



( AFFILIATED TO ALL INDIA  
STATE BANK OF INDIA  
STAFF FEDERATION &  
N.C.B.E.)

# State Bank Of India Staff Association

(REGISTERED UNDER ACT XVI OF 1926)  
NORTH EASTERN CIRCLE, GUWAHATI

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**Circular No.14 of 2020**  
**To all Units / Members,**

Date: 04.11.2020

**Congratulations**  
**Bipartite Talks Concluded on 31.10.2020**  
**Final Settlement will be Signed Shortly**

We reproduce hereunder the text of Circular dated 31.10.2020 issued by the organizations participating in the wage revision talks, the contents of which are self explicit.

With warm greetings,

*PK Baishya*  
(Pradip Kr. Baishya)  
General Secretary

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"One more round of discussions was held today between IBA and four Workmen Unions viz. AIBEA, NCBE, NOBW and INBEF. IBA was led by Chairman of the Working Group Shri Rakesh Sharma, MD&CEO, IDBI Bank along with Shri Gopal Murali Bhagat, Dy. Chief Executive, IBA. We were represented by General Secretaries of our four Unions. In continuation of the discussions held on 16-10-2020, we reiterated our viewpoints on the issues and demanded finalising the various components of payslip items within the overall agreed cost of Rs. 3385 crores. IBA also agreed to the same and further agreed that the final settlement needs to be arrived at without further delay.

Today, the revised Pay scales have been worked out as under :  
Clerical: Rs. 17,900-1000/3, 1230/3, 1490/4, 1730/7, 3270/1, 1990/1, 47,920.  
Substaff: Rs. 14500, 500/4, 615/5, 740/4, 870/3, 1000/3, 28145.

Stagnation increments would be 9 increments after reaching maximum. Uniformity in periodicity has also been agreed upon. As already informed, DA would be at 0.07% per slab of 4 points over 6352 points of Index. On HRA, it has agreed that there would be uniform rate of HRA in all centres as against 3 different rates as at present. Other items like PQP, Special Pay, FPP, HRA, Medical aid, etc. is being worked out. Besides Special Allowance of 16.4% for both clerical and substaff, DA will also be paid on Transport Allowance. Looking to these developments and areas of understanding, the itemwise distribution under different components is being finalised. Revision in powers of Special Pay posts and increase in amount of special pay is under discussion and would be finalised. It has also been agreed to sign the Settlement at the earliest.

With greetings,

Yours comradely,

C H Venkatachalam  
Gen. Secretary  
AIBEA

S K Bandlish  
Gen. Secretary  
NCBE

Upendra Kumar  
Gen. Secretary  
NOBW

O P Sharma  
Acting Gen. Sec  
INBEF"

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The main outcome of the final discussion are as under:

\* The revised pay scale are approved as under

Clerical	17900	1000/3	1230/3	1490/4	1730/7	3270/1	1990/1	47920
Subordinate	14500	500/4	615/5	740/4	870/3	1000/3		28145

- There would be 9 stagnation increments after reaching maximum for both clerical and subordinate staff at an interval of 2 years. (Seperate sheets enclosed showing the stage-wise formate).
- D.A. rate would be 0.07% per slab of 4 points over 6352 points of index.
- HRA rate would be uniform in all centres as against 3 different rates at present.
- PQP, Special Pay, FPP, Medical etc. are also being worked out.
- Special Allowance (16.4%) and transport allowance would carry D.A.
- Revision in powers of Special Pay posts and increase in amount of Special Pay would be finalized.

Clerical			Subordinate		
	Existing B.P	Revised B.P		Existing B.P	Revised B.P
1	11765	17900	1	9560	14500
2	12420	18900	2	9885	15000
3	13075	19900	3	10210	15500
4	13730	20900	4	10535	16000
5	14545	22130	5	10860	16500
6	15360	23360	6	11270	17115
7	16175	24590	7	11680	17730
8	17155	26080	8	12090	18345
9	18135	27570	9	12500	18960
10	19115	29060	10	12910	19575
11	20095	30550	11	13400	20315
12	21240	32280	12	13890	21055
13	22385	34010	13	14380	21795
14	23530	35740	14	14870	22535
15	24675	37470	15	15440	23405
16	25820	39200	16	16010	24275
17	26965	40930	17	16580	25145
18	28110	42660	18	17235	26145
19	30230	45930	19	17890	27145
20	31540	47920	20	18545	28145
Stagnation-1	32850	49910	Stagnation-1	19200	29145
Stagnation-2	34160	51900	Stagnation-2	19855	30145
Stagnation-3	35470	53890	Stagnation-3	20510	31145
Stagnation-4	36780	55880	Stagnation-4	21165	32145
Stagnation-5	38090	57870	Stagnation-5	21820	33145
Stagnation-6	39400	59860	Stagnation-6	22475	34145
Stagnation-7	40710	61850	Stagnation-7	23130	35145
Stagnation-8	42020	63840	Stagnation-8	23785	36145
Stagnation-9		65830	Stagnation-9	0	37145

UFBU ..... Zindabad  
 NCBE ..... Zindabad  
 All India SBI Staff Federation ..... Zindabad  
 SBI Staff Association..... Zindabad  
 Our Unity..... Zindabad

