

## Pay and Allowances

The pay and allowances applicable for the posts of **Assistant Manager (Area Operations)** in Scale-I and **Manager (Area Sales)** in Scale-II on deputation from DoP to IPPB is given as under.

### Basic:

#	Scale	Pay Scales
1	Scale-II	31,705 – 1,145 (1) – 32,850 – 1,310 (10) – 45,950
2	Scale-I	23,700 – 980 (7) – 30,560 – 1,145 (2) – 32,850 – 1,310 (7) – 42,020

### Fitment:

Pay is fixed as per the DoPT OM No. 6/8/2009-ESTT (Pay II) dated 17/06/2010 and subsequent amendments by DoPT.

Section 5.1(b) says, “**If the appointment is made to the post whose pay structure and/or DA pattern is dissimilar to that in the parent organisation, pay may be fixed by adding one increment to the pay in the parent cadre post in the scale of his regular post (and if he/she was drawing pay at the maximum of the scale, by the increment last drawn) and equating the pay so raised plus Dearness Allowance (and additional or Ad-hoc Dearness Allowance, Interim relief etc., if any) with emoluments comprising of Pay plus DA, ADA, Interim relief etc., if any, admissible, in the borrowing organisation and the pay may be fixed at the stage in the pay scale of the ex-cadre post at which total emoluments admissible in the ex-cadre post as above equal the emoluments drawn in the cadre.**”

For Assistant Manager (Area Operations)				For Manager (Area Sales)	
Pay Band-4 (2400)	IPPB Pay	Pay Band -5 (2800)	IPPB Pay	Pay Band-7	IPPB Pay
<i>Basic</i>	<i>Basic</i>	<i>Basic</i>	<i>Basic</i>	<i>Basic</i>	<i>Basic</i>
25500	23700	29200	23700	44900	31705
26300	23700	30100	23700	46200	32850
27100	23700	31000	23700	47600	34160
27900	23700	31900	23700	49000	34160
28700	23700	32900	24680	50500	35470
29600	23700	33900	24680	52000	36780
30500	23700	34900	25660	53600	38090
31400	23700	35900	26640	55200	39400
32300	23700	37000	27620	56900	40710
33300	24680	38100	27620	58600	42020
34300	25660	39200	28600	60400	43330
35300	25660	40400	29580	62200	44640
36400	26640	41600	30560	64100	45950
37500	27620	42800	31705		
38600	28600	44100	32850		
39800	29580	45400	32850		
41000	30560	46800	34160		

For Assistant Manager (Area Operations)	
Pay Band-4 (2400)	IPPB Pay
<i>Basic</i>	<i>Basic</i>
42200	30560
43500	31705
44800	32850
46100	34160
47500	35470
48900	36780
50400	36780
51900	38090
53500	39400
55100	40710
56800	42020

For Manager (Area Sales)	
Pay Band-7	IPPB Pay
<i>Basic</i>	<i>Basic</i>
48200	35470
49600	36780
51100	38090
52600	38090
54200	40710
55800	40710
57500	42020

\* The fitment mentioned above is illustrative.

#### House Rent Allowance:

Classification of place	Rate
Major "A" category cities	9 % of Pay
'A' category cities	8% of Pay
All Other places	7% of Pay

"Major 'A' category city" means cities/ places with population more than 45 lacs.

"'A' category city" means places with population over 12 lacs and below 45 lacs.

"'B' category city" means places with population over 5 lacs and below 12 lacs.

#### Company leased accommodation in lieu of HRA:

Scale	Mumbai	Delhi	Major A (other than Mumbai & Delhi)	A category	B Category	Other places
Scale II	32,500	27,000	21,000	16,000	11,000	9,000
Scale I	29,500	26,500	20,000	15,000	10,000	8,000

#### Special Allowance:

Scale	Special Allowance
Scale II	7.75% of Basic Pay + applicable Dearness Allowance thereon
Scale I	

The special allowance with applicable DA thereon shall not be reckoned for retirement benefits, viz. PF and Gratuity.

**Fixed Personal Pay:**

Scale	Fixed Personal Pay (INR per month)
Scale II	1,453
Scale I	

**City Compensatory Allowance:**

Area	Rate	Maximum Amount
Places in A category (incl. major A) and in the State of Goa	4% of Pay	INR 870/- per month
Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	3% of Pay	INR 600/- per month

**Bouquet of Allowances:**

A bouquet of allowances equal to 50% of basic pay will be reimbursed/ paid as a part of salary. Once every year, during the month of April, the Officer will have to choose and inform the HR Department of the allowances he/ she intends to opt for during the year. The total amount should not exceed the maximum ceiling of 50% of basic pay. Typical bouquet of allowances will include some or all of the following, and prevalent Income Tax rules shall be applicable:

- Newspaper/ magazine allowance
- Petrol (not applicable for Scale VI and Scale VII Officers)
- Club membership
- Leave travel concession
- Furniture and fixture
- Medical allowance (Out Patient)
- House cleaning allowance and casual labour
- Children education allowance
- Entertainment allowance
- Reimbursement of Mobile/ Telephone bills

**Location/ Duty specific allowance:**

Following location/ duty specific allowances shall be paid as per the Bipartite settlement:

- Special Area Allowance
- Project Area Compensatory Allowance
- Mid Academic Year Transfer Allowance

- Deputation Allowance
- Hill & Fuel Allowance
- Split duty allowance

### Reimbursement of Expenses on Travel

#	Scale	Mode of Travel
1	Scale II	<ul style="list-style-type: none"> <li>• By AC Sleeper (II AC or III AC) by train.</li> <li>• By air (economy class) if the distance to be traveled is more than 1,000 kms.</li> <li>• By air (economy class) for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business.</li> </ul>
2	Scale I	<ul style="list-style-type: none"> <li>• By train (IIIAC or II AC Sleeper).</li> <li>• By air (economy class) if so permitted by, the Competent Authority, having regard to the exigencies of business</li> </ul>

### Halting Allowance:

Scale of Officer	Metro cities (Delhi, Mumbai) (INR)	Major 'A' class cities (INR)	A category (INR)	Other (INR)
Scale II	1,300	1100	950	850
Scale I				

Sd/-

CHRO  
21/04/2018

### Annexure:

Illustrative Salary Structure	
Basic Pay	Rs.
Prevailing DA (47.8% of Basic)	Rs.
House Rent Allowance (9% of Basic)*	Rs.
Special Pay –7.75% of (Basic +DA)	Rs.
CCA#	Rs.
Fixed Personal Pay	Rs.
Bouquet of allowances (50% of Basic)	Rs.
<b>Gross Salary</b>	Rs.

\*Company leased accommodation in lieu of HRA is available to officer of the bank. If Company Leased Accommodation is not availed, HRA shall be paid to the employee per their posting locations.