

READY RECKONER : PAY AND ALLOWANCES

SCALES OF PAY							
CLERICAL STAFF							
17900	1000	20900	1230	24590	1490	30550	1730
	3		3		4		7
42660	3270	45930	1990	47920	20 YEARS		
	1		1				

SCALES OF PAY							
SUBORDINATE STAFF							
14500	500	16500	615	19575	740	22535	870
	4		5		4		3
25145	1000	28145	20 YEARS				
	3						

DEFINITION OF PAY	
PAY COMPONENTS	ELIGIBLE FOR
BASIC PAY	DEARNESS ALLOWANCE
STAGNATION INCREMENTS	HRA
SPECIAL PAY	PROVIDENT FUND
GRADUATION PAY / PQP	GRATUITY
OFFICIATING PAY	PENSION
	NEW PENSION SCHEME

DEFINITION OF PAY	
PAY COMPONENTS	ELIGIBLE FOR
BASIC PAY	DEARNESS ALLOWANCE
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SPECIAL PAY	
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OFFICIATING PAY	
SPECIAL ALLOWANCES	
TRANSPORT ALLOWANCE	

- House rent allowance (applicable at all centres) : 10.25%
- NPS : Employees who joined the Bank on and from 01-04-2010 and Governed by New Pension Scheme will continue to contribute 10% of pay plus dearness allowance and the bank will make a contribution of 14% of pay and dearness allowance from the date of settlement.
- Leave Fare Concession :
 - * 2 Year Block : 2600 Kms (one way) for Sub-ordinate Staff & 2200 kms (one way) for Non-Subordinate Staff.
 - * 4 Year Block : 5200 Kms (one way) for Sub-ordinate Staff & 4400 kms (one way) for Non-Subordinate Staff.
 - * Reimbursement by Shatabdi / Rajdhani Express Trains, if travelled actually for non-subordinate staff.

MONTHLY MONETARY BENEFITS TO CLERICAL / SUB-ORDINATE STAFF

S.No.	Designation	Petrol (Ltrs.)	Not maintaining vehicles	Entertainment	News paper (w.e.f. 01.12.2021)	Passing Powers	
						Cash	Transfer
1	CHIEF ASSOCIATE	43	900	Keys - 1140 Without Keys - 600	Keys - 530 Without Keys - 450	400000	1000000
2	SPECIAL ASSOCIATE	35	850	540	Spl. Asst. ATM/CIF - 530	200000	600000
3	SENIOR ASSOCIATE	25	700	420	450	50000	100000
4	ASSOCIATE	20	625	360	450	35000	70000
5	JUNIOR ASSOCIATE	20	625	360	450	15000	20000
6	SR. HD. MESSENGER	17	500	-	350	-	-
7	HEAD MESSENGER	15	425	-	350	-	-
8	MESSENGER	13	350	-	350	-	-

- Key allowance (wef 01.12.2020) @ Rs.1000.00 pm will be paid to employees who hold charge of cash keys at branches on pro-rata basis for actual number of days the keys were held.

REIMBURSEMENT OF COST OF BRIEFCASE		w.e.f. 01.12.2021 Rs. 2200/- payable once in 3 years (exclusive of GST)
1	Chief Associates, Spl. Associates who are working as Cash-in-charge	
2	Spl. Associates who are working as in-charge of safe deposit	
3	Spl. Associates who are working as ATM-in-charge	
4	Members of outbound sales force	

HALTING ALLOWANCE			
Population	>12 Lac	>5 Lac	Others
Clerical Rs.	1050	900	675
Sub-staff Rs.	750	600	275
Lodging (Clerical)	2500	2000	1500
Sub-staff	1250	1000	750

PROFESSIONAL QUALIFICATION PAY (PQP) (on reaching maximum in the scale of pay)			
PQP	Description	Graduation / JAIIB / CAIIB	
1	Rs. 700/- pm after 1 year of reaching max.		
2	Rs. 1400/- pm after 2 years of reaching max.		
3	Rs. 2100/- pm after 3 years of reaching max.		
4	Rs. 2800/- pm after 4 years of reaching max.		
5	Rs. 3500/- pm after 5 years of reaching max.		

CAREER PROGRESSION ELIGIBILITY					
(in years)	Assoc.	Senior	Spl.	Chief	
1	Jr. Associate	1	8	16	24
2	RKC	--	12	23	--
		Head	Sr.Hd		
3	Messenger	8	16		
4	Armed Guard	8	16		
5	Watchman	8	16		
6	Genl. Atttd.	8	16		

PERSONAL LOAN (OD) - @ 5.95%			
S.No.	Description	Eligibility	Amount (Rs.)
1	Clerical		10,00,000
2	Sub-staff		7,00,000

Minimum 2 years of uninterrupted service in the Bank.

