

COLLECTIVE AGREEMENT

Between

National Savings Bank, No. 255,
Galle Road, Colombo 3 of the One Part

And

Ceylon Bank Employees' Union No. 20,
Temple Road, Colombo 10 of the Other Part

This Collective Agreement is made on this 02nd day of August 2012 by and between the National Savings Bank of the One Part (hereinafter referred to as "the Bank") and the Ceylon Bank Employees' Union of the Other Part (hereinafter referred to as "the Union"). The National Savings Bank and the Ceylon Bank Employees' Union agree to the following.

TITLE : This Agreement shall be known and referred to as "NATIONAL SAVINGS BANK COLLECTIVE AGREEMENT with the CEYLON BANK EMPLOYEES' UNION for the period First January Two Thousand Twelve to Thirty First December Two Thousand Fourteen (01.01.2012 – 31.12.2014).

1 EMPLOYERS TO BE COVERED AND BOUND

This Agreement shall cover and bind the National Savings Bank, which is a party to this Agreement.

2 EMPLOYEES TO BE COVERED AND BOUND

This Agreement shall cover and bind members of the Ceylon Bank Employees' Union in employment with the Bank and who are employed in any of the categories for which a salary scale has been prescribed in this Agreement in the **Annex I** hereto.

3 DATE OF OPERATION AND DURATION

This Agreement shall come into force on First January Two Thousand Twelve (1st January 2012) and thereafter continue to be in force, unless it is determined by either party giving six months (06) notice in writing to the other party provided, however, that no party shall give such notice to the other party after the 1st day of July 2014.

4 MATTERS COVERED AND VARIATION OF TERMS AND CONDITIONS OF EMPLOYMENT AND BENEFITS

- (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 other than the matters relating to non-salary benefits which shall be discussed by the Management of the Bank with the respective Unions and reach finality, on or before 31st January 2013 after an agreement has been arrived at, as regards non-salary benefits, the terms and conditions of same shall be annexed to this Agreement, which shall form an integral part thereof.

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[Handwritten signatures and marks]

- (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 applicable or enjoyed as provided for in this Agreement other than by mutual agreement with the Bank.

5 SALARY COMPONENTS

As from 01.01.2012 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 the following components :

- i) Fixed component linked to "Basic Salary" and related allowances.
- ii) Variable component linked to performance.

Fixed Component

The fixed component comprises the following items :-

- i) Revised Basic salary as set out in the **Annex 1** hereto. (Those reaching the maximum of the salary scales of the highest grade in each category marked (F) against in the **Annex 1** and all Officer Grades will be entitled to increments continuously notwithstanding the maximum point given in the salary scales).
- ii) Allowances
 - a) In addition to the basic salary, the following allowances will be paid, effective from 01.01.2012.
 - i) Cost of Living Allowance as per item (b) below.
 - ii) Rent Allowance as per (c) below.
 - iii) 10% of the Basic Salary, Rent Allowance and Cost of Living Allowance.
 - b) The Cost of Living Allowance at the rate of Rs.2.75 frozen as at December 1999 at the index point of 2404.9 commencing January 2000 every one point change over and above the Colombo Consumer Price Index (CCPI) of December 1999 only will be computed at Rs. 3/-. If the index point drops below the December level i.e. 2404.9, the computation should be at the rate of Rs.2.75 per point.
 - c) The Rent Allowance will be 20% of the Basic Salary.

Variable Component

Basis of determination of variable component shall be determined in the course of time.

6 TAX ON EMOLUMENTS

PAYE tax on emoluments of staff shall be borne by the Bank.

7. CONVERSION OF THE BASIC SALARY

- a) The basic salaries of all employees shall be converted to the revised scale by applying the step for step (point by point) method of conversion.

e.g. An employee who had been on the 5th step of the scale as at 31.12.2011 will be placed on the 5th step of the relevant revised scale with effect from 01.01.2012.



b) Non-Banking Stream personnel shall also be placed at the appropriate revised salary scale, on the same basis.

8. The 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 Plan of the Bank.

9 CONVERSION ANOMALIES

The National Savings Bank and the Ceylon Bank Employees' Union jointly agree to execute the Collective Agreement for the years 2012 -2014 subject to referring to a Salary and Cadre Committee to examine the possible anomalies associated with calculation of increments in the salary scales.

