

COLLECTIVE AGREEMENT.

This Collective Agreement made on this 1st day of January, 2007 between Housing Development Finance Corporation Bank of Sri Lanka, a Bank incorporated under the Housing Development Corporation Act No.07 of 1997 amended by Act No. 15 of 2003 and having its registered office at Sir Chittampalam A. Gardiner Mawatha, Colombo 02.(hereinafter referred to as "the Bank")

of the One Part

and

The Ceylon Bank Employees' Union, a Trade Union duly registered in Sri Lanka and having its registered office at 20, Temple Road, Colombo 10, (hereinafter referred to as "the Union")

Of the Other Part

WHEREAS the Union had, in June, 2006 made demands for negotiations in order to enter in to a Collective Agreement with the Bank.

AND WHEREAS consequent to negotiations between the Bank and the Union, agreement had now been reached between the said two parties for the purpose of ensuring better employee terms and conditions, cooperation between the Bank, the Union and the employees and maintaining an efficient and productive working environment, in order to enhance the profitability of the Bank.

The matters agreed upon are set out hereunder;

1. Parties To Be Covered and Bound

This Agreement shall cover and bind Housing Development Finance Corporation Bank Of Sri Lanka (the Bank), the Ceylon Bank Employees Union (the Union) and members of the Union permanently employed on monthly contracts of employment by the Bank and other permanent employees, who are employed in any of the categories for whom a salary scale has been prescribed in this Agreement in the Schedule hereto (hereinafter referred to as the employees). This Agreement shall not cover and bind any employee who is an officer, staff officer, secretary, executive or any other staff on special rates of pay or employed on contract to carry out a specific function or for a specific period or employed by any subsidiary company of the Bank.

2. Date of Operation and Duration

This agreement shall deemed to be in force on 01st January, 2007 and thereafter continues to be in force, unless it is determined by either party giving six months notice in writing to the other party provided however, that no party shall give such notice to the other party before first day of July, 2008 and such notice shall not expire before the 31st of December, 2008.

3. Matters Covered and Bound

- (a) This agreement shall be in full and final settlement of all matters covered herein as well as of all the matters raised by the Union and in respect of which negotiations took place between the parties before the conclusion of this Agreement and the Union agrees that it will not during the continuance in force of this Agreement raise any of the matters which were discussed and negotiated between the parties preceding this Agreement except to the extent agreed. Any matter relating to non-salary benefits, not referred to in the agreement shall be discussed by the Management of the Bank with the Union and finality shall be reached on or before 30th of June, 2007. After an agreement has been reached, the terms and conditions of same shall form an integral part hereof.

- (b) The Union and its members shall not during the continuance in force of this Agreement seek to vary alter or add to all or any of the terms and conditions of employment or benefits presently applicable or enjoyed as provided for in this Agreement other than by mutual agreement with the Bank.

4. Salary Components:

As from 01.01.2007 each employee covered and bound by this Agreement shall be paid upon and subject to the other terms and conditions herein contained a monthly salary which comprises of a fixed component linked to "Basic Salary" and related allowances.

The fixed component comprises of the following items:-

Revised Basic salary as set out in the schedule hereto. (Those reaching the maximum of the salary scales of the highest grade in each category marked (F) against in the schedule will be entitled to increments continuously notwithstanding the maximum point given in the salary scales).

- a). In addition to the basic salary, the following allowances will be paid, effective from 01.01.2007.
- i). Cost of Living Allowance as per item 5(a) below.
 - ii). Rent allowance as per 4 (b) below.
 - iii). 10% of the Basic Salary + the rent allowance + the cost of living allowance.
- b). The Rent allowance will be 20% of the Basic Salary.

5. Allowances

(a) Cost of Living Allowance

- i. The cost of living allowance shall be paid to employees from the 1st January, 2007 at Rs.3/- per point increase beyond the base figure of 2404.9. (The index point of Colombo Consumer Price Index as at December,1999.) If the index point drops below 2404.9, then the cost of living payable shall be computed at the rate of Rs.2/75 for point..

(b) Cashiers' Risk Allowance

- i Where an employee is called upon to act as a Cashier, he shall be paid a monthly risk allowance of Rs.1500/-. This amount shall be prorated by dividing Rs.1500/- by the working days for the particular month and multiplied by the number of days the employee has worked in the capacity of a Cashier.
- ii The Cashiers' Risk Allowance will not be included for the purpose of computing consequential benefits or other allowances.

