



**8. Fixed Personal Pay (w.e.f.01.11.2012)**

PLACES WITH POPULATION OF	CLERICAL STAFF		SUBORDINATE STAFF	
	Who joined the Bank's service			
	Before 1.1.1980	After 1.1.1980	Before 1.1.1980	After 1.1.1980
More than 45 lacs	1775	1585	820	790
12 lacs & above incl. State of Goa	1760	1570	820	790
Other Places not covered above	1740	1550	810	780
Staff Provided with Bank Quarters	1740	1550	810	780
<b>INCREMENT COMPONENT</b>	<b>1310</b>	<b>1310</b>	<b>655</b>	<b>655</b>

**9. Special Allowance** : 7.75% of Basic Pay with D.A. applicable thereon

**10. Medical Aid** : Rs. 2,200/- per year

**11. Washing Allowance** (w.e.f.01.06.2015) : Rs. 150/- per month

**12. Cycle Allowance** (w.e.f.01.06.2015) : Rs. 100/- per month

**13. Halting Allowance** (w.e.f.01.06.2015) :

	A	B	C
Category	Places with population of 12 lacs and above and State of Goa	Places with population of 5 lacs and above, State Capitals/ Capitals of Union Territories not covered in (A)	Other Places
<b>Clerical Staff</b>	Rs.700/- per diem	Rs.600/- per diem	Rs.450/- per diem
<b>Subordinate Staff</b>	Rs.500/- per diem	Rs.400/- per diem	Rs.250/- per diem

**14. Definition of family:** The employee's spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brother/sister with 40% or more disability, widowed daughters and dependent divorced/separated daughters, sisters including unmarried/divorced/abandoned or separated from husband/ widowed sisters as also parents wholly dependent on the employee.

**15. Dependents' Income Criteria:** Dependents shall mean such member of the family having a monthly income not exceeding **Rs.10,000/- p.m.** If the income of one of the parents exceed Rs.10,000/- p.m. or the aggregate income of both the parents exceeds Rs.10,000/-, both the parents shall not be considered as wholly dependent on the employee.

....(3)

**16.SPECIAL PAY (w.e.f.01.11.2012):****a. CLERICAL STAFF:**

<b>S.No.</b>	<b>Posts carrying Special Pay (Ranking for DA, HRA and Superannuation benefits)</b>	<b>Special pay per month (Rs.)</b>
<b>A. Positions :</b>		
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 Sewege 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

**CLERICAL STAFF**

<b>B. Positions frozen:</b>		
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

**SPECIAL PAY (w.e.f.01.11.2012):**

**B. SUB-ORDINATE STAFF:**

<b>SPECIAL PAY FOR SUB-ORDINATE STAFF</b>		
<b>S.No.</b>	<b>Posts carrying Special Pay (Ranking for DA, HRA and Superannuation benefits)</b>	<b>Special pay per month Rs.</b>
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

**SUB-ORDINATE STAFF**

<b>B. Positions frozen:</b>		
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

**17. OTHER ALLOWANCES PAYABLE TO WORKMEN EMPLOYEES (w.e.f.01.11.2012):**

**CLERICAL CADRE :**

1.	Canteen Manager	Rs. 2270/-
2.	Caretaker	Rs. 1370/-
3.	Godown allowance for Godown Keeper	Rs. 450/-
4.	Conveyance charges to employees using bicycle for official duties where public transport is not available	Rs. 310/-
5.	Special Allowance payable to Sr. Special Assistant* (* Will be renamed as Senior Spl. Asst. Allowance w.e.f.01.11.2012)	Rs. 5720/-

(b) **SUBORDINATE CADRE :**

1.	Driver attached to Senior Executive (additional)	Rs.1060/-
2.	Godown allowance for Godown Watchman	Rs.440/-

(c) **IN RESPECT OF BOTH CLERICAL AND SUBORDINATE STAFF:**

Mid Academic Year Transfer Allowance	Rs.300/-
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**Other Allowances**

