancies for short periods are also eligible for the cycle allowance on pro-rata basis.  
**(C-34/1967)**
- (vi) Clerical Staff: At centres, where no public transport is available and a member of staff other than subordinate staff is required to use bicycle or any such private vehicle for the Bank's work, he will be paid conveyance charges @ Rs.310/- p.m. (w.e.f.1.11.2012)  
**(C-27/1990) (eC-25/2015-16 dated 26.06.2015)**

8. **SPLIT DUTY ALLOWANCE:**

- (a) Split Duty allowance is payable where business hours are split with a maximum break of 2 hours to all full time employees excluding (i) those who reside in the premises of such branch and (ii) any workmen whose hours of work, apart from normal lunch recess, are not split.  
**(AGR-31.03.1967)**
- (b) **With effect from 1st November 2012**, Split Duty Allowance shall be payable at all centers at Rs.150/- p.m.  
**(eC-25/2015-16 dated 26.06.2015)**
- (c) It is clarified that even where business hours are not split, the Bank is free to split, the duty hours of watch and ward staff, sweepers without payment of such allowance.  
**(AGR-31.03.1967) (AGR-31.10.1979)**
- (d) In respect of Drivers where the duty hours are split, they shall be eligible for payment of such allowance even though the business hours of the office are not split.  
**(AGR-31.10.1979)**

9. **COMPENSATION ON TRANSFER:**

**With effect from 1st June 2015**, compensation on transfer, shall be as under:-  
An employee on transfer shall be paid the cost actually incurred for transporting his/her personal effects, as under:

<b>By Train:</b>	<b>Non Sub-Staff</b>	<b>Sub-Staff</b>
a. For Married persons	3000 kg.	2000 kg.
b. For unmarried persons	2000 kg.	1150 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.

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

**With effect from the 1st June 2015**, 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:

<b>Clerical Staff</b>	:	Rs. 1,500/-
<b>Subordinate Staff</b>	:	Rs. 1,000/-

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

<b>Clerical Staff</b>	:	Rs. 1,000/-
<b>Subordinate Staff</b>	:	Rs. 750/-

11. **PROJECT AREA COMPENSATORY ALLOWANCE:**

**With effect from 1st November 2012**, workmen in project areas shall be paid project area compensatory allowance as under:

<b>Project Area Group 'A'</b>	<b>Project Area Group 'B'</b>
<b>Clerical Staff</b> - 250/-p.m.	<b>Clerical Staff</b> - 200/- p.m.
<b>Sub-Staff</b> - 200/- p.m.	<b>Sub-Staff</b> - 175/- p.m.

**Note:** When an employee is deputed from his permanent place of posting to other centres on official duty, where Project Area Compensatory Allowance is payable, such employees are not eligible for payment of Project Area Compensatory Allowance as the same is not payable at their Head Quarters.

12. **PARADIP PORT ALLOWANCE (Effective from 01.11.1999):**

Employees posted and working in branches situated in Paradip Port Town shall be paid Paradip Port Allowance @ 5% of Basic Pay. **(C-11/2000-2001)**

13. **DEPUTATION ALLOWANCE:**

- (a) It is not the practice in our Bank, under normal circumstances, to depute workmen employees to any outside institutions, including Regional Rural Banks and District Industries Centres.
- (b) However, in case if the need is felt for any such deputation, the workmen employees, so deputed to outside institutions, will be eligible for payment of deputation allowance as under: **(C-49/1980)(CL-64/1987)**

- (i) @ 4% of Basic Pay - Maximum Rs.600/- p.m. if deputed to an organisation for deputation at the same station;
- (ii) @ 7.75% of Basic Pay - Maximum Rs.1,150/- p.m. for deputation at an outside centre; **(eC-107/2011-2012)**
- (iii) Deputation Allowance may also be paid to workmen staff deputed to Debt Recovery Tribunals, either at the same station or at another station at the rates applicable as mentioned against (i) and (ii) above respectively. **(CL-128/2005-2006)**

14. **GODOWN ALLOWANCE:**

- (a) Godown Keepers and Godown Watchmen, attached to the factories/godowns of the Bank's constituents enjoying advance facilities, and to whom the provisions regarding hours of work and overtime do not apply, are eligible for payment of godown allowance (other allowance) as under: **(AGR-31.03.1967)**