(c). The mileage rate of the field officers to be revised as follows:

Type of Vehicle	Revised Rate
Private Motor Vehicle	Rs. 20.00
Rented Motor Vehicle	23.00
Three Wheeler	22.00
Motor Bicycle	10.00

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(d) **Subsistence and combined allowances of field officers to be revised as follows:**

Grade	Subsistence Allowance	Combined Allowance
Grade II & above	Rs.550	Rs.1200
Grade III Class II & 1	Rs.550	Rs.1100
Grade III Class III & Grade IV	Rs.500	Rs.1000
Grade V	Rs.450	Rs. 900
Grade VI & below	Rs.400	Rs. 700

(e) **The Difficult Station allowance to be revised as follows:**

Grade	Revised Allowance
Grade IV & above	Rs. 1500
Banking Assistants	Rs. 1200
Grade VII & Drivers	Rs. 1000

6. Tax on Emoluments

The question of tax on emoluments will be resolved in consultation with the relevant authorities .

7. Conversion of the basic salary

- The basic salaries of all employees will be converted to the revised scale by applying the step for step (point by point) method of conversion.
- Non- Banking Stream personnel shall also be placed at the appropriate revised salary scale, on the same basis.

8. Incremental Date

This Agreement shall not have the effect of changing the annual incremental date of an employee.

9. Corporate - level Strategic Plan

The Bank shall with the assistance of the employees at all levels, immediately take steps to formulate a Corporate-level Strategic Plan effective to ensure that the corporate resources are used in the best possible manner to be consistent with the Bank's vision, mission and policies and environmental trends allowing for the best use of Bank's distinctive competencies aimed at achieving an adequate return for shareholders and other objectives of the Bank and to establish it as the leading Housing Bank in Sri Lanka.

The Corporate-level plan lays out corporate policies and strategies and will provide basic strategic guidelines for each strategic business unit. It will reflect the institutionalization of the strategy by determining a suitable organization structure with the cadre requirements of employees with right skills and experience in the right positions. It will also ensure that the reward systems are in place to guide and motivate the employees at the business-level in achieving the objectives of the Bank.

The corporate-level strategic plan will also make necessary provisions for training and development of staff at all levels and for compatibility of corporate culture with Bank's future oriented strategy and to ensure desired synergy between business units.

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10. Business-level strategic plan

The Bank shall also prepare immediately a Business-level strategic plan to fit with the corporate-level strategic plan by taking into consideration all risks and gains associated with businesses of each Strategic Business Unit (SBU). For each SBU objectives to be achieved (market share, Return on Investment, social responsibility etc.) with time frame for accomplishment and strategies to be used will be formulated in agreement with corporate management and with commitment from executive management and employees at all levels.

In this Business level plan, the targets, milestones and budgets will be prepared and communicated to all relevant staff to enhance control and a reward system will be designed in consistent with desired actions.

Once the above plans are formulated and adopted, they shall be applicable to employees of all categories of the Bank.

11. Human Resource Management and Development:

The Management shall take early steps to formulate and promulgate on or before 30th June 2007, the following policies (which would be transparent and unbiased) in order to motivate and to enhance the skills, knowledge and attitudes of all employees so that the Bank shall possess a dynamic innovative and vibrant work force which shall drive forward the development process of the Bank.

- a). Training Policy.
- b). Performance Evaluation Policy.
- c). Promotion Policy
- d). Succession Policy
- e). Transfer Policy.
- f). Reward Policy.
- g). Disciplinary Code.
- h). Code of conduct.
- i). Retirement Policy.

Once the above Policies are adopted by the Board, they shall be applicable to employees of all categories in respect of the subjects referred to under the above Policies.

12. Provident Fund

- a). Rate of Contribution

The rates of contribution to the Provident Fund by the Bank and the employee shall be:

Bank's contribution	:12% (twelve per cent) of salary
Employees' contribution	: 8% (eight per cent) of salary

13. Medical Benefits

Reimbursement of medical expenses will be made in terms of the existing regulations subject to the limits given below:

- a). Once and for all facility of Rs. Rs.450,000/= for special treatment such as surgery in respect of brain, kidney or heart to be done locally and abroad.

This facility will be extended to include a member of the family (spouse and children) so that the total claimed either by the staff member or any other member of the family or both do not exceed Rs.450,000/=.

