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Moreover, we must remember that nearly 40% of the existing staff in the banking industry retire in the normal course (on attaining the age of superannuation), in the next 4 years. Then, the new basic pay so arrived at is raised to the next higher 100 Rupees. 5. 3. So, the whole D.A. at 58.40% will be merged with the existing basic pay, at the time of next wage revision. (Amount in Rupees) S No Components of Revised Basic Pay Sub-staff to Officer MMGS III Officer SMGS IV & SMGS V Officer TEGS VI & TEGS VII 1 Present Basic Pay (Notional) 100.00 100.00 100.00 2 Special Allowance as per 10th BPS (excluding D.A. thereon) 7.75 10.00 11.00 3 Total of (1) and (2) above 107.75 110.00 111.00 4 D.A. as on 31.10.2017 (Projected) calculated on (3) above 62.93 64.24 64.82 5 Total of (3) and (4) above 170.68 174.24 175.82 6 Revised Basic Pay, after adding 40% additional load on (5) above 238.95 243.94 246.15 S No Rank/Grade Existing Basic Pay (Rupees) Revised Basic Pay (Rupees) Annual Increment - New (Rupees) Starting Closing Starting Closing 1 Sub-staff 9560 18545 24000 44200 900/8 - 1100/8 - 1400/3 2 Clerk 11765 31540 30000 68900 1500/3 - 1900/8 - 2400/8 3 Officer - JMGS I 23700 42020 57000 104100 2400/7 - 2900/2 - 3500/7 4 Officer - MMGS II 31705 45950 73800 111100 2900/2 - 3500/9 5 Officer - MMGS III 42020 51490 97100 123000 3500/5 - 4200/2 6 Officer - SMGS IV 50030 59170 114600 141400 4200/4 - 5000/2 7 Officer - SMGS V 59170 66070 131400 153400 5000/2 - 6000/2 8 Top Executive - TEG VI 68680 76520 159400 185800 6000/2 - 7200/2 9 Top Executive - TEG VII 76520 85000 185800 217000 7200/2 - 8400/2 Note: 1. Assumptions: 1. (b) Workmen unions have demanded DA on CPI 2001 =100 index series, but officers unions have not asked for any change in Index Series. I will discuss various issues in two parts. This is the first part of my views. I am sure, my articles will be frowned upon by many union leaders and their close associates, specially those who were associated with the drafting of these documents. For last few days, I was wondering whether I should really write this article and call for wrath of so many leaders. Initially I thought of dropping this idea. However, soon I realized that I should not remain silent spectators as many serving bankers are forced to remain mute purely because union leaders bully them and threaten to transfer such honest bankers. Therefore, I apologize to union leaders for this frank article and hope they will mend the way wage revision negotiations have gone during earlier BPS. A mere hurried look at the contents of Charter of Demands will bring to light the inconsistencies in two documents - intra documents and inter-document. It appears there is no coordination among the leaders, and these documents are merely collection of the demands by different groups and put under one document without even reading the same in one stretch. No logic has been applied in raising these demands. It appears that no ground level meetings were held to discuss the issues thread bare, and these documents have been prepared in great hurry to meet the deadline of 1st November 2012. Bankers have been expecting that number of brain storming session by top leaders of nine unions will take place before finalising the Charter of Demands as it is a matter of wage revision for over 9 lakh officers and workmen. After reading the document, I am 100% sure that not even one serious brain storming session was held between Nine Union leaders, forget about a series of such sessions. If the leaders of these nine unions still claim that I am wrong, let them see the following inconsistencies and re-think as to what they have done to their cadres by betraying their faith. (d) Officer's union have demanded that HRA on capital cost basis should be 200%, whereas their poor workmen brothers have asked only at 150% of normal HRA. I have failed to understand the logic. 2. Some Important Points 1. The exodus will be like a deluge between 2018 and 2020. This figure will be the new Basic Pay. Watch out for rest soon 1 Click here for part 2 We are all aware that the Department of Financial Services, Ministry of Finance has set the ball rolling for commencement of 11th BPS and they have issued a notification to all the banks that are part of the process, advising them to complete the whole process well before the due date i.e. 1st November, 2017. With the recruitment not taking place at the desired levels, the staff position will only deteriorate, with the indiscriminate branch expansion by all banks in general and public sector banks in particular. Full Charter of Demands by Workmen Unions - AIBEA, NCBE, BEFI, INBEF, NOBW Full Charter of Demands by Officers' Unions - AIBOC, AIBOA, INBOC, NOBO You can give your feedback / comments about this Article. Please give only relevant comments as irrelevant comments are waste of time for yourself and our other readers. Since the entire D.A. outstanding as on 31.10.2017 is to be merged with the existing Basic Pay, the new D.A. as on 01.11.2017 will be 'Nil'. Amount of new increment is slightly lower than 4% of the revised Basic Pay at each stage. Already we are far behind the central government employees in pay and perks and if we fail to bridge the gap between them and us at the time of 11th BPS, the gap will keep on widening further and further, with each wage revision. With the introduction of new products every now and then, the situation will turn precarious. Even at the pre-revised level (i.e. 6th CPC level), their Basic Pay is higher than the revised Basic Pay of the bank staff, after 10th BPS. Then, the Special Allowance with applicable D.A. thereon (introduced in 10th BPS) is also to be merged with the existing basic pay. It is then rounded off to the next higher 100. I am not sure what has been the reaction of my fellow bankers after reading this Charter of Demands by officers unions and workmen unions. I am shocked to read these two documents. If you are not shocked, I would request you to read the Charter of Demands once again after reading both parts of article. The views expressed in the articles may not at all be subscribed by the organisation where the author is working and / or AllBankingSolutions.com You can give your feedback / comments about this Article. Please give only relevant comments as irrelevant comments are waste of time for yourself and our other readers. Now, let us see how much