- |      |                 |               |
|------|-----------------|---------------|
| (i)  | Godown Keeper   | Rs.450/- p.m. |
| (ii) | Godown Watchman | Rs.440/- p.m. |
- (eC-25/2015-16 dated 26.06.2015)**

**Note:** Godown Allowance payable to watchman is in addition to the special pay (special allowance) prescribed for watchmen and is treated as other allowance. **(C-7/1968)**

15. **OTHER ALLOWANCES TO DRIVERS:**

Drivers attached to Senior Executives of the Bank will be paid an "Other Allowance" additionally @ Rs.1,060/- p.m. w.e.f.01.11.2012. **(eC-25/2015-16 dated 26.06.2015)**

16. **SPECIAL ALLOWANCE PAYABLE TO SENIOR SPECIAL ASSISTANTS:**

Senior Special Assistants will be paid a Special Allowance of Rs.5.720/- p.m. **with effect from 01.11.2012.** The allowance will be renamed as Senior Special Assistant (SSA) Allowance.

17. **OTHER ALLOWANCES IN CLERICAL CADRE:**

- |                 |                 |
|-----------------|-----------------|
| Canteen Manager | Rs.2,270/- p.m. |
| Caretaker       | Rs.1,370/- p.m. |

18. **MID-ACADEMIC YEAR TRANSFER (EDUCATION) ALLOWANCE:**

If an employee is permanently transferred in the middle of an academic year, the quantum of allowance payable is Rs.300/- **w.e.f.01.11.2012.** The other terms and conditions will be the same as applicable to Supervising Staff in connection with Mid-Academic Year Transfer Allowance. Employees deputed to Inspection Department are not eligible for the allowance. **(AGR-01.01.1972) (eC-25/2015-16 dated 26.06.2015)**



**19. WATER SCARCITY ALLOWANCE:**

This allowance will be paid by the Bank to such workmen who have actually been working in the areas for which Water Scarcity Allowance is paid by the Central or State Governments, the period of payment of such allowance being the same as in the case of such Government employees. The continuance of the allowance will be subject to review of the water supply situation at periodical intervals. **(AGR-01.01.1972)**

Rates: Rs.10/- p.m. for Clerical Staff  
Rs. 8/- p.m. for Subordinate Staff

**20. DISCOMFORT ALLOWANCE:  
(Available to Inspection Assistants)**

With effect from 01.09.1994 discomfort allowance payable to Inspection Assistants (on mobile duty) shall be Rs.150/- p.m.

**(C-15/1994-95) (CL-53/1998-99)**

**21. KIT ALLOWANCE:  
(Available to Inspection Assistants)**

- (1) Rs.5,000/- for the 1<sup>st</sup> year of joining mobile duty.
- (2) Rs.2,500/- p.a. for the subsequent 4 years of the mobile duty

**Note:** The above monetary ceilings on reimbursement of expenses (Kit Expenses), effective from 19.04.2014, are intended for purchase of essential items such as woolen garments, suitcase, etc. to the staff posted on Bank's mobile inspection duty **(I&A Manual)**

**(C-10/1992) (CL-53/1998-99)**

**22. LODGING ALLOWANCE:  
(Available to Inspection Assistants)**

- (a) The Inspection Assistants while posted at non-home centres on mobile duty may be reimbursed conveyance expenses and lodging expenses on certificate basis, subject to the ceilings mentioned below:

Metro	-	Rs.1,500/- per diem
Other Centres	-	Rs,1,200/- per diem

- (b) The halting allowance will continue to be paid as per extant instructions.

**(C-43/2012-13)**

**23. SUBSISTENCE ALLOWANCE:**

In partial modification of paragraph 557 of the Sastry Award and paragraph 17.14 of the Desai Award, the following provisions shall apply in regard to payment of Subsistence Allowance to workmen under suspension:

1. Where the investigation is not entrusted to or taken up by an outside agency (i.e., Police/CBI) subsistence allowance will be payable at the following rates:
  - (i) For the first 3 months, 1/3<sup>rd</sup> of the pay and allowances which the workmen would have got but for the suspension, thereafter half of the pay and allowances;

(ii) After one year, full pay and allowances if the enquiry is not delayed for reasons attributable to the concerned workman or any of his representatives.

