

New Bank of India [Determination of Placement of Employee (Officers and Workmen) of the New Bank of India in Punjab National Bank] Scheme, 1993

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In exercise of the powers conferred by Section 9 of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1980 read with sub-paragraph (4) of the Paragraph 5 of the Government of India, Ministry of Finance, Department of Economic Affairs (Banking Division) notification No. 1/2/93-BO.-1(i), dated September 4, 1993 the Central Government, after consultation with the Reserve Bank of India, hereby makes the following Scheme namely :-

1. Short title and commencement :-

(1) This Scheme may be called the New Bank of India [Determination of Placement of Employee (Officers and Workmen) of the New Bank of India in Punjab National Bank] Scheme, 1993.

(2) It shall be deemed to have come into force with effect from 4th September, 1993.

2. Definitions :-

In this Scheme unless the context otherwise requires,-

(a) "Workman" has the meaning assigned to it in the Industrial Disputes Act, 1947 ;

(b) The words and expressions used herein and not defined but defined in the New Bank of India (Amalgamation and Transfer of Undertakings) Scheme, 1993, the Banking Companies (Acquisition

and Transfer of Undertakings) Act, 1980 (40 of 1980), Punjab National Bank (Officers') Service Regulations, 1979, read with New Bank of India (Officers') Service Regulations, 1982, and various awards/settlements governing service conditions of workmen employees of Punjab National Bank/New Bank of India shall have the meaning respectively assigned to them in the Scheme/Regulations/Acts/Awards/Settlements, as the case may be,

3. Redeployment of Officers/Staff :-

The transferee bank may redeploy/transfer the Officers/Award Staff of transferor bank to any of the offices/branches of the transferee bank keeping in view the suitability of the officer/employee, administrative exigencies and manpower requirements of the transferee bank, in accordance with the provisions contained in the Punjab National Bank (Officers') Service Regulations, 1970 or existing Award/Bipartite Settlements. The officers may be transferred to any place in India and the postings/transfers of workmen employees will be made within the same linguistic area.

4. Seniority of Officers/employees of transferor Bank :-

For the purpose of determining the seniority of employees (Officers of Workmen) of the transferor bank vis-a-vis employees (Officers or Workmen) of transferee bank, the following norms shall be applied :-

Workmen Employees

(a)

(i) Provisions of settlements, understandings and clarifications agreed to by the transferee bank with the workmen unions or associations from time to time in the matter of promotions from the subordinate cadre to clerical cadre and from clerical or Special Assistant Cadre to Officers Cadre (JMG Scale-1) and Promotion of Head Cashier, Cashier-in-charge/Cashiers as Cash Officers shall become automatically applicable to the workmen employees of transferor bank in the same manner as applicable to workmen employees of transferee bank subject to other provisions of the Scheme.

(ii) The settlements, rules and practices as in force in the transferee bank in the matter of posting of Clerks as Special Assistants/Tellers, Head Cashiers, Cashiers-in-charge, and other posts carrying special allowance in the clerical cadre as well as Daftry and Cash Peons and other posts carrying special allowances

in the subordinate cadre shall become applicable to the workmen employees of the transferor bank subject to the other provisions of the Scheme.

(iii) The procedure for computation of years of service rendered in the transferor bank for the purpose of determining the minimum length of service for promotion from subordinate cadre to clerical cadre as also from the clerical cadre to officer cadre and also for the purpose of posting in the posts carrying special allowance, shall be computed in the ratio of 2:1, that is, two years of service in transferor bank as equivalent to one year of service in the transferee bank. For this purpose, total service in the respective cadre of the workman employees, that is, clerical or sub-staff in which the official is placed at the time of transfer, shall be reckoned but fractions of a month shall be ignored, for example, if a workman employee has rendered two years and nine months service in the clerical/sub-staff cadre, as the case may be, in the transferor bank at the time of amalgamation with transferee bank, it shall be reckoned as equal to one year and four months service in the clerical or sub-staff cadre, as the case may be, in the transferee bank.

Officers

(b)

(i) All Officers of the transferor bank shall be placed in the same grade or scale of pay in the transferee bank as they were holding in the transferor bank, with suitable changes in the designation, if required, on the lines of the prevailing system in the transferee bank.

(ii) For the purpose of seniority or fitment or for promotion to the next grade or scale, the service rendered by an officer in the transferor bank shall be computed, after amalgamation, in the ratio of 2:1, that is, two years of service in the transferor bank as equivalent to one year service in the transferee bank. For this purpose, total service in the scale in which an officer is transferred shall be reckoned but fractions of a month shall be ignored. For example, if an officer has rendered two years nine months service in Scale-11 in the transferor bank at the time of amalgamation with the transferee bank, it shall be reckoned as equal to one year and four months service in Scale-11 in the transferee bank.