The Committee will be given a period of three months from the date of appointment to study and report the methods and the implementation. The Committee will be appointed within one month from the date of execution of this agreement.

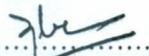
10 Where the existing terms and conditions of employment of an employee covered and bound by this agreement and any existing concessions extended to the members of the Union are more favourable than the terms and conditions provided for in the agreement, then nothing in this agreement shall in any way affect or prejudice such existing terms and conditions of employment and such concessions shall continue to exist, notwithstanding anything to the contrary contained herein.

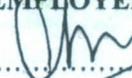
11 Where an employee was immediately prior to the date hereof entitled to or becomes entitled on or after that date under or by virtue of any law, contract, agreement, award or custom to any rights or privileges more favourable than those to which he / she would be entitled under this agreement, nothing in this agreement shall be deemed or construed to authorize or permit the Bank to withhold, restrict or terminate such right or privilege.

For and on behalf of the

NATIONAL SAVINGS BANK

CEYLON BANK EMPLOYEES' UNION


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D L R Abeyaratne
Actg. Chairman

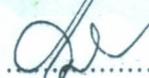

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Amarapala Gamage
President


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H M Hennayake Bandara
General Manager/CEO


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C S Dissanayake
Actg. General Secretary

WITNESS TO THE ABOVE SIGNATORIES


.....
T M K Bandara
Addl. General Manager


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W A L Wickramasinghe
President
NSB Branch Union


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S D N Perera
Snr. Dy. General Manager


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A R Yasapala
Secretary
NSB Branch Union

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Revised Salary Scales effective from 01.01.2012

Grade	Present Salary Scale 2009	Revised Salary Scale 2012	
Grade I	<u>42,365 – 61,250</u> 1570 x 12	<u>55,190 – 77,990</u> 1900 x 12	30.2% 21%
Grade II	<u>33,055 – 53,355</u> 1015 x 20	<u>43,665 – 68,165</u> 1225 x 20	32.1% 20.5%
Grade III – I	<u>27,680 – 45,480</u> 890 x 20	<u>35,800 – 56,700</u> 1045 x 20	29.4% 17.5%
Grade III – II Con. Secretary – Class II	<u>22,720 – 35,920</u> 660 x 20	<u>29,760 – 45,260</u> 775 x 20	31% 19%
Grade III – III Supervisor Con. Secretary Class I (F)	<u>17,840 – 27,140</u> 465 x 20	<u>23,510 – 34,310</u> 540 x 20	31.8% 15.5%
Steno – Grade IV (F)	<u>16,525 – 23,925</u> 370 x 20	<u>21,810 – 30,410</u> 430 x 20	
Grade IV Supervisor (F) Stenographer III	<u>16,025 – 23,525</u> 375 x 20	<u>21,235 – 29,935</u> 435 x 20	32% 15%
Stenographer - II	<u>13,980 – 18,680</u> 235 x 20	<u>18,390 – 23,790</u> 270 x 20	31.5% 13.5%
Stenographer – I	<u>13,165 – 16,665</u> 175 x 20	<u>17,465 – 21,465</u> 200 x 20	31.5% 13%
Banking Assistant – III (F)	<u>14,555 – 19,755</u> 260 x 20	<u>19,210 – 25,210</u> 300 x 20	32% 19%
Banking Assistant – II	<u>13,485 – 18,185</u> 235 x 20	<u>17,830 – 23,230</u> 270 x 20	32.9% 13.5%
Banking Assistant - I	<u>12,750 – 16,250</u> 175 x 20	<u>16,995 – 20,995</u> 200 x 20	33.4% 13.5%
Sk.L.III/SG. III/Dri. III (F)	<u>12,675 – 16,875</u> 210 x 20	<u>16,755 – 21,555</u> 240 x 20	32.2% 13
Sk. L.II/SG II/Dri. II/Peon III	<u>12,120 – 15,620</u> 175 x 20	<u>16,125 – 20,125</u> 200 x 20	33% 13%
Sk. L.I/SG I/Dri.I/Peon II	<u>11,570 – 14,670</u> 155 x 20	<u>15,505 – 19,005</u> 175 x 20	33.5% 13%
Peon I	<u>10,970 – 13,270</u> 115 x 20	<u>14,825 – 17,425</u> 130 x 20	35.2% 13%

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