2. Where the investigation is done by an outside agency and the said agency has come to the conclusion not to prosecute the employee, full pay and allowances will be payable after 6 months from the date of receipt of Report of such agency, or one year after suspension, whichever is later and in the event the enquiry is not delayed for reasons attributable to the workman or any of his representative. **(AGR-08.09.1983)**

**24. SPECIAL COMPENSATORY ALLOWANCE AND  
ADDITIONAL SPECIAL COMPENSATORY ALLOWANCE:**

(a) All workmen staff, who joined the Bank's service on or before 31.10.1993, will be paid w.e.f.01.11.1993, a Special Compensatory Allowance (SCA) ranging from Rs.150/- p.m. to Rs.550/- p.m. on a stage-to-stage basis in the respective scales of pay.

(b) The amount of SCA payable every month at different stages of scales of pay will be as per Table given under Annexure to this Chapter. As and when the employees concerned move from one stage of their pay scale to the next stage, they will be paid SCA as applicable to that (next) stage.

(c) The different stages of pay ranges indicated in the table in the Annexure are as per the wage revision made effective from 01.11.2012.

**(C-30/1994-95) (eC-25/2015-2016)**

(d) The SCA will be taken into account while computing the leave encashment facility availed of on or after 01.11.1993 by a workman who is eligible for payment of such SCA.

(e) Workmen staff placed under suspension on or before 01.11.1993 and who continue to remain suspended should not be paid Subsistence Allowance on the SCA.

(f) The SCA will be taken into account while computing subsistence allowance in respect of those workmen staff placed under suspension after 01.11.1993.

**(CL-55/1994-95)**

(g) The SCA must be treated as part of Salary or Wages for the purpose of Computing Bonus under the Payment of Bonus Act 1965.

**(CL-57/1996-97)**

(h) Employees who are in the receipt of Special Compensatory Allowance as per the table in the Annexure and are in the Bank's service as on the date of this settlement will be paid Special Compensatory Allowance corresponding to the stage of pay to which the employee belongs.

(i) The Special Compensatory Allowance, as hitherto, will not rank for DA, HRA and superannuation benefits, etc.

(j) The Special Compensatory Allowance as mentioned above will not undergo any revision on the revision of pay scales or allowances.

**(AGR-22.07.2003)**

(k) All permanent full-time clerical staff who are in the service of the Bank on the 22<sup>nd</sup> July 2003 and are already in receipt of Special Compensatory Allowance (introduced w.e.f.01.11.1993 will be paid revised Special Compensatory Allowance w.e.f.01.10.2001, as per Column "E" in Annexure.

- (l) Such of those clerical employees who joined the Bank's service on or after 01.11.1993 and are permanent full-time clerical cadre staff as on 22.07.2003 will be paid Special Compensatory Allowance from 01.10.2001 or the date of joining whichever is later, as per Column "F" in Annexure.
- (m) Similarly all permanent full-time and part-time subordinate cadre employees who are in the service of the Bank as on 22.07.2003 and are already in receipt of Special Compensatory Allowance introduced w.e.f.01.11.1993 will be paid revised Special Compensatory Allowance w.e.f.01.10.2001 as per Column "J" in Annexure.
- (n) Such of those sub-ordinate employees who joined the Bank's service on or after 01.11.1993 and are permanent full-time and part-time subordinate cadre staff as on 22.07.2003 will be paid Special Compensatory Allowance from 01.10.2001, as per Column "K" in Annexure. **(CL-41/2003-2004)**

