

MEMORANDUM OF SETTLEMENT ARRIVED AT UNDER SECTION 12(3) OF THE ID ACT 1947 BETWEEN THE MANAGEMENT OF ANDHRA BANK, HEAD OFFCE AND ALL INDIA ANDHRA BANK AWARD EMPLOYEES' UNION (Affiliated to AIBEA), BEFORE Sri. M. DHARMARAJ, ASST. LABOUR COMMISSIONER (C), HYDERABAD ON 5th MARCH 2013 REGARDING POLICY & PROCEDURE FOR "PROMOTIONS FROM SWEEPERS ON SCALE WAGES POSSESSING HIGHER EDUCATIONAL QUALIFICATIONS TO SUB STAFF CADRE.

Representing the Management

R.Padmanabhan
General Manager

K.Satish Chander Reddy
Assistant General Manager

S.Veeramani
Chief Manager (HR)

A.Eswaran
Senior Manager (HR)

Representing the Union

BSR Mohan Reddy
Chairman

Manoranjan Das
President

M Sankareswaran
Vice President

B V V KondalaRao
Vice President

Mihir Kumar Dey
Vice President

Vikas Rane
Vice President

Vijay Kumar Juneja
Vice President

T. Ravindranath
General Secretary

Ramana N.V.
Dy. General Secretary

M. Padmanabhan
Dy. General Secretary

SHORT RECITAL OF THE CASE:

Whereas the General Secretary of All India Andhra Bank Award Employees' Union has served a Strike Notice vide letter dated 17.10.2012 to the Management of Andhra Bank, Hyderabad for settling various demands and the matter was ceased in conciliation by the RLC (C), Hyderabad and thereafter Conciliation Proceedings were held on 19.11.2012 before the RLC (C), Hyderabad, where both the parties had agreed to discuss the matter in the bilateral manner to resolve the issues amicably.

And whereas both the parties as per the advice of the RLC (C), Hyderabad had mutually discussed the various issues and on 07-12-2012 a Settlement under Section 2(p) of ID Act 1947 was signed between these parties covering several issues including the issue of providing opportunity to Sweepers on Scale Wages having Higher Educational Qualifications in Promotions to Sub Staff Cadre.

And whereas on 07-12-2012 a Settlement under Section 2(p) of ID Act 1947 was signed between these parties i.e., Management of Andhra Bank & All India Andhra Bank Award Employees' Union covering several issues including providing opportunity to Sweepers on Scale Wages having Higher Educational Qualifications in Promotions to Sub Staff Cadre.

And whereas under Clause 5 of the said Memorandum of Settlement, it was agreed between the parties that the Part Time Sweepers who have completed 5 years of Service on Scale Wages and possess Educational Qualifications like 10th / SSC / INTER / PUC / DEGREE / GRADUATION etc. shall be considered for Promotion to Sub Staff Cadre through a Separate Channel by providing additional 10% of vacancies out of the total number of Sub Staff directly recruited, in addition to the 25% of the Vacancies accruing in the Full Time Subordinate Staff Cadre in the Bank filled up by Conversion of the Part Time Sweepers to Full Time Subordinate Staff vide Settlement dated 22nd December, 2000. The Modalities & Procedure for such Promotions shall be mutually discussed & arrived at by way of a Separate Settlement.

And whereas both the parties mutually discussed the Modalities & Procedure for such Promotions and have approached the Asst. Labour Commissioner (c), Hyderabad for facilitating to arrive at a Settlement on the issue.

It is agreed that in addition to the Provisions of the Settlement dated 22nd December, 2000, the following Procedure & Policy shall be adopted for Conversion of Part Time Sweepers possessing higher Educational Qualifications to Full Time Subordinate Staff.