VEHICLE LOAN - @ 6.5%				
S.No.	Description	Car	2 Wheeler	Eligibility
1	Clerical	10 Lakhs (5 yrs)	1,50,000	> 3 yrs
			1,00,000	< 3 yrs
2	Substaff	5 Lakhs	1,50,000	> 5 yrs
3	Ex-Servicemen	5 Lakhs	1,50,000	2 yrs

INDIVIDUAL HOUSING LOAN				
S.No.	Description	Amount Rs.	Eligibility	Rate of Interest
1	Clerical Eligibility	60.00 Lakhs	2 yrs. of confirmed service	5.50%
2	Substaff Eligibility	45.00 Lakhs	2 yrs. of confirmed service	

COVID-19 RELIEF	
1. COVID-19 Spl. Support Scheme 2020 (Valid upto 31-03-2021) CDO/P&HRD-PM/27/2020-21 dt. 17-07-2020	Rs. 20,000/-
2. Incase of death of employee due to COVID-19 CDO/P&HRD-PM/92/2019-20 dt. 30-03-2020	Rs. 20 Lakhs

PROVISION FOR IMMEDIATE SUPPORT TO THE FAMILY ON DEATH OF EMPLOYEES WHILE IN SERVICE

- Financial Support For Funeral Expenses** : Rs. 20,000/- (In Cash) to the Next of Kin (NOK) of the deceased employee (by debit to Bank Charges A/c)
- Incase death occurs at other places, for transportation of mortal remains of the deceased employee at Bank's cost and other related cost as specified**

Nature of Support *	Cost Ceiling **	
	By Air	By Road (Outside Municipal Limits)
Embalming Cost	Rs. 15,000/-	Rs. 15,000/-
Cost of Coffin	Rs. 10,000/-	Nil
Transportation Cost	Rs. 30,000/-	Rs. 20,000/-
Travelling Expenses (TA) for Escort	May be admissible to one member of the family for the journey performed by air / steamer / rail / road to reach the place of death to enable him to accompany the mortal remains of the deceased employee.	

* As applicable / wherever required.
** To be paid on the basis of actual bill / receipt. It will be exclusive of GST / taxes, if any.
Bank will bear the taxes / GST, wherever applicable.
By air transportation shall be permissible if distance is more than 300 kms.

- The above may be reimbursed / paid to the NOK if expenditure incurred by them or to the concerned officer if arranged by the Bank.
- Incase death occurs at other places, for transportation of mortal remains of the deceased employee at Bank's cost and other related cost as specified
- For further clarifications, please refer to Bank Circular CDO/P&HRD-PM/54/2019-20 dated 13 Nov 2019.

**REVISION OF SPECIAL PAY FOR WORKMEN STAFF IN STATE BANK OF INDIA
W.E.F. 01.11.2017 / 01.12.2020 (Wherever mentioned)**

1. CLERICAL STAFF (Amt. in Rs.)				
Sl. No.	Posts carrying Special Pay	Special Pay (Ranking for DA, HRA and Superannuation Benefits)		
		Existing Upto 31.10.2017	Revised w.e.f. 01.11.2017	Revised w.e.f. 01.12.2020
	A. Positions :			
1.	Chief Associate		3970	7550
2.	Special Associate		3970	6050
3.	Special Agricultural Associate / Officiating Pay (Relief Officer) / Special Associate (Grahak Mitra-cum- Record Keeper) \$	3970		6050
	Head Pharmacist # / Head Control Room Operator #	2260		6050
4.	Senior Associate / Senior Agricultural Associate / Senior Associate (Grahak Mitra-cum- Record Keeper) \$	2410		3650
	Senior Pharmacist # / Senior Control Room Operator #	1310		3650
5.	Head Armourer / Head Plant Associate	2260		3450
6.	Associate/ Associate (Agriculture) / Associate (Grahak Mitra-cum- Record Keeper) \$	1640		2500
7.	Special Record Keeper cum Cashier / Senior Plant Associate / Senior Armourer	1310		2000
8.	Jr. Agricultural Associate / Pharmacist / Control Room Operator / Senior Record Keeper cum Cashier	820		1250
9.	All the existing Clerical staff who are not drawing any Special Pay	330		500

Note :
Aligned at par with Special Associates / Senior Associates / Associates.
\$ Newly Created Positions in Career Progression of Grahak Mitra-Cum-Record Keeper.

**REVISION OF SPECIAL PAY FOR WORKMEN STAFF IN STATE BANK OF INDIA
W.E.F. 01.11.2017 / 01.12.2020 (Wherever mentioned)**

2. SUBORDINATE STAFF

(Amt. in Rs.)

Sl. No.	Posts carrying Special Pay	Special Pay (Ranking for DA, HRA and Superannuation Benefits)		
		Existing Upto 31.10.2017	Revised w.e.f. 01.11.2017	Revised w.e.f. 01.12.2020
	A. Positions :			
1.	Senior Head Armed Guard	2620	4000	
2.	Senior Head Messenger	2420	3700	4000
3.	Senior Head Watchman / Senior Head Ward Boy / Senior Head General Attendant	2420	3700	
4.	Head Armed Guard / Officiating Pay (Record Keeper / Godown Keeper / Cashier / Bill Collector)	1230	1900	
5.	Head Messenger	950	1450	1750
6.	Head Watchman / Head General Attendant / Head Ward Boy	950	1450	
7.	Armed Guard / Ward Boy	630	1000	
8.	Watchman	100	200	
9.	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	1050	

REVISED COMPASSIONATE APPOINTMENT SCHEME

Revised scheme for compassionate appointment introduced vide
e-Circular No. CDO/P&HRD-PM/90/2020-21 dt. 16-03-2021.