**25. SPECIAL BALANCING ALLOWANCE:**

- (a) The Executive Committee of Central Board in its meeting dated 25.01.2011, after receiving approval from the Government of India, have decided that the balancing cost of pension arising out of 9<sup>th</sup> Bipartite Settlement and Joint Note dated 27.04.2010 be distributed among all officers including Top Executives of Special Scale and workmen employees who were in permanent employment of the Bank (including permanent full-time/part-time medical officers and other part-time employees) as on 31.10.2007 in the form of an allowance which may be called "**Special Balancing Allowance**".
- (b) The Special Banking Allowance will not be payable to any workmen employee (including part-time) who joined the Bank on or after 01.11.2007.
- (c) Workmen employees of e-SBS who opted for terms and conditions of SBI and were in the permanent employment of e-SBS as on 31.10.2007 will also be eligible for the above allowance from the date of merger i.e.,13.08.2008 and not prior to this date. However, employees of e-SBIN will not be eligible for the above allowance.
- (d) Such allowance will be payable to above category of employees (i.e., award and sub-ordinate staff) at 6.4% of the revised basic pay effective from 01.11.2007 (i.e., with reference to basic pay applicable for 9<sup>th</sup> bipartite only). It is to be noted that such allowance will be paid at aforesaid rate on moving basic pay on or after 01.11.2007 till the period of 9<sup>th</sup> Bipartite settlement. However, such allowance will be frozen on the expiry date of 9<sup>th</sup> Bipartite settlement and will not have any reference to the basic pay of subsequent Bipartite settlements.
- (e) Such allowance will not rank for any other benefit such as Dearness Allowance (DA), House Rent Allowance (HRA), etc. or any superannuation benefits. **(eC-81/2010-11)**
- (f) Special Balancing Allowance will rank for payment of leave encashment. Further, as this allowance was a part of salary revision, the facility will be effective from 01.11.2007. **(eC-86/2012-13)**

**26. ALLOWANCE OUTSIDE BIPARTITE SETTLEMENT:**

Payment of allowances, etc. should be made strictly as per the provisions of the Awards/Agreements and any unauthorized payments would be taken serious note of. Whenever instances of wrong payments are noticed, not only recoveries shall be made, but deterrent action shall also be taken against those responsible for it,

**SPECIAL COMPENSATORY ALLOWANCE AND  
ADDITIONAL SPECIAL COMPENSATORY ALLOWANCE**

STAGE	CLERICAL STAFF					SUBORDINATE STAFF				
	BASIC PAY	SCA	ADDL.SCA	IN THE BANK'S SERVICE		BASIC PAY	SCA	ADDL.SCA	IN THE BANK'S SERVICE	
				ON OR BEFORE 31.10.1993	AFTER 01.11.1993 BUT ON OR BEFORE 22.07.2003				ON OR BEFORE 31.10.1993	AFTER 01.11.1993 BUT ON OR BEFORE 22.07.2003
A	B	C	D	E (C+D)	F	G	H	I	J (H+I)	K
1	11765	170	100	270	100	9560	150	60	210	60
2	12420	180	100	280	100	9885	155	60	215	60
3	13075	190	100	290	100	10210	160	60	220	60
4	13730	200	100	300	100	10535	165	60	225	60
5	14545	210	110	320	110	10860	170	70	240	70
6	15360	220	110	330	110	11270	175	70	245	70
7	16175	240	110	350	110	11680	180	70	250	70
8	17155	260	110	370	110	12090	190	70	260	70
9	18135	280	120	400	120	12500	200	80	280	80
10	19115	300	120	420	120	12910	210	80	290	80
11	20095	320	120	440	120	13400	220	80	300	80
12	21240	340	120	460	120	13890	230	80	310	80
13	22385	360	130	490	130	14380	240	90	330	90
14	23530	380	130	510	130	14870	250	90	340	90
15	24675	400	130	530	130	15440	260	90	350	90
16	25820	420	150	570	150	16010	270	110	380	110
17	26965	440	150	590	150	16580	280	110	390	110
18	28110	470	225	695	225	17235	300	140	440	140
19	30230	550	300	850	300	17890	350	170	520	170
20	31540	550	425	975	425	18545	350	210	560	210
S-1	32850	550	425	975	425	19200	350	210	560	210
S-2	34160	550	425	975	425	19855	350	210	560	210
S-3	35470	550	425	975	425	20510	350	210	560	210
S-4	36780	550	425	975	425	21165	350	210	560	210
S-5	38090	550	425	975	425	21820	350	210	560	210
S-6	39400	550	425	975	425	22475	350	210	560	210
S-7	40710	550	425	975	425	23130	350	210	560	210
S-8	42020	550	425	975	425	23785	350	210	560	210

**(C-30/1994-95)(CL-41/2003-2004)(eC-25/2015-2016)**