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b). Routine medical expenses	Rs. 31,200/=	per annum
Eye care	Rs. 8,450/=	per annum
Dental care	Rs. 7,150/=	per annum
Hospital charges	Rs. 84,500/=	per annum

c). Maternity in Government Hospitals

Subject to the existing limits of claiming for the first two children the following payments will be made.

Normal / forceps delivery	Rs. 6,500/=.
Cesarean delivery	Rs.11,700/=

These payments shall be deducted form the Hospital charges referred to in 13 (b) above.

The accumulation of hospital charges will be confined to two years. An year would be from 01st January, to 31st of December of that year.

The effective date of applicability of the above rates shall be 01st of January, 2007.

14. Bonus

Without prejudice to the claim of the Bank that bonus payments are ex-gratia, the Bank will each year pay to every employee covered by this Agreement a bonus of two months' Gross salary as drawn by such employee for the month of December in respect of one complete year of service from January to December and proportionately for service less than one year at the rate of one-twelfth of such entitlement in respect of each complete month of service. The salary for this purpose shall include the cost of living allowance payable for that month. However, the following employees shall not be entitled for the payment of bonus.

- a). Trainee employees.
- b). Employees under interdiction or compulsory leave.(payment will be made only if there is a complete exoneration).
- c). Employees who are on no-pay leave for a whole year, commencing such leave on or before 01st of December of the previous year up to or after 30th of November, of the current year. Other employees on no-pay leave for only a number of days of the year shall be paid the bonus proportionately.

The Bank shall have the right to deduct any housing loan arrears of an employee from the bonus of such employees whose housing loans are in arrears.

15. Overtime

- (a). If required by his employer an employee shall work reasonable overtime which has been authorized by the employer, subject to the provisions of any law for the time being in force.
- (b). Overtime work shall be remunerated in accordance with the under mentioned formula

Basic salary + Cost of living Allowance

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16. Annual, Medical and Casual Leave

(a). Annual Leave

(i) Entitlement

In respect of each year of employment (which means the period January to December) during which an employee has been in continuous employment he shall be entitled to take in the following year 21 working days paid leave. He shall avail himself of at least 7 days out of the 21 days on successive days.

(ii.) At the end of the first year of employment the employee qualifies for proportionate leave as follows:

- (a) The full annual holiday of 21 days if his employment commenced on or after 1st January but before 31st of March..
- (b) A holiday of 15 days if his employment commenced on or after 1st April but before 30th of June.
- (c) A holiday of 11 days if his employment commenced on or after 1st July but before 30th of September, and
- (d) A holiday of 6 days if his employment commenced on or after 1st October to 31st of December.

(iii) Availment

The availment of all annual leave shall be by prior authorization of the Bank upon the employee's application, giving sufficient notice to the Bank, so as to ensure availment at times mutually convenient.

(b) Medical Leave

(i) Entitlement

An employee shall be entitled to not less than fourteen (14) days leave exclusive of weekly or other holidays in any one year, in case of sickness on full pay, subject to the conditions in sub-clause (ii) hereof. In case of employees on probation, the entitlement is one day per month and could be accumulated.

(ii) Availment

The Bank will be entitled to refuse to grant pay for any days of absence on grounds of sickness not supported by a Certificate from a Registered Medical Practitioner.

- (a) Where such period of absence exceeds 02 consecutive days .
- (b) Where the number of days already allowed on full pay on grounds of sickness, uncertified by a Medical Practitioner, is in excess of fourteen (14) days in any one year.

(iii) Accumulation

An employee who had exhausted all his medical leave for a particular year may avail himself of the unused medical leave of the preceding four years subject to approval of the bank. In computing the available number of days, medical leave for which the employee had obtained encashment shall not be considered.

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(c) Casual Leave

An employee shall be entitled to a maximum of seven (7) days casual leave in each year of employment whereof not more than two (2) days shall be taken at any one given time and such leave shall not precede or follow any period of annual leave.

17. Retirement

- (a) The retirement of employees shall be governed by the Retirement Policy to be introduced. The compulsory age of retirement shall be 55 years, or any other age determined by the Bank and incorporated in the Retirement Policy. On reaching the age of 55 years, or any other age incorporated in the Policy, an employee shall ipso facto retire and cease to be employed by the Bank and there shall be no obligation on the Bank to give such employee any notice of such retirement.
- (b) An employee may also be retired and be eligible for retirement benefits if he is not less than 50 years subject to mutual agreement between the employee, his Union and the employer that he should be given such concession and subject to the condition that the refusal by any party to agree to such premature retirement shall not constitute an industrial dispute.