it translates to, so as to arrive at the revised Basic Pay for each staff, depending on his cadre/grade. The above clearly shows that union leaders who were associated with joint efforts to put up a Charter of Demands jointly, totally lacked vision and did not apply their mind for drafting a document which is going to be lifeline for 9,00,000 serving bankers and lakhs of retired bankers for at least next five years. I do not remember a single instance in my career when any officer working under me, who was given a task, placed a note with such inconsistencies or flaws. I think the level of the officers in banks is far higher than the maturity shown in these documents. I wonder how come, the leaders of nine top most unions can be so indifferent in finalizing such an important document. I will write more about these documents in Part II of the article. (c) Both Charters talk about higher neutralization of DA. Workmen unions have asked it to be 110% for clerks and 120% for subordinate staff. Officers have asked it to be 125%. Why a joint rate was not agreed upon. What is the logic that clerks need neutralisation of DA lower than both sub-ordinate staff as well as officers? If the revised basic pay is not at the level projected hereinabove, it will only reflect upon our weak bargaining power and the inability of our union leaders to feel the pulse of the staff especially those in the public sector banks. 6. Before proceeding further, we must remember that the implementation of new pay scales for central government employees under 7th CPC is already under way. The Basic Pay mentioned above is exclusive of the Stagnation Increments, wherever applicable. Their new basic pay is expected to vary from 2.57 to 2.78 times their present pay. 8. blog comments powered by Rajesh Goyal The long wait for submission of Final Charter of Demands by UFBU is over. The matter has been under discussion now for more than one year. At AllBankingSolutions.com also we have opened forum for suggestions for various items that bankers would have liked to include in the Charter of Demands. There was excellent response and good number of suggestions were received and these were available to everybody for reading. Unless we convince ourselves regarding the justification in our demands, we cannot go the bargaining table with total confidence. Accordingly, the DA as on 31-10-2017 on the exiting basic pay will be at 58.40%. (e) Officer's union have demanded Casual Leaves to be increased to 15 days, whereas workmen's union have asked for 18 days CL. (f) Officers Unions have demanded 10 days Restricted Holidays whereas workmen's unions are silent on this issue The above are some of the glaring inconsistencies between two documents on issues that are consistently on the same footing for officers and workmen staff for long time. These issues should have been sorted out before drafting the Charter of Demands so that it really looks that it is a joint effort by Officers and Workmen. Certainly, on many other issues like service conditions, bonus, overtime, there can be different demands by two classes of unions. The new Basic Pay is arrived, by multiplying the present Basic Pay by the factor as stated above. Please Note: This is the 1st part of a 3-part series of articles related to the Charter of Demands for the 11th Bipartite Settlement by Mr. Pannvalan. (a) Officers unions have asked for scales to be fixed by drawing parallel from 6th Pay commission and introduction of Grade Pay. Workmen unions have not even talked about Grade Pay. Whether this issue was ever discussed at a joint meeting and if so why a joint strategy was not formed for negotiations with IBA. 7. For that to happen, disbanding of UFBU is a sine qua non.Disclaimer: [The articles written by author contains only the academic view of the writer and purely for discussions and updation of the knowledge of the bankers. If we cannot achieve revision as projected here, we must demand CPC scales or a separate Banking Pay Commission. Variation occurs here, only because of the difference in the rates of Special Allowance fixed for officers in different grades and scales. Then, on this amount, an increase of 40% (additional load factor) is given and fixed as the revised Basic Pay. The average All India Consumer Price Index for Industrial workers (Base: 1960=100) is expected to be at 6777 for the quarter ending 30th September, 2017 (assuming that the annual inflation will be 6% for the next 2 years). Therefore, we are fully justified in demanding the revised Basic Pay at this level and we need not feel guilty that our demand may sound unreasonable, impractical and excessive. On 30th October 2012, UFBU submitted two charter of demands - one by 4 officers unions and other one by 5 workmen's unions. We uploaded the same on our website on the same day and thousands of our readers have downloaded the same in last few days. Thousands of other bankers must have received the same from various other sources. We have also uploaded separately Highlights of these two Charter of Demands. We are sure, original Charter of Demands must have been read or at least scanned by all of you owing to curiosity as to what is in store at the end of this Xth BPS or 7th Joint Note discussions. 9. This we must remember. 4. Their new pay scales are expected to be implemented with effect from 1st January, 2016. It must be noted that even the revised Basic Pay at this level is far below the proposed Basic Pay of the Central Government staff, as per 7th CPC. So, I have now been tempted to initiate the process, by making these suggestions. Thus, a first reading of these Charter of Demands gives a clue to IBA that there is no joint effort by Officers and Workmen unions, and IBA will exploit the same during negotiations. Unlike last time, it is expected that the full amount of D.A. outstanding as on 31.10.2017 will be merged, as is being done in the case of Central Government Employees. Already the bank jobs have lost their charm, for the highly qualified and meritorious candidates and the attrition rate is also very high as compared to any other sector or industry. Alright, let us now proceed to arrive at the new Basic Pay to be fixed in 11th BPS. blog comments powered by Therefore, unless we make the bank job a more lucrative and interesting profession, banks especially in the public sector cannot attract good talent and retain it.

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