And whereas both the parties have mutually discussed the issue of providing opportunity to Sweepers on Scale Wages having Higher Educational Qualifications in Promotions to Sub Staff Cadre and both the parties desired to arrive at a Memorandum of Settlement under Section 12(3) of ID Act and approached the Asst. Labour Commissioner(C), Hyderabad for facilitating to arrive at a Settlement on the issue. Today 5th March, 2013 after further discussions, in the presence of the Asst. Labour Commissioner (C), Hyderabad, the following terms of Settlement are agreed to and arrived at between the parties:

TERMS OF SETTLEMENT

1. 10% of the Vacancies of the total number of Sub Staff Vacancies directly recruited in the Bank shall be filled up by way of Promotions from the Sweepers in Scale Wages who have completed minimum 5 years of Service in Scale Wages and possess Educational Qualifications like 10th / SSC / INTER / PUC/DEGREE / GRADUATION etc.
2. These Promotions are in addition to the 25% of the Vacancies accruing in the Full Time Subordinate Staff Cadre in the Bank for being filled up by Conversion of the Part Time Sweepers to Full Time Subordinate Staff vide Settlement dated 22nd December, 2000.
3. The Term Part Time Sweeper shall mean only those Sweepers drawing Scale Wages
4. The Selection to Sub Staff Cadre under this channel shall be on the basis of suitability of the Part Time Sweepers as provided hereunder:
 - a) The Bank shall issue a Notification for the 10% Vacancies arising out of the total number of Sub staff Vacancies directly recruited and calling applications from the eligible Sweepers in scale wages as stated in Clause 1 above from among the applicants, the Seniority shall be rearranged, duly taking

into account the Weightage given for service as per the Educational Qualifications as under.

b) Weightage of Seniority for Educational Qualifications shall be given as under:

Candidates Possessing Educational Qualification	Weightage
SSC / 10 th CLASS (OR) any other Equivalent Qualification	1 Year
INTER/PUC/10+2 (OR) any other Equivalent Qualification	2 Years
DEGREE/GRADUATION (OR) any other Equivalent Qualification	5 Years

c) The completed years of Service stipulated above shall be reckoned as on the date of notification of the Vacancies / Circular issued by the Bank.

5. If the number of suitable candidates among the applicants is more than the number of vacancies to be filled in under this Channel, the Selection shall be done by way of an Interview by calling the Candidates three (3) times the number of vacancies to be filled in as per the Seniority computed after giving Weightage for the Educational Qualifications as stated in Clause 4.
6. Final Selection for Promotions shall be on the basis of aggregate marks obtained-Tor Service, Educational Qualifications and Interview in the order of Merit as under:

Total Marks	--	100
(i) Service Marks	--	20
(At the rate of 2 marks for every completed year of service in the Scale wages as on the date of Notification of the vacancies by the Bank, subject to a maximum of 20 Marks)		
(ii) Educational Qualifications (Maximum Marks)	--	60
Matriculation/10 th /SSC or any other equivalent Examination		25
Inter/PUC/10+2 or any other equivalent Examination		45
Degree/Graduation or any other equivalent Examination		60 (Cumulative)
(iii) Interview (Maximum Marks)	--	20

7. The selected candidate shall be posted within the Zone on their Conversion to Sub Staff Cadre.
8. The fitment of Part Time Sweepers on Promotion to Sub Staff shall be as per the provisions of the Clause No. 18.3 of the B.P. Settlement dated 10.04.1989 and as modified from time to time.
9. The Management shall supply to the Union a List of Selected Candidates along with the marks-obtained under various heads.
10. The terms of this Settlement shall come into force from the date of signing this Settlement and shall be binding on the parties for a period of 2 years and shall continue to remain in force and operation even thereafter until either party gives three months notice to the other party of its intention to terminate the Settlement and a modified Settlement is arrived at
11. During the period of operation of this Settlement, if any modifications / amendments to the terms and conditions are felt necessary the same shall be discussed and a mutual agreement, may be arrived at by way of modifications / amendment to this Settlement
12. If any doubt or difficulty arises regarding the interpretation and implementation of any of the terms of this Settlement the matter shall be mutually discussed and settled at the Head Office level between the Management and Union for proper clarification.

Signed by the parties on this 5th Day of March, 2013 at Hyderabad:

Representing Andhra Bank Management



R. Padmanabhan



K. Satish Chander Reddy

Representing AIABAEU



B S R Mohan Reddy



Manoranjan Das



S.Veeramani

A.Eswaran



M Sankareswaran

B V V KondalaRao

Mihir Kumar Dey

Vikas Rane

Vijay Kumar Juneja

T. Ravindranath

Ramana N.V.

M. Padmanabhan

Witnesses :

1) M.Sudhakar

Assistant Manager
Human Resources Department

2) M.L.Rekha

Vice President
AIABAEU

(M.DHARMARAJ)

Assistant Labour Commissioner (Central), Hyderabad