18. Terminal Benefits**a). Lump Sum Gratuity on retirement**

All employees are entitled to receive a lump sum gratuity in terms of payment of Gratuity Act No.12 of 1983. The payment will be computed on the following basis:

No. of completed years of Service x ½ month's salary

Employees, who had served the Bank loyally over a continuous period of 15 years possessing a good service and performance record are entitled to an additional ½ a month salary for every completed year of service as an ex-gratia payment.

The above payment shall constitute a settlement in full and final satisfaction of all claims against the Bank on account of the cessation of employment in respect of gratuity subject however to section 13 of the said Act No.12 of 1983 and any written agreement enforcing the Bank to deduct the gratuity or any part of it to be set off against any dues to the Bank for Said employee.

(b). Death Gratuity

On the death of an employee who has been confirmed and is in the permanent employment of the Bank, the Bank will make a compassionate payment of two months gross' salary for each year of completed service subject to a minimum of six month's gross salary to the legitimate dependents of the deceased employee, as may be determined by the Bank at its sole discretion on the basis of information supplied to them provided that such death had occurred whilst the employee was in service. In the case of the death of an employee who is not confirmed in employment, the amount payable will be 50% of that payable to a confirmed employee. The gross salary for this purpose shall be the last drawn salary plus Cost of Living Allowance.

Provided that in the case of an employee whose death occurred in consequence of and in the course of employment, the pre-acceptance of death gratuity by the dependants as provided herein shall not restrict the right of such dependents in subsequently claiming any balance compensation due to them under any written law.

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(c) **Gratuity on Resignation/Termination Prior to Retirement**

An employee shall, upon resignation/termination of employment prior to retirement in circumstances which do not entitle him to the terminal benefits referred to at the aforementioned Clause 23(a) be entitled to a gratuity computed in terms of the Payment of Gratuity Act No.12 of 1983, which shall be paid within 30 days of the cessation of employment.

19. Release of Branch Union Office Bearers

Office-bearers of the Branch Union shall be released for Union work without payment of any salary allowance or any other payment of whatever nature on the following basis;

- a). The total number of Office Bearers so released in terms of this Agreement or any other Agreement shall not exceed two.
- b). On resumption of work by an Office Bearer who has been released for Union work, he shall receive incremental credit for the period of his absence from work and such absence shall not affect his rights under this Agreement.

20. Concessions to Branch Union Office Bearers and General Councilors.

- a). The Bank shall at its discretion permit the release of not more than two Branch Union Office Bearers at any one given occasion without loss of pay exclusively to enable such Branch Union Office Bearers to be present at inquires before the Labour Department, Labour Tribunal, Arbitrations, Industrial Courts, and with their respective Bank Managements-exclusively on matters pertaining to the Bank.
- b). It is agreed that Central Committee Members (General Council) of the Union will be permitted to leave at 12.30 p.m. on 12 days in a year for meetings. In the case of outstation Central Committee members, they would be permitted leave for the whole day for 12 Central Committee Meetings in a year.
- c). It is agreed that a day's paid leave shall be granted on two occasions per year to Central Committee members to attend Parent Union Central Committee meetings.
- d). It is agreed that Executive Committee members will be released at 3.00 p.m. for meetings of the Executive Committee of the Union. These meetings will not usually be more than one on a monthly basis.
- e). The Bank agrees to release once every 02 years for the Delegates Conference of the Union all such delegates in the employment of the Bank up to a maximum of 01 day provided however, that the number to be released shall be discussed and agreed between the branch union and the management and such release will not result in a disruption to the operations of the Bank.

21. Trade Union Action

(a). **Matters Related and Covered in the Agreement**

The Union and its members covered and bound by this Agreement jointly and severally agree with the Bank that during the continuance in force of this Agreement they shall not engage in any strike or other form or Trade Union action including go slow, boycott or demonstrations or picketing or any form of collective action against the Bank in respect of any dispute related to this Agreement.

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(b). **Matters Not Related and Not Covered in this Agreement**

The Union and its members covered and bound by this Agreement jointly and severally agree with the Bank that during the continuance in force of this Agreement they shall not engage in any strike or other form of Trade Union action including go slow boycott or demonstrations or picketing or any form of collective action against the Bank in respect of any dispute that may arise on any matter not related to this Agreement unless.