<b>Reimbursement of cost of Briefcase</b>	Rs.1500/-	Once in three years (CDO/P&HRD-IR/102/2016-17 dated 24.03.2017)																						
<b>Reimbursement of cost of Newspaper</b> (With effective from 01.04.2016) (CDO/P&HRD-IR/11/2016-17 dated 02.05.2016)	Rs.425/-	Chief Associates/Spl. Associates Working as CIC / ATM / Locker IC / members of Outbound Sales Force																						
	Rs.360/-	Other Chief Assos./ Spl. Assos./ Sr. Assos./ Associates/Jr. Assos. including other category of staff in clerical cadre																						
	Rs.280/-	Subordinate Staff																						
<b>Reimbursement of Petrol Expenses</b>	Effective from 01.04.2016	CDO/P&HRD-IR/10/2016-17 dated 02.05.2016																						
		<table border="0"> <thead> <tr> <th></th> <th align="center"><b>Maintaining Vehicle</b></th> <th align="center"><b>Not Maintaining Vehicle</b></th> </tr> </thead> <tbody> <tr> <td>Chief Asso.</td> <td align="center">43 ltrs.</td> <td align="center">Rs.900/-</td> </tr> <tr> <td>Spl. Asso.</td> <td align="center">35 ltrs.</td> <td align="center">Rs.850/-</td> </tr> <tr> <td>Sr. Asso.</td> <td align="center">25 ltrs.</td> <td align="center">Rs.700/-</td> </tr> <tr> <td>Asso./Jr. Asso.</td> <td align="center">20 ltrs.</td> <td align="center">Rs.625/-</td> </tr> <tr> <td>Sr. Head Mess.</td> <td align="center">17 ltrs.</td> <td align="center">Rs.500/-</td> </tr> <tr> <td>Head Mess.</td> <td align="center">15 ltrs.</td> <td align="center">Rs.425/-</td> </tr> <tr> <td>Messenger</td> <td align="center">13 ltrs.</td> <td align="center">Rs.350/-</td> </tr> </tbody> </table>		<b>Maintaining Vehicle</b>	<b>Not Maintaining Vehicle</b>	Chief Asso.	43 ltrs.	Rs.900/-	Spl. Asso.	35 ltrs.	Rs.850/-	Sr. Asso.	25 ltrs.	Rs.700/-	Asso./Jr. Asso.	20 ltrs.	Rs.625/-	Sr. Head Mess.	17 ltrs.	Rs.500/-	Head Mess.	15 ltrs.	Rs.425/-	Messenger
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<b>Reimbursement of Entertainment Expenses</b>	Effective from 01.04.2017	CDO/P&HRD-IR/102/2016-17 dated 24.03.2017 Sr. Spl. Asst. as CIC Rs.1,140/- Other Sr. Spl. Asst. Rs.600/- Spl. Asst./equivalents Rs.540/- Sr. Asst./equivalents Rs.420/- Asst./Jr. Asst. Rs.360/-
<b>House Rent payable on transfer out of centre</b>	Effective from 07.04.2016	CDO/P&HRD-IR/13/2016-17 dated 02.05.2016 Clerical Staff :: Rs.1500/- p.m. Sub-ordinate Staff :: Rs.900/- p.m.
<b>Special Compensatory Allowance-1</b>	As per Annexure	Employees in the Bank's service on or before 31.10.1993
<b>Special Compensatory Allowance-2</b>		Employees in the Bank's service after 01.11.1993 but on or before 22.07.2003
<b>Special Balancing Allowance</b>	Effective from 01.11.2007	Clerical & Substaff – 6.4% of Basic Pay
<b>Reimbursement of out-of-pocket expenses</b>	Effective from 01.09.2016	CDO/P&HRD-IR/62/2016-17 dated 06.09.2016 Revised to Rs.180/- per day

**18. SILVER JUBILEE AWARD (w.e.f.01.09.2016):**

(e-Cir-CDO/P&HRD-PM/65/2016-17 dated 06.09.2016)

**Clerical & Subordinate Staff:** Rs.10,000/-

**19. Memento on Retirement (w.e.f.01.09.2016):**

(e-Cir-CDO/P&HRD-PM/64/2016-17 dated 06.09.2016)

**Clerical Staff** : Rs.6,000/-

**Subordinate Staff** : Rs.4,000/-

**20. LEAVE FARE CONCESSION (w.e.f.01.06.2015):**

**Encashment :** 100% of Entitlement (No leave need to be availed)

**Eligibility:**

**Clerks** : AC 2 TIER by Mail/Express Train  
I-Class Cabin by Steamer

**Substaff** : AC 3 TIER by Mail/Express Train  
II-Class Cabin by Steamer

**Distance :**

**Substaff :** Once in 2 years – 2500 k.m. / once in 4 years – 5000 k.m.

**Clerks :** Once in 2 years – 2000 k.m / once in 4 years – 4000 k.m.