- (i) The Branch Union of the Bank has exhausted all forms of conciliation to resolve such dispute amicably with the Bank, at which stage the Branch Union shall notify the Bank in writing if its intention to refer such matter to the Parent Union (the Ceylon Bank Employees' Union).
- (ii) The Parent Union (the Ceylon Bank Employees' Union) has intervened in the matter and has exhausted all forms of conciliation to resolve such dispute amicably with the Bank and/or the Employers' Federation of Ceylon.
- (iii) In the event of there being no settlement at the level of conciliation aforesaid, the Parent Union has to give notice in writing of not less than fourteen (14) days of the fact that there has been no satisfactory settlement of the dispute and that it wishes to resort to trade union action. Such notice shall be given to the Bank, and to the Commissioner of Labour.

22. General

- a). Any anomalies that would arise consequent to this revision shall be examined by a Committee comprising of representatives of the Bank and the Union and will be rectified suitably and reasonably.
- b). The Ceylon Bank Employees' Union further agrees to assist and support the management of the Bank in every manner to obtain the maximum contribution of its members to achieve the targets set out in the Business Performance Plan of the Bank. In this regard, the union will mobilize its members on a voluntary basis, at least on 12 holidays, for projects mutually agreed upon by the Management of the Bank and the Union, in order to implement plans in relations to such projects designed to increase the profitability of the Bank.
- c). Where the existing terms and conditions of employment of an employee covered and bound by this agreement and any existing concessions extended to the members of the Union are more favorable than the terms and conditions provided for in this agreement then nothing in this agreement shall in any way affect or prejudice such existing terms and conditions of employment or such concessions and such terms and conditions of employment and concessions shall continue to exist, notwithstanding anything to the contrary contained herein.
- d). Where an employee was immediately prior to the date hereof entitled to or becomes entitled on or after that date under or by virtue of any law, contract, agreement, award or custom to any rights or privileges more favorable than those to which he/she would be entitled under this agreement, nothing in this agreement shall be deemed or construed to authorize or permit the Bank to withhold, restrict or terminate such right or privilege.

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23. Implementation and Interpretation of this Agreement

- (i) Where either the Union or the Bank are dissatisfied with the manner in which the Collective Agreement is being implemented, such matter shall be dealt with by a Monitoring Committee set up by the Bank consisting of two representatives from the Bank and two representatives from the Union. Such matter is placed before the Monitoring Committee by any one of the parties by a communication in writing setting out the cause of complaint.
- (ii) Any dispute over the interpretation of the Agreement shall be settled by voluntary arbitration under Section 3 of the Industrial Disputes Act, 1950.

In witness hereof the said parties have set their hands hereunto on this 16th.... Day of January, 2007 at Colombo.

For and on behalf of
Housing Development Finance Corporation Bank
of Sri Lanka.

For and on behalf of
Ceylon Bank Employees' Union.



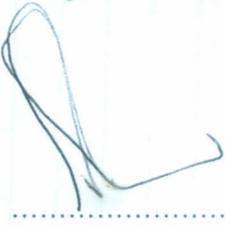
 Name: **S.M.M. Yaseen.**
 Designation: Chairman.



 Name: **M.R. Shah**
 Designation: President



 Name: **P. Sumanapala.**
 Designation: Director.

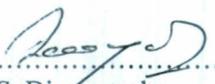


 Name: **M. Sukumaran**
 Designation: General Secretary

Witnesses:



 1. C. A. Sarathchandra.



 2. S. Dissanayake

Witnesses:



 1. G.W.A.N. Kalinda



 2. E. Kottegoda Vithana



SCHEDULE

No	Designation	Grade	Salary Scales	
			Present	Revised
1	Executives			
	Managers	Grade III (1)	15150-530x20-25750	21970-770x20-37370
	Senior Executive	F Grade III (2)	12750-405x20-20850	18105-580x20-29705
	Executive	Grade III (3)	9900-285x20-15600	14070-410x20-22270
	Junior Executive/Asst. Executive (Recovery /Finance /Treasury/Technical/Accounts	Grade IV	8650-230x20-13250	12455-330x20-19055
2	Secretaries			
	Senior Executive Secretary	Grade III (2)	12750-405x20-20850	18105-580x20-29705
	Executive Secretary	Grade III (3)	9900-285x20-15600	14070-410x20-22270
	Junior Executive Secretary	Grade IV	8650-230x20-13250	12455-330x20-19055
	Secretary	F Grade V (2)	7400-150x20-10400	10880-210x20-15080
	Junior Secretary	Grade V (1)	6900-110x20-9100	10145-155x20-13245
3	Legal Officers			
	Manager Legal	Grade III (1)	15150-530x20-25750	21970-770x20-37370
	Legal Officers	Grade III (2)	12750-405x20-20850	18105-580x20-29705
	Assistant Legal Officer	Grade III (3)	9900-285x20-15600	14070-410x20-22270
4	IT Staff			
	System Administrator	Grade III (2)	12750-405x20-20850	18105-580x20-29705
	Data Base / System Sec.Admin	Grade III (2)	12750-405x20-20850	18105-580x20-29705
	Senior System Analyst	Grade III (2)	12750-405x20-20850	18105-580x20-29705
	System Analyst	Grade III (3)	9900-285x20-15600	14070-410x20-22270
	Hardware Engineere	Grade IV	8650-230x20-13250	12455-330x20-19055
	System Operator	Grade VI (2)	7100-145x20-10000	10435-210x20-14635

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No	Designation	Grade	Salary Scales	
			Present	Revised
5	Credit Officers			
	Manager - Credit	Grade III (1)	15150-530x20-25750	21970-770x20-37370
	Credit Officer - Grade III (2)	F Grade III (2)	12750-405x20-20850	18105-580x20-29705
	Credit Officer - Grade III (3)	Grade III (3)	9900-285x20-15600	14070-410x20-22270
	Credit Officer - Grade IV	Grade IV	8650-230x20-13250	12455-330x20-19055
6	Valuation Officers			
	Manager - Valuation	Grade III (3)	9900-285x20-15600	14070-410x20-22270
	Valuation Officer	Grade IV	8650-230x20-13250	12455-330x20-19055
7	Technical Officers			
	Senior Technical Officer	Grade III (3)	9900-285x20-15600	14070-410x20-22270
	Technical Officer	Grade IV	8650-230x20-13250	12455-330x20-19055
8	Accountant	Grade III (1)	15150-530x20-25750	21970-770x20-37370
9	CIA (Cover up)	Grade III (2)	12750-405x20-20850	18105-580x20-29705
10	Accountant - Treasury	Grade III (2)	12750-405x20-20850	18105-580x20-29705
11	Manager - Technical, Main & Procu.	Grade III (2)	12750-405x20-20850	18105-580x20-29705
12	Manager - HR	Grade III (3)	9900-285x20-15600	14070-410x20-22270
13	Unit Head - Recovery	Grade III (3)	9900-285x20-15600	14070-410x20-22270
14	Loan A/C Admin Unit Head	Grade III (3)	9900-285x20-15600	14070-410x20-22270
15	Marketing Officer	Grade IV	8650-230x20-13250	12455-330x20-19055
16	Officer In Charge	Grade VI (2)	7100-145x20-10000	10435-210x20-14635
17	Receptionist / Telephone Operator	Grade VI (1)	6650-110x20-8850	9775-155x20-12875
18	Transport Supervisor	Grade VI (1)	6650-110x20-8850	9775-155x20-12875

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No	Designation		Grade	Salary Scales	
				Present	Revised
19	Branch Managers				
	Branch Manager		Grade III (2)	12750-405x20-20850	18105-580x20-29705
	Branch Manager/BM (Cover up)		Grade III (3)	9900-285x20-15600	14070-410x20-22270
	Branch Manager		Grade IV	8650-230x20-13250	12455-330x20-19055
	Branch Manager (Cover up)		Grade VI (2)	7100-145x20-10000	10435-210x20-14635
20	Banking Assistant				
	Banking Assistant 3	F	Grade VI (3)	7750-160x20-10950	11395-230x20-15995
	Banking Assistant 2		Grade VI (2)	7100-145x20-10000	10435-210x20-14635
	Banking Assistant 1		Grade VI (1)	6650-110x20-8850	9775-155x20-12875
21	Drivers & Peons				
	Driver 3 / Peon 3 /Office Asst.	F	Grade VII(3)	6600-110x20-8800	9440-155x20-12540
	Driver 2 / Peon 2/Maint. Technician		Grade VII(2)	6250-100x20-8250	8940-140x20-11740
	Driver 1 / Peon 1/ Messenger,		Grade VII(1)	5875-75x20-7375	8400-100x20-10400
	Driver / Office Assistant				

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